Proceedings and Index of the 61st Annual Convention - 1999

Communications Workers of America Miami Beach Convention Center Miami Beach, Florida July 12 - 14, 1999

TABLE OF CONTENTS

MONDAY MORNING

July 12,1999

Call to Order - Temporary Chair Willie Knowles, President, Local 3122

Invocation - Rabbi Jory Lang

Opening Ceremonies - Presentation of Colors, National Anthems

Introduction of Host Committee

Greetings by:

Natasha Seijas-Millan, Miami-Dade County Commissioner

Hon. Neisen Kasdin, Mayor of Miami Beach

Marilyn Lenard, President, Florida AFL-CIO

Remarks by District 3 Vice President James E. Smith

President's Address - President Morton Bahr

Use of Microphones6

Credentials Committee - Partial Report8

Convention Rules - Hours of Convention0

Finance Committee Report1-24

Defense/Members' Relief Fund Oversight Committee

Resolutions Committee

61 A-99-3 - Journalist To Journalist

61A-99-2 - Promoting Quality Health Care

Through Health Care Worker Organizing

International Guests and Dignitaries

Announcements

Recess

MONDAY AFTERNOON

Call to Order

Credentials Committee - Supplemental Report

"Unionism" - Poem by Danielle Moore

Report on Organizing/Organizing Awards

by Executive Vice President Larry Cohen

President's Annual Award

Announcements

Election Rules by Jeff Zaino, American Arbitration Association

Nomination of National Officers

Recess

TUESDAY MORNING

July 13,1999

Call to Order

Invocation - Pastor Roberto Perez

Election Results

Installation of Officers

by Installing Officer, Secretary-Treasurer Emeritus James Booe

National Women's Committee Report

Report of the National Committee on Equity Report of the Secretary-Treasurer - Barbara Easterling Address by John Sweeney, President, AFL-CIO Announcements Recess

TUESDAY AFTERNOON

Call to Order

Address by William Jefferson Clinton, President of the United States

Constitution Committee Report

In Memoriam

Resolutions Committee (continued)

61A-99-1 - Al Gore for President

Address by Philip Bowyer,

General Secretary, Communications International

Remarks by Yossi Harel and Fayez Jaber

Glenn Wafts Center of Jerusalem

Remarks by Jose Juan Hernandez, President, UIET, Puerto Rico

Recess

WEDNESDAY MORNING

July 14,1999

Call to Order

invocation - Rev. Father George Puthusseril

Address by Moe Biller, President, American Postal Workers Union

Pediatric AIDS Foundation Awards &

Address by Kate Carr, CEO, Pediatric AIDS Foundation

Appeals Committee

Address by Joseph Andrew

Chair, Democratic National Committee

Resolutions Committee - continued

61A-99-4 - We Support Census 2000

61A-99-5 - Strengthening Social Security

61A-99-6 - Preserving and Enhancing Medicare

61A-99-7 - The National Labor College

61A-99-8 - Economic Policy Resolution

61A-99-9 - Democratic Communications

61 A-99-1 0 - Violence At Home and At Work - A Union Issue

30-Year Service Awards

COPE Awards

Newsletter Awards

Resolution to Support the Cuban Food and Medicine Act of 1999

Resolution on Discriminatory Taxation of Domestic Partner Benefits

Good and Welfare

Closing Remarks by President Bahr

Adjournment

Communications & Greetings

Appendix A - Finance Committee Report

MONDAY MORNING SESSION

July 12, 1999

The Opening Session of the 61st Convention of the Communications Workers of America, held at the Miami Beach Convention Center, Miami Beach, Florida, July 12-14, 1999, convened at 9:00 a.m., Willie Knowles, President, CWA Local 3122, Temporary Chair, presiding.

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

I am Willie Knowles, President of CWA Local 3122. I have the honor of serving as the Temporary Chair. We welcome you to Miami Beach to CWA District 3 and to the 61st Annual Convention of the Communications Workers of America.

As is our custom, we will open the Convention with a prayer. I would like to call upon Rabbi Jory Lang of Temple Beth Moshe for the invocation. After the invocation, please remain standing for the presentation of Colors and the singing of the national anthems. Please give Rabbi Lang a warm welcome. (Applause)

RABBI JORY LANG (Temple Beth Moshe, Miami Beach): We ask God to invoke his blessing on everyone who is here today. We live in a society where people basically don't count; people can work for 20 or 30 years and they are discarded. The CWA ensures that people have a connection. It started off by connecting people to each other, and it continues to have that relationship.

The way in which it runs in a democratic fashion, allowing everyone to have a voice is imperative. This organization, this union, needs to grow. We ask that God give everyone strength and wisdom and integrity, that everyone should work together for the betterment of our country and, through this union, that people remain active and have a voice. God protect everyone here with good health, longevity, a good job, and, most important, the ability to work with each other and to assure that everyone works with honesty and integrity.

We ask God's blessing today that this Convention be blessed with wisdom and good things, and we say. Amen.

TEMPORARY CHAIR KNOWLES: Thank you, Rabbi Lang. Our colors this morning will be presented by the NJ-ROTC Unit, G. Holmes Braddock Senior High School in Miami. Felicia Townsend of Glendale Baptist Church will sing the National Anthem of the United States. TNG-CWA staff representative Debbie Thomas will sing the National Anthem of Canada. Felix Morales will sing the National Anthem of Puerto Rico.

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 Colors and the National Anthems of the United States, Canada and Puerto Rico.

... The delegates rose and applauded at length after the singing of "The Star Spangled Banner," sung by Felicia Townsend of Glendale Baptist Church; "O Canada," sung by Debbie Thomas of TNG-CWA staff, and the National Anthem of Puerto Rico, sung by Felix Morales, after which the Colors were retired . . .

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

We come to conventions and take for granted that everything is in order, the way that it should be. But there is a great deal 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 exciting and memorable. The District 3 Host Committee has been working overtime to ensure the success of this convention.

I serve as Chair of the Host Committee. Please join me in thanking all of the members of the District 3 Host Committee. As I introduce them, they are going to stand. They are members of Local 3122:

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

Mary Landry, Secretary-Treasurer; Laura Davis, Area Vice President; Bryna Ostrovsky; Patsy McDowell; Mary Anderson; Luis Tornes; Nance Ward; Karen Saunders; Susan Knowles; and

Rhonda LaPorte, First Vice President, who is unable to be here. And a special thanks to Staff Representative Betty Witte for her support and help with this committee.

Our next guest is Miami-Dade County Commissioner Natasha Seijas-Millan. Commissioner Seijas-Millan was elected in 1993 and her legislative record reflects her commitment to minorities, women and children. She was very instrumental in helping to get the living wage ordinance passed for Dade County. I, along with other labor leaders and community activists, had several meetings with her and she was very supportive of passing this ordinance. Please welcome Commissioner Millan. (Applause)

NATASHA SEIJAS-MILLAN (Miami-Dade County Commissioner): Good morning. I have never spoken in this hall, so I hope I can do it slow enough that you can hear me. I know there is an echo back there.

I want to tell you what a pleasure it is for me to welcome you here. It is on behalf of the Mayor and the Commissioners who sit with me on the County Commission that I wish you buenos dias. We are delighted that you have chosen our community as a site for this convention.

On the end of the millennium, we are confident that the future looks bright for Miami-Dade, and with all the rapid changes in technology and communications, we are confident that the future looks bright for the Communications Workers of Miami. So keep your sunglasses on. There is a great millennium coming up.

Besides the serious business of this conference, I trust some of you will enjoy some of our beaches. I would try a little bit of Cuban coffee, maybe take some stories back about "living la vida loca," and all in all just enjoy what we have to offer, and we offer kindness and caring for you.

But Miami-Dade is not just another fun place for American workers to hold a conference. This community has developed a positive and fruitful relationship with organized labor. I have witnessed a growth of mutual trust and understanding, while serving in the Miami-Dade County Commission. There has been no doubt, the improved climate has been the result of the initiative by local and national labor officials in this community, and for that I thank you.

Wherever there have been issues regarding the working poor in this community, we can count on organized labor to be there to lend a hand.

Labor is involved in many things in Dade County. It is involved in the Welfare to Work program. It is involved in the pensions and the work forces of our community. Labor is involved in finding — if you listened to my introduction you noticed the most important thing — opportunities for women and minorities to have a decent job. For that I will always be grateful. (Applause)

We, the elected officials, have taken note of the good work of the labor officials in our community. We welcome you as our partners in progress for this community, for without you we cannot move, and yet we do need to move. So, again, I thank you.

I am proud to say that I sponsored one of the most recent initiatives of organized labor in Miami-Dade County. I led the charge to win passage of a living wage ordinance in Miami-Dade by a 12-to-0 vote of the Commission, that a worker employed by a County service contractor should be able to support his or her family after putting in 40 hours of hard work. That is essential for quality of life and dignity of human beings. (Applause)

It is now a must — and I am sure that a "must" is something some people won't like to hear, but we at the County welcome that — that a living wage of \$9.81 an hour be paid to our County employees and County service workers. This is our success story. We will have a lot more. So give yourselves a hand. (Applause)

The great victory for the working poor of this community is a perfect example of organized labor reaching out to help the poor and the minorities of this community. By demonstrating this type of commitment to the welfare of all workers, union and non-union, all of you, and all of the representatives of organized labor, have earned a special place in my heart

I am proud to represent the working class people of Miami-Dade County, but I am also very proud to be participants with you and I hope you will consider me one of your own.

Now that we have gotten to this point where I am telling you a lot about me, I come from a city close to here, Hialeah. But I really, really come from an island that is 90 miles away, and that is Cuba. And as I saw the flag coming in, I saw the flag that I swore to uphold, the flag of the United States. But I also saw the flag of Puerto Rico, which is an inverse in the colors of the flag of my country. If you can allow this lady from Cuba just once to say I hope next year my flag will be

represented here representing our island that is free. Just a little something for this little old lady to take back.

More than anything, I want to tell you that we establish a relationship, organized labor, so I want to tell you a little secret. It is a very small secret that none of you can talk about. You have to say it was said to you in very private. I am a Republican. But I have been called a closet Democrat. But you know what I really am? I am like you guys. I give a damn. And that is why I am here and will always be with you. Thank you. (Applause) Thank you.

TEMPORARY CHAIR KNOWLES: Thank you, Commissioner Millan.

We are now pleased to welcome our next guest. Mayor Neisen Kasdin of the City of Miami Beach. Mayor Kasdin was first elected in 1987 after serving as a Miami Beach Commissioner for six years. We are very pleased to welcome him to our convention. Mayor Kasdin. (Applause)

THE HONORABLE NEISEN KASDIN (Mayor of Miami Beach): Thank you and good morning. Welcome to Miami Beach. Welcome President Bahr and all of the delegation to this convention. The City of Miami Beach has a great and proud history in the American Union Movement. When I grew up in this city, and I was born here in Miami Beach, I grew up in an environment of Democratic politics, where many of the people who lived in this city were retired union members from the Northeast part of the United States and created in this community a great liberal tradition of caring, of compassion and of tolerance, for all people of all kinds in our city and throughout the world.

Miami Beach is a different city today than it was in my youth. It is younger. It is much more diverse. It is truly a melting pot. But one thing that has not changed in the City of Miami Beach is that great liberal tradition of openness, tolerance, fairness and acceptance. That is what the City of Miami Beach stands for today.

I know Commissioner Millan referred to it herself in her remarks, the Miami Beach of today remains a democratic city. (Applause) The point is, there is room in this world for diversity and change, but there still always must be a place, and here in the City of Miami Beach there always will be a place for those great ideals that you stand for here today.

I would like to welcome all of you to the city. I know you have important business ahead of you over the next few days as delegates here in the Convention, but I also would like to remind you that, after all, this is Miami Beach and you're in South Beach, so by all means have a good time, have some fun.

There is no city like it in the country when it comes to restaurants, cafes and street life, culture and experiencing a world that you can't experience anywhere else. Do your work, do good for our country as well, but while you're here, please enjoy yourself because that is also what this city is all about. Welcome and we hope to see you back here again. Thank you. (Applause)

TEMPORARY CHAIR KNOWLES: Thank you. Mayor Kasdin.

Our next speaker is special to us and we are very proud of her. Not only is Marilyn Lenard the President of the Florida AFL-CIO, but she is also one of us, a CWA member of Local 3101. She is also one of only three women in the United States who leads an AFL-CIO. In 1993 she was the first woman ever elected president in the 42-year history of the Florida AFL-CIO. She is also one of only three women in the United States who lead an AFL-CIO state federation. Prior to her election, she held numerous CWA and AFL-CIO leadership positions, including service as Vice President of Local 3101.

Let's give Marilyn a big welcome home from her CWA brothers and sisters. The President of the Florida AFL-CIO, Marilyn Lenard.

... The delegates stood and applauded ...

MARILYN LENARD (President, Florida AFL-CIO): Thank you, Mr. Chairman.

President Bahr, Secretary-Treasurer Easterling, Executive Officers, Convention Delegates, and Distinguished Guests: I am deeply honored and pleased to be here this morning to extend to you a warm welcome to Florida on behalf of the officers and affiliates of the Florida AFL-CIO. As I have sat here this morning, looking out into this magnificent audience, I am reminded of why I am so proud to be a member of the Communications Workers of America. (Applause) Our union is one of the finest unions in the world. As this Convention begins this morning, let's

just take a moment to applaud and recognize both the leadership and the membership that have made this union so great. Join me please. (Applause)

There are a few people who I particularly want to recognize this morning. My District Vice

President Jimmy Smith, Vice President of CWA District 3. (Applause) Ken Ruth, the Florida State Director; someone who is very special to me, Alan Keith, CWA staff for Central Florida and my former Local President; my current local President and my dear friend, Mike Amos, President of CWA 3101. (Applause) To all of my friends at 3101, in District 3 and in Florida, it is great to be with you this morning.

Florida is the fourth largest and third most rapidly growing state in the nation. It is an extremely diverse state. The people of Florida come from many places and speak various languages. It is a state that is also extreme in terms of wealth and poverty. Because of the tremendous wealth that exists in Florida, incomes and per capita bases normally are above the national average. But despite the great words that you have heard from our elected officials and the support they give to the labor movement, it is difficult for working families in the State of Florida. Florida is a right-to-work state and only about 7 percent of the work force is union organized. Wages fall about 11 percent below the national average.

Brothers and sisters of CWA, just as throughout the country, working families in Florida are waking up. Increased numbers of working men and women are fighting for the right to organize unions at their workplaces in Florida. CWA and other unions of this state are on the front lines with them in the battle to help them realize that goal.

Organized labor in Florida is truly engaged in the struggle for social and economic justice for all workers and we are winning. (Applause) Last year in Florida, union membership increased by 1.2 percent. And this year, thousands more have been organized into the ranks of the labor movement

I want to assure you as you visit our state that organized labor is alive and well in Florida. You and I, brothers and sisters, have the privilege of belonging to one of the greatest unions in the world. It is our responsibility and our obligation as we go back home to help others enjoy the opportunity that we have had by organizing them into our union.

In closing, I want to just leave a few words with you that were sent to me by a dear friend last week. Originally, this definition came from Marianne Williamson, and from her ideas came the words to Nelson Mandela's inaugural speech. I think these words kind of capture the encouragement that I felt for my union. It is called "Play Big."

"Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness, that frightens us. We ask ourselves, 'Who am I to be brilliant, gorgeous, talented and fabulous?' Actually, who are you not to be?

"Playing big means showing up for life in all your glory. It means being the you that is perfect in your imperfections. It means expressing yourself in a way that is uniquely you, and living your life in a way that works for you. Refuse to be limited by another's perception of who you are and what you can achieve. When you play big, it gives those around you permission to do the same." When I first started working for Southern Bell in Louisville, Kentucky, in 1969 and immediately joined the Communications Workers of America, never in my wildest imagination did I dream that I would one day be standing in front of this Convention and welcoming you to the State of Florida as the President of the AFL-CIO. (Applause) It is our union that has given me the encouragement and the education and the skills to have this opportunity.

Again I want to say to you, we belong to the greatest union in the world. Welcome to the State of Florida. Have a fantastic time while you are here and come back soon. (Applause)

TEMPORARY CHAIR KNOWLES: Thank you, Marilyn.

I now have the honor of introducing District 3 Vice President Jimmy Smith. I have known Jimmy for about ten years. He has been a local vice president, a local president, so he knows what it means to deal with the day-to-day needs of our members. He has held many leadership positions in our district. He has been a Staff Rep, Administrative Assistant to the District Vice President, and Assistant to the Vice President. He was well trained and prepared when he was elected our District Vice President.

The district has had many wonderful achievements under his leadership, but the most remarkable is our political program. For years District 3 was at the bottom of the totem pole for COPE. As a staff rep, Jimmy started District 3 on the way to being one of the leaders of COPE by getting the officers and leaders of South Carolina to sign up for COPE Quorum.

As District Vice President he continues to lead the district to the top in every way. I am very proud to introduce the leader of District 3, Jimmy Smith. (Applause)

VICE PRESIDENT JAMES E. SMITH (District 3): Thank you very much, Temporary Chair Knowles. And to you and your host committee, certainly, thanks again from all of us for a remarkable job in preparing us for this Convention. And, Marilyn, we are always proud to have you, a CWA member, to be with us wherever we are, and we are proud of you. Thank you for being here.

Just a few remarks this morning. First of all, I would like to extend to all our delegates, alternates, guests and my colleagues on the Executive Board that I am proud to welcome you to our 61st Annual Convention. Welcome to District 3. Welcome to Miami.

CWA has met in convention in Miami several times before at critical moments in our history. The first time was in 1947 when we had our first convention under the name of CWA. We had come from a nationwide strike that had taught us that we needed a strong national union. We started building that union in Miami in 1947.

In 1973, our convention in Miami was the last one that President Joe Beirne chaired. We met again in Miami in 1987 and launched the Jobs with Justice Movement. Our last convention in District 3 was in 1992 in Miami. We are pleased to welcome you back for the last CWA convention in this century.

I want to take just a moment to brag about the locals and members in District 3 because we are very proud of our accomplishments. We organize. We negotiate some of the best contracts in the union, and our members know how to do our political work. Not only do we raise huge amounts of COPE dollars, we also get out the vote.

The results from last November's election speak for themselves. We had four targeted elections — in North Carolina, defeat of the incumbent Republican Senator by the name of Lauth Faircloth. In South Carolina, our goal was to return a Democratic governor to the governorship that had been vacated for twelve years. In Alabama, our goal was to defeat a 16-year Republican regime in that state, and in Georgia our goal was to continue our hundred years of Democratic leadership. Our locals were successful in each and every one of these campaigns. They did a marvelous job. (Applause) And I can assure you, that this district is committed to leading the way, as we elect someone from this district as the next President of the United States, Al Gore. (Applause)

We have achieved these results despite the fact that eight of the nine states that make up our district have right-to-work laws.

I don't intend to go on talking about District 3 and the many exciting things that we have done and are doing throughout the district, but we are proud of our district and proud to be part of one of the most dynamic unions in North America.

We intend to do everything possible to make your stay here as enjoyable as possible. And if you decide to take a swim somewhere around South Beach and you get in trouble in the water, don't worry. The lifeguards are represented by CWA, and they will take good care of you. (Applause) In fact, CWA represents all of the municipal workers in Miami Beach. This is a union town from shore to sidewalk. So, this week I can promise that you are going to experience good, old Southern hospitality with somewhat of a Latin flair.

While you are in Miami, I urge you to take a good look around. This city and its people are a window to the future of the nation. Latinos represent a new face of America that labor must reach and bring into our ranks.

By saying this, I do not mean to diminish labor's responsibilities to African-Americans, Asians, other minorities or women. But the growing influence of Latinos on our economy, our culture and our politics is recognized around the nation. In fact, Newsweek, the front cover, recently displayed the same thing.

Latinos are the fastest growing group in the U.S. and a third of the Latino population is under 18 years of age. By 2005, Latinos will be the single largest minority group in the United States. This is a group that unions must reach for the sake of our future.

For example, Hispanics are concentrated in 11 key states. Florida is one of them, with a total of 217 out of the 270 electoral votes needed to elect the president of this country. Thirty-seven percent of the Latinos in the 18 to 34-year-old group say they are independent. We must reach this group and bring them into labor's fold.

Unions have a message for them and the power to make a difference in their lives. The union pay difference for Hispanic workers is astounding. Union Latino workers earn 54 percent more than

their nonunion counterparts, and in right-to-work states, this spread is even wider.

In addition to extra pay, unions bring respect to the job, dignity to work and hope for a better future. CWA has a long history of support for Latin Americans going back to our international commitment to the development of free trade unions in South America and the Caribbean basin. Along with each of you, we intend to do our part in District 3 to welcome Hispanics and all workers into our union.

Now I will move on to the most important part of my duties this morning which is to introduce our national president. This is a great honor and privilege for me.

The words of an old song remind us that "we don't know what we have until it's gone." That is not true with Morty Bahr. We know what we have. He is one of the most influential, respected, and powerful labor leaders in the entire world. He has spent a lifetime as a union-builder, opening the doors of opportunity for working families everywhere.

I have the honor of serving with Morty on the Executive Board, and it is, indeed, an honor. I have seen him soothe the concerns of our retired members with his unlimited optimism about the future. I have seen him as he calms the fears of our members by talking straight and clearly explaining issues to them.

I have seen him instill confidence and strength in our leadership at the most difficult times. I have heard him cut down a CEO with a single word or make their day with a handshake. I have seen the countless politicians, from state lawmakers to Presidents, who come to him because they value his advice and counsel.

Morty is an asset of immeasurable value to our Union and our members. We could not have a better national president at this time in our history. We placed the power and prestige of our great Union in his very capable hands that day we first elected Morty national president in 1985. Under his leadership, CWA's power and prestige have multiplied over and over again. Whether it's Jobs with Justice, CWA, Wall-to-Wall or the CWA Triangle, Morty's imagination and energy fuel our spirit.

One reason that CWA is a union leading the way into the new millennium is because we have a national president who understands our past, supports the everyday union work that we do, and is committed to achieving a future that some can only dream about.

Inspirational organizer, shrewd negotiator, political advisor, teacher and educator — we can say all of this about Morty and more. In the words of the title of his book, <u>From the Telegraph to the Internet</u>, he is truly a leader for all seasons.

CWA has been blessed with great former International Presidents, Joe Beirne and Glenn Watts, and I am pleased to present to you an individual who certainly ranks among the greatest of the great, our International President, Morton Bahr.

. . . The delegates rose and applauded . . .

PRESIDENT MORTY BAHR: Thank you very much and good morning.

... The delegates responded with cries of "Good Morning" ...

PRESIDENT BAHR: Thank you, Jimmy, for that most gracious introduction. But I want to take this opportunity to congratulate you, Jimmy, and all the delegates and locals in District 3 for what you accomplished on Election Day 1998.

As Vice President Smith just pointed out to you, you, the delegates and locals and members of District 3, showed that the South was not lost to the right-wing of the nation by winning the governorships in South Carolina, Alabama and Georgia, and the Senate in North Carolina. (Applause)

Organized labor also expanded our margins in the State Houses in Georgia, North Carolina and South Carolina. This is an example of what we can do when our members understand the issues and union families come out to vote.

Congratulations and thanks to all of you in District 3. (Applause)

There is someone we all hold very dear, who unfortunately is not able to be with us this week. President Emeritus Glenn Watts recently had surgery, and is unable to travel, but he asked me to give you his greetings and his love, and we will miss him this week.

However, we do have someone with us who has contributed so much toward building this Union. Please welcome Secretary-Treasurer Emeritus Jim Booe and his wife Judi . (Prolonged applause)

I am pleased to have with me my wife Florence, my daughter Janice, and granddaughters

Heather, Nikki and Alison with me this week. They are sitting back there. (Applause) This convention is a milestone for CWA. It is our last in the 20th Century. The state of our Union is strong as we approach this new century, but we know that big changes are ahead for our Union and our members in both the United States and Canada.

But CWA is no stranger to change. I call your attention to three anniversaries which converge this year that represent major turning points in our history.

It was 50 years ago, in 1949, that the members of CWA by a referendum vote decided to join the CIO. In just 11 short years they had taken the gigantic steps of moving from being members of a company dominated organization, to emerging as a significant part of the mainstream of American labor.

But the Bell System couldn't deal with the idea that forever more they would have no control over their employees' destinies and the Union to which they belong. To see CWA become the mainstream of organized labor just blew their minds, and they reacted accordingly.

In retaliation for CWA's affiliation with the CIO, they abrogated our contracts, they refused to deduct for union dues, and in some instances demanded that we sign new membership cards. Listen to what Philip Murray, then President of CIO, had to say about AT&T when he addressed the 1949 CWA convention, and I quote.

"This company's action has not been equaled anywhere in the country. AT&T is notorious for maintaining a feudal system of company unionism all over America. Their actions have but one objective, to bring about the ultimate destruction of CWA,"

This was 50 years ago. The conduct described by President Murray was consistent with AT&T's continued efforts to control their workers.

They opposed the passage of the Wagner Act, which outlawed the Bell System organizers. They urged the Supreme Court to find the Wagner Act unconstitutional, and when the Supreme Court ruled that the Act was unconstitutional, AT&T tried to control the new independent unions by planting their spies within our ranks.

But our members and leaders, with the support of the CIO, fought off the company's efforts to break our union. This new fledgling union took on the mighty Bell System and stood up to their threats and intimidations.

The message to AT&T was clear — stay the hell out of our union.

Labor Day 1999 is the 25th anniversary of the death of Joe Beirne — our founder, our leader, and one of the greatest labor leaders this nation ever produced.

Joe's tenure as president spanned two eras, from our founding years to our emergence as a union with national power. Joe was the only CWA President we had known. But our Union was not pulled apart by divisiveness when he passed away. We were fortunate that Glenn Watts was prepared and ready to step in as President. Under Glenn's leadership we made a successful transition, and Glenn carried on Joe's legacy, which lives with us today.

Joe Beirne had two major objectives for our Union. His first was to bring honesty into the collective bargaining process with AT&T. He knew that not a single Bell president had the authority to make a major decision without checking first with AT&T headquarters at 195 Broadway in New York City.

Beginning in 1947, he strove to achieve national bargaining with that company. One of the saddest but proudest days of my life was that day in January 1974 when Joe called a meeting of the Union's Collective Bargaining Policy Committee. He got out of his sickbed, knowing he was dying, to make an historic announcement. He said that after 27 years, AT&T had agreed to national bargaining with CWA.

With this announcement, our Union was instantly elevated as a national power in the U.S. economy. We took our place with such unions as the United Auto Workers and the United Steelworkers of America, and looking at Joe's wasted body, but sensing his pride and happiness at this achievement, I found myself standing, along with the other members of the Policy Committee, cheering with tears in my eyes. This video offers us a glimpse of what Joe Beirne was like.

. . . A video of a brief comment by President Beirne was played for the delegates . . .

PRESIDENT BAHR: We haven't quite gotten there yet, but they have to come to us to get an appointment with the Vice President of the United States.

Now, Joe's second goal was to see CWA grow to a union of 1,250,000 members. While Joe

Beirne lived to realize his first objective, we have the power to thank him for what he left us, by dedicating ourselves to reach his second objective, CWA being a union of 1,250,000 members, and I know we can do it.

A third major milestone in our history interrupted Joe's vision of a million-member-plus union. Fifteen years ago, in 1984, the breakup of the Bell System occurred. This event unleashed forces of change which still affect our members today. A new industry emerged from the ashes of the Bell breakup — an industry created by the convergence of telecommunications, broadcasting, cable TV, computers, publishing and other media — and no employer or worker, public or private, is immune to these forces of change which swirled around us — rapid technological advances, convergence, intense competition, consolidation and mergers.

The same digital revolution that is reshaping the economy is also reshaping CWA. The new workers and unions who have joined our ranks in recent years have invigorated our Union. They bring to CWA new ideas, new energy and a new spirit to challenge the future. We continue to prevail over this turmoil and face the future with confidence and pride.

Sisters and Brothers, I cite these three important anniversaries to give us an opportunity to reflect on the heritage that has been entrusted to us by the tens of thousands of CWA leaders and members who preceded us over all those years. Our members today, you and I, are the beneficiaries of their many sacrifices, the battles on the picket lines, and in the halls of congress. We are so very honored that the unions and members who have joined our ranks over the years can share this heritage as their own.

Now it is up to us to meet the new challenges and new threats. As we look at CWA in 1999, we are not the same Union we were fifty, twenty-five or fifteen years ago. In 1983, 93 percent of our members were employed by AT&T. Today almost 44 percent of our members now work outside of what we remember as the old Bell System.

Telecommunications remain a critical part of our future, but much of our strength now comes from diversity across the information sector, not only from telecommunications, but from newspapers, broadcasting and a hundred thousand public and healthcare workers. We must continue to expand the roof of our house to bring other workers and other unions into the CWA family. As we debate the issues this week, elect our Union's leadership and determine our policies, keep one important fact in mind: Our destiny is in our hands to control, no one else's. The decisions we make this week are meaningful because we lead an organization that has the power to put our words into action.

I do not often comment in my keynote address on matters that would come before you. However, we have one proposed constitutional amendment that in the Constitution Committee's own words, "would have a devastating impact on our Union." In my judgment, if it were passed, it would make us a second-rate union.

The proposed amendment will reduce the national union's income by almost 14 percent, which amounts to \$11 million. Later this morning you will adopt a budget. The Finance Committee worked long and hard, studied the Union's finances and came up with a budget that meets our overall needs, and is a well-balanced budget that will allow us to properly represent our members, bargain contracts and organize new members.

If the proposed constitutional amendment is adopted, this budget will be scrapped. We would be required to come up with a new one within 30 days, which cuts \$11 million in revenue and programs.

In all of my years in this Union, this is by far the most destructive proposal I have ever seen. Draconian measures would be required to make \$11 million in cuts. We have contracts with six unions that represent our employees. These contracts must be honored, just as we demand employers honor the contracts of our members. (Applause)

Since more than 70 percent of our budget is fixed, it would be impossible to cut so much without substantial layoffs.

As an example, a cut of \$11 million would force us to lay off 120 clerical employees and 50 staff, more than 30 percent of our employee body. Severance pay and related costs that are required by our contracts would run into the millions and create enormous turmoil throughout our ranks. As an alternative, we could cut programs, eliminate organizing, eliminate education, stop payments to bargaining committee members, eliminate legal and contract support, public relations — on and on and on. And we can save a million dollars a year by quitting the AFL-CIO.

Obviously, none of these scenarios is acceptable.

This amendment is an appeal to selfishness. It supposes that a majority of you won't care about the destruction that will result as long as you get a few extra bucks. This is not trade unionism. I want to give you an example of what real trade unionism is. The proponent of this amendment comes from a bargaining unit that received some \$40 million from the Defense Fund during strikes in 1971 and 1989. From 1961, when they joined CWA, through 1989, they contributed about \$6 million to the Defense Fund.

The other \$34 million was your money, the payments that CWA members across the nation made. You didn't complain. You didn't ask for a refund. You were trade unionists and were glad that the money was there to help our sisters and brothers who needed it. (Applause) That's what CWA is all about.

This is an ill-conceived amendment. I urge you to reject it by supporting the Constitution Committee. Our responsibility is to keep our union strong and to fulfill the destiny that our predecessors have placed upon us.

What we do this week will send a message to employers, politicians and other unions about what kind of union we intend to be for the future. We want to be known as a union committed to: Organizing, Political Action, Collective Bargaining. We call this strategy the CWA Triangle. Most of you have heard it before. Each of us and our locals must put the CWA Triangle into action. Let's look at each leg of the triangle.

Even though CWA brought in 25,000 new members last year, we know organizing is not an easy challenge. As our success grows, employer resistance grows just as intense. Union or nonunion, it makes no difference.

Compare the conduct of AT&T and US Airways. In an effort to hamper CWA organizing in its new cable TV business, AT&T on July 1 extended CWA negotiated benefits to all former TCI employees. They never had benefits such as non contributory healthcare, prepaid legal and an employer-matched 401(k) plan.

We have trained 105 local organizers who are working with AT&T cable workers across the U.S. Organizing will be no easy task in the face of such hostility. Our future in AT&T and the entire cable TV industry rides on the success of this campaign.

US Airways management followed a similar tactic. Within hours of the court's overturning the US Airways election over the Memorial Day weekend, management sent a letter to all employees, which they received the day after Memorial Day, giving them a higher pay increase than what was on the table — after no increases for eight years — and other benefits that were already agreed to at the bargaining table.

In both instances, management's objective was to chill their employees' support for our union. But like most American management over the past 50 years, they underestimate the intelligence of their employees. Frontline workers know that he who gives can also take away, if it's not protected by a union contract. (Applause)

More important, management underestimates the burning desire that a majority of workers have to engage in collective bargaining and to enjoy the dignity and security a union contract brings to them. The ballots for the new US Airways elections go in the mail this Friday. Many of you may have traveled to Miami on US Airways or will pass US Airways gates on your way home. Wear your CWA pin proudly. Identify yourselves. Talk to the ticket agents. Carry our message and encourage them to vote for CWA. Reach out to them whenever possible and welcome them as part of the CWA family. We will help them get their union back.

Our polls tell us that we have enormous support among the US Airways workers. With your help, we are confident that when the ballots are counted on August 20, they will have the union they have worked so hard for and deserve. (Applause)

Now, on a more positive side of the news is our important victory for 188 workers at AT&T's TCG subsidiary in Mesa, Arizona, by Local 7050. The local did a terrific job. We won the unit in an expedited non-NLRB election that had the support of more than 60 percent of the workers on signed union cards. Congratulations to all those workers and all those who did a great job for 7050. (Applause)

I also want to take a moment to acknowledge the AT&T management at TCG who, unlike their cable colleagues, adhered to both the spirit and the intent of the contract agreement. I cannot stress hard enough the importance of our drive to win contract recognition in all of our

major contracts. In the last nine months, more than 3,000 workers have won CWA recognition through card check. We will recognize those locals later today.

With the ongoing restructuring of the information industry, we find Microsoft's footprints just about everywhere. Microsoft is no longer just a software company. It's a media company, an Internet company, a cable TV company. In fact, Microsoft is now the largest cable TV operator in the United Kingdom, and it is dealing with our major employers such as AT&T.

Microsoft is also one of the largest employers of temporary workers in the United States. We call them "permatemps" because they work at the same job for years, even though they never become an employee of Microsoft. These workers need union representation desperately, and CWA is going to provide it to them. (Applause)

We now have more than 200 CWA members at Microsoft who are part of the Washington Alliance of Technology Workers, TNG-CWA Local 37083. We are organizing techs and program writers, even though they have no collective bargaining rights. We have great hopes for the future with Wash-Tech as we reposition CWA to meet the needs of the new digital workforce.

We had a significant breakthrough recently where more than 50 Microsoft shuttle bus drivers who work for a private bus contractor voted for CWA. This is the largest shuttle bus service for a single company in the entire world. Microsoft employees ride the shuttle service all day and, when they do, they will be talking to CWA members. (Applause)

It is interesting to note that the drivers came to us because of the reputation that Wash-Tech is building for CWA at Microsoft, and they voted for CWA by a 77 percent margin. But Microsoft and the rest of Corporate America will not stand idly by and allow the labor movement or CWA to increase our membership without opposition.

For our members to prosper and our union to grow in the next century, CWA must be a tougher, harder organization. So I sent this message to all of our employers: "Deunionization is not an option for you. No company, whether it be AT&T with their union-busting tactics in the cable end of the business, or Gannett and the Free Press in Detroit, or ABC-TV, or US Airways, or any employer with whom we have a contract, will ever be able to bust our union." (Applause) We will rely upon our unity, our resolve and above all our heritage to give us the strength to withstand this onslaught and emerge victorious. In addition to organizing, we must make an all-out effort in support of our political action program over the next two years.

You will be asked this week to approve a resolution endorsing Vice President Gore. This is an important step for us to take. Vice President Gore has proven over and over again that he is a friend of CWA.

... Showing of an excerpt of a speech by Vice President Al Gore ... (Applause)

PRESIDENT BAHR: As you can see, Vice President Gore has proven over and over again that he is a friend of CWA and of working people around the world. We will be talking more about him when the resolution is presented to you. And tomorrow, we will hear from President Clinton. Not every union is honored to have a President of the United States speak at their convention. This is a tribute to each of you and our members back home.

There is also a recognition at the highest level of government of the importance of our great union to the political process as well as the collective bargaining process. As we look at the 2000 election, the future of our nation and our movement hangs in the balance. Just look at what is at stake: Presidential election, 33 Senate seats, the entire House of Representatives where the majority hangs in the balance, 14 gubernatorial elections and numerous state legislative races. We must begin now to inform and educate our members on the candidates and the issues. We cannot wait. Our surveys tell us that 55 percent of CWA members make up their minds two months before the election and 73 percent of them do not change it.

The anti-union right wing in Congress, in the governorships, and in the state houses, knows that we are out to replace them with worker friendly candidates. They will stop at nothing, including the Big Lie, to attack us.

I have here a recent fund-raising letter for the National Right-to-Work Foundation written by Republican Representative Ron Paul of Texas on his own personal letterhead. I will not dignify this hateful and vitriolic attack on unions and AFL-CIO President John Sweeney by repeating what he says. One part of the letter attacks CWA by name with an outright lie. He writes, and I quote:

"When Right-to-Work Foundation attorneys proved that Communications Workers union bosses

were using almost 80 percent of workers' forced-dues cash for purposes other than collective bargaining, the court ordered the union to return the funds to the objecting workers."

Brothers and sisters, this statement is a blatant lie and last week I wrote Representative Paul and told him so. (Applause) This is just part of what I wrote.

"No court ever found that the Communications Workers of America were using almost 80 percent of workers' forced-dues for purposes other than collective bargaining. Further, no court ever ordered the union to return the funds, 80 percent, to the workers. This is a deliberate lie, as the Right-to-Work Foundation with whom you are collaborating knows very well. The CWA rebate system has been upheld by the U.S. Supreme Court and a number of other Federal courts and, furthermore, our appropriate refund objectives usually range in the area between 18 and 22 percent."

I remind you, Representative Paul is a member of a political party which claims that character is the most important qualification for public office. But they do not hesitate to repeat lies when it serves their own purposes. I share this letter with you so you can see that I am not exaggerating about the powerful forces that are lined up against us.

In yesterday's staff meeting I mentioned there was an article in Friday's <u>New York Times</u>. It talked about a letter sent far and wide to the right wing conservatives by the chairman of the Alabama Republican Party, Winston Blount, III. The money was being raised to beat Hillary Clinton in New York.

The point that he made and the very guts of his letter was that we have a common vision to share. Governor Bush in the White House, Republican control of the House and Senate, and a conservative U.S. Supreme Court. We could not describe any better vision of doomsday for American working families and their unions. That is what is at stake. (Applause)

Organized Labor is the only organization with muscle that stands between them and their grab for power. The political climate has a tremendous impact on our collective bargaining power. We learned that during the anti-union Reagan years and learned the lesson well in all those years of concessionary bargaining, and next year we have major negotiations for a new Bell Atlantic contract that will be impacted by the GTE merger.

We have serious issues with Bell Atlantic, such as getting neutrality and card check for wireless. We will need all of the power that we can muster to successfully conclude these negotiations. Collective bargaining is a year-round activity in our union.

We can take our lead from the New Jersey State workers who are deeply involved in negotiating a new contract with Governor Christie Whitman and a "wannabe" U.S. Senator from New Jersey. New Jersey State Workers are confronted with an obstacle which those in the private sector take for granted. Governor Whitman wants to change layoff rules and thus diminish the value of a worker's seniority. Since this is a proposed civil service rule change, it is not a mandatory subject of collective bargaining. We are working hard to reach a satisfactory solution.

So the struggle continues and is supported by an all-out membership mobilization, supported by the New Jersev State AFL-CIO and the national AFL-CIO.

We scored a major victory in Canada where our Canadian Media Guild, through strong membership mobilization, political action and community involvement won a successful contract at the Canadian Broadcasting Company. Congratulations to all of you. (Applause)

The coming year clearly presents important challenges for us. As we meet in convention for the last time in this millennium, let us keep in mind those who were here and are now gone, what they left for us. Let's put aside petty bickering and personal differences that tend to distract us from what is really important to our members. We know that there will be countless uncertainties confronting us in the years ahead.

One certainty is that there will be change, constant evolving change. I have confidence in you, our leadership, and confidence in our members to make change work for us. We will confound the critics who say unions are no longer needed. They were wrong 100 years ago. They are wrong now. (Applause)

Whether it is the industrial age or the information age, CWA serves as the true voice for working families, making life better for our members today and tomorrow.

We, the members and leaders of CWA, are bound together, each generation to the previous one, in solidarity and unity of purpose. Our union is strong. Our movement is rising. Our cause is just. Together, we are building a union not only for ourselves but for children not yet born. Together we

are fighting for workers' rights and jobs with justice for all working families. Together we will build a better America and a better Canada for all of us.

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

TEMPORARY CHAIR KNOWLES: In there was a video shown about the dream of the CWA union six decades ago, "CWA Leading the Way."

Before I turn the gavel over to President Bahr, I want to thank all the delegates for the honor of serving as the Temporary Chair. This has been a special privilege for me.

I will now turn the gavel over, and President Bahr will assume the position of permanent convention chair under the rules of the convention.

. . . The delegates applauded as President Morton Bahr assumed the Chair . . .

PRESIDENT BAHR: Please join me in thanking our Temporary Chair Willie Knowles. I tell you, he did a magnificent job for a guy who was really nervous. And let me tell you, standing up in front of all of you the first time is enough to scare anyone. (Laughter) He did a great job. After the first time, we know you are just a bunch of pussycats. (Laughter)

Would the Credentials Committee — they are coming up here, okay.

Let me first explain to our new delegates the use of the microphones and the rules. They are on page 23 of our Constitution. I want to advise the newcomers about the microphones on the floor, and what you have to do to get recognized. That is also covered in the Constitution.

Microphone No. 1, right here in front of me, is labeled as the "Motions" mike. That is where you go to make a motion.

Now the telephone at the "Motions" mike is connected to our parliamentarians who are seated behind me, and would they stand when I call their names.

Pat Scanlon, our General Counsel. (Applause)

Pat Shea, one of our attorneys in Washington. (Applause)

And Richard Rosenblatt, counsel for the Printing Sector. (Applause)

When you pick up the telephone, you are to advise the parliamentarians of the motion you wish to make. They will give you a preliminary parliamentary ruling. And 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. You do that by voting on whether or not to sustain the Chair's decision.

There is a microphone right in the center of the auditorium, No. 2, which is the "Privilege" mike. Use that to raise a point of order or a point of personal privilege. That, too, is connected to the parliamentarians.

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

And Microphone No. 3 is the "For" microphone, and use it to be recognized to speak in favor of a motion or an issue that is before the body.

At the very back of the hall in the center of the room is Microphone No. 5, which is designated "Questions." Use that mike to be recognized for the purpose of asking questions or to clarify an issue that is currently before the convention.

We rotate these microphones under our rules. The maker of a motion, if it is debatable, may speak for their motion from Microphone No. 1.

There is a five-minute limit on any speech. There is a red light here on the platform up to my left. Put it on. That is turned on, which will give you a one-minute warning, and also a small red light at the microphone. And if I am not too engrossed in what you are saying, I will go like that.

. . . President Bahr pounded the gavel . . .

PRESIDENT BAHR: This indicates you have one minute left. After five minutes, the microphone is automatically shut off.

In rotation, the movement will be from the "Motions" mike or the platform, if that be the case, to Microphone No. 4. and then to Microphone No. 3.

And Microphone No. 5, if there are questions.

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

As you go to the "For" and "Against" and "Questions" mike, lift the telephone, give the switchboard attendant your name and local number and state or province. You will be recognized

in the order called for under our rules. When you are recognized, start off with your name and your local number.

Let me introduce the people who will be handling the switchboards and answering as you call from Microphone Nos. 3, 4, and 5. They advise the Chair to recognize you, and you will see that they will come and hand me a card which has your name and local number on it. They are seated on my left.

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

Ron Collins, Organizer, District 2; Linda Crawford, CWA Representative, District 3; Nancy Biagini, CWA Representative, District 9; Ron Tyree, CWA Representative, Communications and Technology; Jim Byrne, CWA Representative, District 13. Monitoring the Five-Minute Rule are: Ken Peres, Research Economist, District 1; Ann Crump, CWA Representative, District 4. 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 proceeding will be mailed to you. You will have 30 days to review the record and report to us any errors you may wish to have corrected. An errata sheet will then be sent to you reflecting these corrections. Those individuals who are doing the editing and indexing, they think we have something against them because it's the worst job you can give somebody at the convention, but they do a great job.

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

Dave Palmer, CWA Representative, District 1; Jimmy Gurganus, CWA Representative, District 3; Kris Raab, Research Economist, Headquarters; Janine Brown, CWA Representative, Communication & Technology; James Lovelace, Contract Administrator, PPMWS, Chair. To help us with who is to be recognized, 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: Carla Katz, Executive Vice President, Local 1034; and Luther Madden, President, Local 3516. I also want to introduce the Credentials Committee.

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

Margaret Donnelly, Vice President, Local 1012; Ruth Jackson-Barrett, President, Local 1077; Roger Collier, President, Local 2002; Robert Brace, President, Local 2252; Joanne Smith, President, Local 3310; Oscar Denton, President, Local 3518; Janet Rich, President, Local 4107; Beverlyann Morris, President, Local 34043; Mike Simmons, President, Local 6171; Debbie Watson, Executive Vice President, Local 6402; Michael Withrow, Vice President, Local 7777; Mona Beach-Bernardi, Vice President, Local 7906; Penny Knapp, Vice President, Local 9417; Linder Bolden, President, Local 9426; Sandy Kmetyk, President, Local 13500; Larry Williams, President, Local 14729; Judy Robertson, CWA Representative, District 4, Co-Chair; Marge Krueger, Administrative Assistant to the Vice President, District 13, Co-Chair; Jerry Hayes, Area Director, District 1, Chair.

PRESIDENT BAHR: The Chair recognizes the Chair of the Credentials Committee for a report. **JEREMIAH J. HAYES (Chair, Credentials Committee):** President Bahr, Delegates and Guests: I am pleased to announce on behalf of the Credentials Committee that the committee has registered over 2,550 delegates, alternates and guests to this 61st CWA 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 assistance of the two departments mentioned, we are continuing to improve service to our delegates, alternates and guests.

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

Since our last convention, new locals have been added to our ranks. These locals are: Local 1055; Local 31500; Local 7075; and Local 37083. Let's 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.

The committee moves that these delegates be seated.

PRESIDENT BAHR: You have heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

Nobody at a microphone. All those in favor of the motion, indicate by raising your hand. Down hands. Opposed, by like sign. The motion is adopted.

CHAIR HAYES: Category 2. There are no locals to report at this time.

Category 3. There are no locals to report at this time.

Category 4A. There are no locals to report.

Category 4B . There are no locals to report.

Category 5. There are no locals to report.

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

Guests will continue to be registered immediately prior to and during each session for the remainder of the Convention. Those delegates other than Category 1 who have not been seated by the action of this Convention may present themselves to the committee and obtain their proper badges. Other delegates who may have arrived late will also be served by the committee shortly at the registration counters in the lobby.

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

PRESIDENT BAHR: I think, on behalf of the committee, I would like to thank each of you. I can't recall a time when we didn't have reports in at least most of these other categories, which means that everyone has really cooperated and helped us get this Convention operating as smoothly as possible.

On behalf of the committee, thank you all. (Applause)

Would the Resolutions Committee come to the platform, please? Resolutions and Rules Committee. Resolutions 1, 2 and 3 are prepared and will be reported by the committee today if time permits and, if at some point we have additional time, we will call another one or two. Normal procedure calls for us to report our resolutions in numerical order. However, in order to accommodate our schedule of events, it may be necessary to rearrange the order in which the resolutions are reported out.

The members of the Resolutions and Rules Committee are:

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

PRESIDENT BAHR: Wilhelmina Banks, Business Agent, Local 1110; James Clark, President, Local 4640; Debra Van Tasell, Secretary-Treasurer, Local 6327; Dennis Martin, President, Local 7470; Ray Myers, Unit 23 President, Local 13000; Shelly Harton, Local 2201, Chair. The Chair recognizes the Chair of the committee.

DELEGATE SHELLY HARTON (Local 2201, Chair, Resolutions and Rules Committee): Thank you, Mr. President.

If the delegates would look at the Report of the Resolutions and Rules Committee to the 61st Annual Convention, I will read the report. The Resolutions and Rules Committee met in the City of Miami Beach, Florida, beginning on July 7, 1999, for the purpose of reviewing and considering any proposed amendments to the Permanent Rules Governing the Conduct of CWA Conventions, which can be found printed in your CWA Constitution, beginning on page 24 and ending on page 27.

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

Therefore, the Resolutions and Rules Committee of the 61st Annual CWA Convention

recommends no changes be made in the Permanent Rules.

HOURS OF THE CONVENTION

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

BE IT RESOLVED: That the regular sessions of the 61st Annual CWA Convention shall be as follows:

On Monday, July 12, 1999, the Convention shall be called to order at 9:00 a.m. The Convention will be in recess for one and one half hours beginning at approximately 12:00 noon and shall be recessed subject to the call of the Chair, but not later than 5:00 p.m.

On Tuesday, July 13, 1999, the Convention shall convene at 9:00 a.m. and shall recess from approximately 11:30 a.m. to 12:45 p.m. The afternoon session shall be recessed subject to the call of the Chair, but not later than 5:00 p.m.

On Wednesday, July 14, 1999, the Convention shall convene at 10:00 a.m. and shall recess from approximately 12:00 noon to 1:30 p.m. and will continue until all business has been concluded. Respectfully submitted, the Resolutions and Rules Committee.

PRESIDENT BAHR: You have heard the Resolution.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

Any discussion? Seeing nobody, all those in favor indicate by raising your hands. Down hands. Opposed, by like sign. The resolution is adopted. This permits the Convention to now function. Would the Finance Committee please come to the platform?

While they come to the platform, I want to call to everyone's attention that the lockout and strike in Detroit at Gannett and <u>USA Today</u> still continues. While some of the unions have contracts, some, including our own Guild members, do not. So, please, do not buy or read the Gannett-owned <u>USA Today</u>. (Applause)

While the committee is making its way up here, the Chair recognizes Delegate Dennis at Microphone 1.

DELEGATE JUDITH DENNIS (Local 3207): I would like to make a motion that we only read the resolves

PRESIDENT BAHR: Motion made to just read the resolves of the Finance Committee Report. . . . The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded. Any discussion?

Seeing nobody, all those in favor indicate by raising your hand. Down hands. Opposed, by like sign. It is adopted.

Let me introduce the members of the committee.

 \dots As each member of the Finance Committee was introduced, the delegates responded with a single clap of recognition \dots

PRESIDENT BAHR: Donna Bentley, President, Local 6733; Nance Ballman, Secretary, Local 7201; Beverly Davis, Vice President, Local 13500; M.M. Smith, President, Local 3204, Chair; Barbara J. Easterling, Secretary-Treasurer, ex-officio.

The Chair recognizes M.M. Smith, the Chair of the Committee.

DELEGATE M.M. SMITH (Local 3204, Chair, Finance Committee): Dear Sisters and Brothers: Your Finance Committee met in Washington, D.C., on May 10, 11 & 12, 1999, to review and recommend the 1999-2000 budget. The Committee reviewed the Strategic Planning and Budget Committee Report adopted by the Executive Board, along with other supporting documentation. Every requested book, record, or report of the Union was made available to us. The Committee reviewed the audit report prepared for the fiscal year ending June 30, 1998 by the certified public accounting firm of Thomas Havey & Co. The Auditors conducted their examinations in accordance with generally accepted accounting standards. In the Accountants' opinion, the financial statements reviewed fairly represent, in all material respects, the financial position of the Communications Workers of America as of June 30, 1998.

Past convention actions direct Finance Committees to review the expenditures of each administrative unit and require any unit(s) overspent at the end of the previous budget year to

give a detailed explanation to the Committee. This year's Committee concurred with the 1998 Committee guideline recommendation not to ask for written explanations from any administrative head that was 1 percent or less over spent. Therefore, your Committee directed those administrative heads who exceeded their 1997-1998 budgets by more than 1 percent to provide a detailed written explanation documenting the reasons why they exceeded their budget. When received and reviewed, the Committee, as empowered by convention action, may recommend that these administrative heads make an accounting to the convention.

Financial stability requires a continuing effort on CWA's part to organize both internally and externally. Fiscal responsibility must become daily practice. The Committee recognizes the burden that National and Local leadership face exercising cost containment while providing necessary service to our membership.

This Finance Committee is recommending the 1999-2000 budget as one showing appropriate fiscal restraint, with a continuing high level of representation and organizing commitment. The Committee applauds the work and efforts of this year's Strategic Planning and Budget Committee and wishes to compliment all administrative units that managed to stay within the confines of last year's budget recommendations.

The 1999-2000 Finance Committee extends our thanks, on behalf of the membership, to President Morton Bahr, Secretary-Treasurer Barbara Easterling and associated CWA Staff for their time, expertise and effort in aiding us in the development and preparation of this year's report.

This budget report was compiled through examination of line item requests which reflect major increases for 1999-2000, through interviews with department personnel and review of the demands and needs of those line items remaining relatively static. We as a committee therefore respectfully request and urge delegate approval of the 1999-2000 budget. (See Appendix A) **PRESIDENT BAHR:** You heard the motion. Is there a second?

... Cries of "Second" ...

PRESIDENT BAHR: Seconded from the floor. On Microphone No. 5, Delegate Cotturo. **DELEGATE RON COTTURO (Local 2336):** My question is for the Finance Committee. You are increasing the headquarters budget by 15.6 percent. At the same time, many of our locals are cutting their budgets due to the loss of members. How can you justify this when locals are struggling to meet the essential needs of our members, such as steward training and member mobilization?

PRESIDENT BAHR: Chair of the Committee.

CHAIR SMITH: Due to the organizing increases and increase in membership at the national level providing enough money to increase our budget.

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

DELEGATE COTTURO: When the national union receives a rebate such as an excess of \$1 million from our AFL-CIO credit cards, where is the local's share of this money?

PRESIDENT BAHR: The Chair will answer that question. That money has been used totally, and I regret that this question plays into the hands of the people in the National Right-to-Work because we spread enough word around this convention to people who knew that this question should not be asked.

This money does not flow through the budget; it is used to create another — how many additional scholarships did we give, 100 additional scholarships in the Beirne Foundation. That goes to our members, and the balance of that money is used in support of our political action. Now it's on the record for the Right-to-Work Foundation.

On Microphone No. 5, Delegate Dyer.

DELEGATE SUSANNE DYER (Local 1039): Morty, I note with interest that the contingency fund is being increased to about \$3.8 million. One district alone spent \$42,000 in expense for a staff retreat. Is it your —

PRESIDENT BAHR: Ask your question.

DELEGATE DYER: Is it your opinion that these expenses are legitimate?

PRESIDENT BAHR: I'm going to refer that to the Finance Committee because they had all of the books opened to them.

CHAIR SMITH: The increase in the contingency budget was brought primarily by the retirement of a number of staff and that money was moved out of the district budget into the contingency

fund. As replacement for these staff representatives occur, that money, the monies will be moved from the contingency fund back into the district funds.

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

DELEGATE DYER: Is there any limit placed on the money that a district can spend on these kinds of retreats?

PRESIDENT BAHR: As long as a district stays within its budget. There has to be enough flexibility for an administrative unit head to use that money in the best way he or she sees fit. I want to say something about the staff retreats. These retreats were a result of my recommendations, strong recommendation to every single vice president. I also urge, because in most places, in fact, every place they drove. I urge them to bring their spouses because, as you know, if you are staying at the Fontainebleau Hotel, the rent in that hotel covers whether you're there with one person or two persons.

We are a family. There is nothing more important for our staff who are spread out — if you look at District 7 it's over 14 states — than to have an opportunity at least once a year not only to get together themselves but for their spouses to be able to understand what the demands on their time are, what the union is all about. So let's either say that we are a CWA family and really mean it, or let's just not say it. (Applause)

Microphone No. 5, Delegate Henning.

DELEGATE WILLIAM HENNING (Local 1180): Mr. Chairman, could you tell us by what percentage the officers' salaries were raised pursuant to this report?

PRESIDENT BAHR: The officers' salaries have not been raised. The language, if you will read it, Bill, says that we should, that what the Convention is authorizing is the average increase given by — I think it says our ten largest employers. Now I can tell you I am the one who interprets that after the Convention adopts the report, and I will be interpreting it as three and a half percent. You're entitled to a second question, Bill.

DELEGATE HENNING: Could you then tell us what the other salaries are, after that three and a half percent is applied for each of our national officers?

PRESIDENT BAHR: Do you have it there?

CHAIR SMITH: No. We don't have it in the report.

PRESIDENT BAHR: It's in the report. Well, this was asked a year or two ago and we happened to have it with us. I think that my salary is \$144,500 or something like that, give or take a couple of hundred dollars. So for me you could add 3.5 on to that and everybody else is below. What does the Vice President get? (Laughter) The Vice President currently gets \$112,000, so add 3.5 to that.

Is there anybody else? No one else cares to speak. In front of us is the adoption of the Finance Committee report. All those in favor indicate by raising your hand. Down hands. Opposed by a like sign. It's adopted.

Please join me in thanking the Finance Committee for the hard work they did. (Applause) With the approval of the convention, the members of the Finance Committee are now discharged. Thank you.

Would the Defense Fund Oversight Committee please come to the platform?

Those of you who have been coming to this convention for a long time have been used to seeing as my right hand at conventions Cindy Olney, my former executive secretary who at an early, young age decided to retire. So now to my right is my new right hand, Jackie Jervis. (Applause) She sees that I do things right.

The members of the Oversight Committee are David Layman, President of Local 2204; Mark Ledford, member of Local 3802; Greg Riemer, President, Local 4309; James Allen, Treasurer, Local 6215; Dawn Schnickels-Johnson, member, Local 7200; Chuck Wiegmann, Secretary-Treasurer, Local 9509; Joe Clinton, President, Local 13000; Arthur Cheliotes, President, Local 1180; Bob Lilja, President, Local 1104; and Barbara Easterling is the ad hoc member. The Chair of the Committee.

DELEGATE ROBERT LILJA (Local 1104, Chair, Defense/Members' Relief Fund Oversight Committee): Thank you, Morty.

The committee reviewed all the records and acted on one change that will be presented today for you to vote on. For the purposes of reading the report, I introduce David Layman from District 2. **DELEGATE DAVID LAYMAN (Local 2204):** The Report of the Defense/Members' Relief Fund

Oversight Committee to the 61st Annual Convention. The Defense/Members' Relief Fund Oversight Committee met in Washington, D.C., on December 1-3, 1998, and March 8-11, 1999. We met again in Miami prior to the Convention.

The Committee reviewed activities associated with the Members' Relief Fund and the Defense Fund. We examined receipts, disbursements, investments and the administrative policies associated with these two funds. In addition, there were no funds expended from the grant made by the Defense Fund to the Disaster Relief Fund since the 60th Convention.

I would like to introduce Mark Ledford, District 3 Representative, to continue the report. **DELEGATE MARK LEDFORD (Local 3802):** INVESTMENTS: We requested information regarding the investments of the funds. In Miami, we reviewed a report from Monitoring and Evaluation Services, Inc., Investment Consultants. This firm is responsible for advising and verifying that fund investments are made in accordance with guidelines established by the President and Secretary-Treasurer.

We were furnished with information regarding the specific amounts invested, the interest rates and returns and the duration of each of these investments. They indicated the total return for the period April 1, 1998, through March 31, 1999, for the Members' Relief Fund on investments, including mortgages held by the fund, amounted to 6.86 percent.

To cover the Members' Relief Fund, District 4 Representative Greg Riemer.

DELEGATE GREG RIEMER (Local 4309): MEMBERS' RELIEF FUND: The balance of the MRF as of March 31, 1999, is \$171,935,485. Mortgage loans held by the MRF as of March 31, 1999 are:

Local	Amount	Totals
1033	\$850,437	
1109	368,997	
1120	78,201	
2222	257,251	
2336	362,976	
3112	200,600	
4322	26,795	
6171	75,325	
9000	311,627	
9415	102,332	
39052	140,448	
Total Local Mortgages International Unit		\$3,299,659
District 3	\$ 909,814	
Mercury Building	8,855,483	
501 3rd Street	16,251,613	
Total International Mortgages	\$26,016,910	_

Total All Mortgages \$29,316,568

I am proud to welcome back my colleague from District 6, James Allen, to continue with the rest of the report.

DELEGATE JAMES ALLEN (Local 6215): Expenditures from July 1, 1998 - March 31, 1999: **STRIKE RELATED:**

Bargaining Unit	Amount
Detroit News	\$ 152,000
Detroit News (TNG)	300,000
Disney/ABC	4,710,618
US West	9,757,000
SNET	4,196,800
Bell Atlantic	14,580
Helena Labs	500,000
Total	\$19,630,998

For purposes of continuing to read the report, my distinguished colleague from District 7, Dawn Schnickels-Johnson.

DELEGATE DAWN SCHNICKELS-JOHNSON (Local 7200): DEFENSE FUND. The Balance of the Defense Fund as of March 31, 1999, is \$3,383,461. Expenditures from July 1, 1998, through March 31, 1999: Allocations and expenditures which were approved by the Executive Board and the Committee:

NON-STRIKE RELATED (*Previous year's allocation):

Local	Allocated	Spent
Disney/ABC		\$ 93,661 *
NJ State Workers		259,600 *
ALLTEL		111,876 *
L51025-WGRZ TV		28,450 *
Detroit Newspaper Strikers		148,694 *
L3680-Sprint Mobilization		19,125 *
SNET	\$137,539	137,539
L32035-Washington Post	198,000	65,200
Helena Labs	75,000	<u>16,483</u>
Total	\$410,539	\$ 880,628

To continue our report, Chuck Wiegmann, District 9, representative to the Defense Fund Oversight Committee.

DELEGATE CHUCK WIEGMANN (Local 9509): STRIKE RELATED PAYMENTS: **Local Amount**

Detroit News	\$25,266
Bell Atlantic	30,691
SNET	42,863
US West	1,615,901
Helena Labs	69,000
Disney/ABC	310,243
Total	\$ 2,093,964

It is my pleasure to turn this over to Joe Clinton, District 13, to continue reading the report. DELEGATE JOE CLINTON (Local 13000): RECOMMENDATIONS: (1) Two-Year Mortgage Rate Extension. The Committee considered the new mortgage rate effective July 1, 2000, at its March meeting. The committee recommends the current rate of 7.73 percent be extended until June 30, 2002. (2) Proposal from State Council of Ohio on Mobilization. The Committee reviewed the issue raised by the President of the State Council of Ohio of using MRF funds for all mobilization activities, not just those related to contract negotiations. After lengthy deliberations and discussions on this issue, the Committee recognized that the ever-changing work environment has made collective bargaining a perpetual process requiring continuous vigilance by the union. Mobilization activities are needed to support our members when employers implement changes in business practices and working conditions between negotiations. Therefore, the Committee recommends that Part IV D.2 of the MRF Rules be amended by adding "and other approved mobilization actions" after the word "strategies." It would read as follows: "Payments may also be made on a case-by-case basis for victims of collective bargaining strategies and other approved mobilization actions. These are to be determined by the Fund Director."

Mr. Chairman, the committee requests the adoption of the recommendation.

PRESIDENT BAHR: We are going to act on Recommendation 1 first. Delegate Rufo wishes to speak against Recommendation 1. Will you turn Microphone 4 on, please? Is there anyone at the mike? Yell out, because we cannot tell, if you want to speak on Recommendation 1.

Seeing nobody, all those in favor of Recommendation 1, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Now, Recommendation 2. Yell out if anybody wants to speak on that.

Seeing nobody — at the Questions mike. Delegate Egan.

DELEGATE JOHN EGAN (Local 4034): I have two questions. First, who is the fund director? **PRESIDENT BAHR:** Barbara Easterling.

DELEGATE EGAN: The second question is, in the approval process, is that before the mobilization activity or after the mobilization activity?

CHAIR LILJA: We really never discussed whether it is before or after, but the only change in this is the fact that it is for mobilization procedures other than connected with collective bargaining. This was adopted last year at the convention after it happened, so to give you a yes or no answer, I don't have one because it is going to be on a case-by-case basis.

I think, if I can just elaborate just from our own experience, it makes things a lot cleaner if these requests come in before you spend money. So even on a case by case basis, it is a lot better for everybody concerned to have a plan, and a plan that breaks it down to cost this much and this is the objective. That would be a heck of a lot better for everybody concerned.

DELEGATE EGAN: In addition, so that this is clear, this money from the MRF, for the mobilization activities, is not to buy T-shirts or to hold a rally. This is for members that get suspended or dismissed in the course of mobilization activities because they are out mobilizing. **PRESIDENT BAHR:** That is a good clarification.

Delegate Hough from Microphone No. 4.

DELEGATE GARY HOUGH (Local 6325): I would like to speak against Recommendation No. 2. To me, it is not a matter of a need to help these employees here terminated, but it is about trust. Ten years ago, approximately, we went back to ask all of our members to give another quarter an hour

increase for the Members' Relief Fund, and we promised them at that time that that money would only be used for strikers' assistance. To me, it boils down to trust. If our members cannot trust us to keep our word on this issue, they cannot trust us when they bargain contracts; they cannot trust us when we are organizing other companies; they cannot trust us on anything. Thank you. (Applause)

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

DELEGATE JACK HUBER (Local 4320): First, I would like to thank the committee for their hard work over the past several years. Through their guidance and oversight we now have the ability to take our employers on when necessary, and can be confident that our members' money is in good hands.

President Bahr, Delegates, Alternates and Visitors to the Convention. I rise in support of accepting this report as proposed. We are all well aware of the need to remain vigilant in protecting what we have achieved at the bargaining table and on the picket line.

Mobilization is an ongoing process, not something that just occurs during contract negotiations. We must continuously call upon our members to take on employers between contract negotiations, while they attempt to implement changes in business practices and working conditions which have a negative effect upon them.

Adopting this report as proposed will send a message to our employers similar to the message sent when we began the Members' Relief Fund. And that message is, that we will fight when we need to, and we will take the necessary steps to protect our members while doing so.

Again, I urge you to adopt this Oversight Committee's report as proposed. Thank you. (Applause) **PRESIDENT BAHR:** On Microphone No. 5, Delegate Ellerbracht.

DELEGATE TONY ELLERBRACHT (Local 6310): My question is, I thought that the money that was used for mobilization for bargaining activities, or mobilization during bargaining, if you were suspended, came out of the Members' Relief Fund, and everything else was to come out of the Defense Fund if you were suspended for any type of mobilization activities.

Now if we are using the Members' Relief Fund for everything, what do we do when it is depleted? **CHAIR LILJA:** What do we do when it is depleted? What did we do when it was depleted back in 1989, 1990? We borrowed money to keep it going.

At that point it was only the Defense Fund, and right now, we have over \$170 million in the Members' Relief Fund, and the basic philosophy of that fund is to help workers, to help members, and it started out to be strikers and as the fund grew we changed it last year at the convention to include people who were victims of mobilization strategies for contract negotiations, figuring that this is the wave of the future where we are not going to have as many strikes as we used to have. So if we can take care of our members who are punished for performing mobilization activities that are directed by the union, then it is serving our members and it is preventing a strike. Now, to add one more thing to it, and make it for any mobilization activities that have been approved, the committee felt, as the president's council from Ohio felt, our contracts are being violated while the ink is still drying.

And if we wait for the grievance procedure to handle every issue, justice delayed is justice denied, and it just doesn't work.

So we have to go into a mobilization type of a situation to get our contract enforced in many cases, and that was the thought behind it.

The money is there to help the member that is being punished. That was the Committee's intent. **PRESIDENT BAHR:** You are entitled to a second question.

DELEGATE ELLEBRACHT: Can you tell me how, or tell me why the fund got depleted? **CHAIR LILJA:** In 1989, through contract negotiations, there was approximately \$15 million or \$16 million in the Defense Fund that we had back then, and the Defense Fund, as many of you may remember, was dispensed on an as needed basis. You had to prove need.

There were several strikes during 1989, the NYNEX strike being the longest, and there was a total of \$33 million spent during that year of contract negotiations, and the Defense Fund had \$16 million, \$17 million in it.

The end result is, the Defense Fund had to borrow \$15 million, and we have successfully paid that back and gone on to build up the Members' Relief Fund to over \$170 million.

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

DELEGATE WAYNE MITCHELL (Local 14170): Mr. Chairman, I rise to support the committee on this No. 2, and I would like to thank the committee for the work they have done over the past ten years right up to right now.

My local was one of the first locals to receive help from that Relief Fund ten years ago at the <u>New York Daily News</u> strike. Many of you were with us during that strike, so I would like to thank them for that.

And it was just about at that time that this Union made the decision that we would take a different approach and a different direction to the meaning of Members' Relief Fund, and send a message to the greedy employers that would push us into the street that we are going to take care of our own. (Applause)

This is another step in that direction. It is 1999. We cannot always go out in the street. Sometimes

we have to strike from within. Mobilization is striking from within. And if we've got members that are willing to put it on the line and get themselves fired, if they can't count on us to support them, who are they going to count on? (Prolonged applause and cheers)

This is the greatest national Union in this country. We have got to set the standards. We have got to send the message. We should be supporting this Union unanimously. Let's do it. (Cheers and whistles)

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

DELEGATE BILLY H. BATES (Local 4050): Improve mobilization actions, would that include television ads and radio ads?

CHAIR LILJA: This is not meant to pay for any television and radio ads. The only place — the only fund that we have anything to do with, that can pay for that, is the Defense Fund.

DELEGATE BATES: Thank you.

PRESIDENT BAHR: On Microphone No. 5 Delegate Williams.

DELEGATE J.D. WILLIAMS (Local 6215): My question to the committee is, would proposal Number 2, Recommendation Number 2 also provide for payment to CWA members that are not contributing to the Members' Relief Fund?

CHAIR LILJA: I do not understand the question. Does that mean public employees who do not pay in because they do not have the right to strike?

DELEGATE WILLIAMS: It is my recollection that the fund was established by quarter an hour additional dues for people who may go on strike.

CHAIR LILJA: Right.

DELEGATE WILLIAMS: So I guess my question is, is the Members' Relief Fund still funded by the quarter an hour dues, or would this allow disbursements to people who are not paying the quarter hour dues to fund the Members' Relief Fund?

CHAIR LILJA: The general rule is, if you don't pay, you don't play. (Applause)

PRESIDENT BAHR: You are entitled to a second question. **DELEGATE WILLIAMS:** Was that a yes or a no? (Laughter)

CHAIR LILJA: That was a no.

PRESIDENT BAHR: Okay. No one else is at the mike. I guess I have —

At Microphone No. 1, Delegate Schultz.

DELEGATE JIM SCHULTZ (Local 9408): I call for the question.

... Seconded from the floor ...

PRESIDENT BAHR: A motion has been made to close debate. It is not debatable. On the motion, all in favor, raise your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

Please join me in thanking the Defense Fund Committee for another good job this year. (Applause)

On Microphone No. 2, Delegate McCracken.

DELEGATE ROBERT McCRACKEN (Local 1103): I rise for a point of privilege. President Bahr, you have always told us that we are a family. I agree with that. I live it. I have lived it for 38 years in this great union.

I have my own personal family, but in addition I have my union family, and I consider every member in this hall today, and those who are not here that are members of CWA, as my brothers and sisters.

Ten years ago, one of our brothers was viciously run down and killed by a scab while he was fighting for health benefits against the greedy NYNEX Corporation. His two children were two and a half and seven months old. They did not and do not know their father, nor will they ever. My own dad died when I was two years old, and I learned about him from my family, from his friends, from people that showed me things that he did, showed me photographs, and talked about him, and I learned that my dad was a decent, hard-working individual who loved his sons. Today, Local 1103 and members of District 1 have formed a Journal Committee for two purposes — to raise a little bit of money, but for a higher purpose — to put together a journal that will show his children, who are now coming of an age where they can understand about their father and have heard what their father did, so that all our brothers and sisters can say to them that they will never forget the sacrifice that this brother made for all of us, fighting for all of us on the picket line. I request that every delegate in here stop by the booth that's in where all the vendors are and put

a few dollars in the family's pocket, but more importantly, tell these two children that their father was appreciated by his brothers and sisters and that his sacrifice will never be forgotten. I ask all of you to do that. Thank you very much, Morty. (Applause)

PRESIDENT BAHR: Thank you, Bob. I would take this moment to share with those of you who weren't around ten years ago, that with the agreement of the Defense Fund Oversight Committee, the family medical health insurance, which they had none, has been paid all these years, and that at the time they were two and a half and seven months old, the trustees of the Joe Beirne Memorial Foundation allocated funds to be sure that these children will be able to go to college when they graduate from high school. (Applause)

The Chair recognizes the Resolutions Committee.

CHAIR HARTON: Thank you, Mr. President. The Chair would like to recognize James Clark.

DELEGATE JAMES C. CLARK (Local 4640): If the delegates would please turn to Page 3 of the Resolutions Committee report, I will read Resolution, 61A-3 entitled "Journalist to Journalist."

JOURNALIST TO JOURNALIST

It is often said that truth is the first casualty of war. In many parts of the former Yugoslavia, the truth doesn't exist. State-run media usually substitute propaganda for accurate news reports. As we have seen earlier this decade in Bosnia and more recently in Kosovo, the practice of independent journalism in the Balkans is almost extinct. Journalists who work for independent media are censored, harassed and even killed.

Still, the roots of a trade union movement for journalists and other media workers are beginning to take hold. In Bosnia, five journalists' unions representing various ethnic factions have taken steps to form a federation to represent all independent journalists. Independent trade unionism likewise is a risky proposition in the Balkans.

The Communications Workers of America may not be able to stop the killing, but we can help arm the people with the truth.

"Journalist to Journalist" is a proposed project to help develop and support independent journalists and their unions by allowing members of The Newspaper Guild and throughout CWA to share their professional and trade union skills with colleagues from Bosnia-Herzegovina to North America for on-the-job internships at unionized media outlets with CWA contracts. The program also would call on CWA locals to use their resources to train the journalists in the basic tenets of trade unionism, collective bargaining and organizing. The program will be reviewed after one year and its continuation will depend on Districts' and Locals' support. The 1998 Convention adopted a resolution encouraging CWA locals to contribute to Union-to-Union projects that would enhance international solidarity. The "Journalist to Journalist" program not only will enhance trade unionism, it will enhance the lives of Bosnian citizens by helping develop journalists who can report on and live with democratic principles.

RESOLVED: That all CWA locals support the "Journalist to Journalist" project. Where possible, CWA locals should work to raise additional support in the communities.

RESOLVED: That all CWA locals work together to identify and develop a full range of union and professional opportunities for Bosnian journalists selected to participate in the "Journalist to Journalist" program.

RESOLVED: That CWA use the "Journalist to Journalist" project to foster long-term relationships with media unions in Bosnia so that trade unionism, credible journalism and democracy have a chance to improve everyday life in the former Yugoslavia.

Mr. President, the Resolutions Committee moves adoption of Resolution 61A-99-3 entitled "Journalist to Journalist."

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

Before I recognize the first speaker, I want to recognize and I would like you to greet Azra Alimajstorovic, who is a member of the Independent Association of Professional Journalists in Bosnia-

Herzegovina. She has been a journalist in Bosnia for seven years. She is a Hubert Humphrey Fellow at the University of Maryland and is coordinating the Journalist to Journalist program for The Newspaper Guild. Azra, would you stand? (Applause) On Microphone No. 3, Delegate Rothman.

DELEGATE CAROL ROTHMAN (Local 38010): Fellow delegates, The Newspaper Guild Sector members have been there in Bosnia in the Balkan region working with journalists and media workers to share their trade union experiences and to help them to try to establish in their workplaces the rights we enjoy in our workplaces under CWA contracts.

At our sector conference earlier this year in Ottawa, TNG-CWA locals pledged their continued financial support to the Journalist to Journalist program. Already newspapers where we hold CWA contracts have agreed to host members in the program.

Our participation in Journalist to Journalist fulfills our responsibilities as an international union, making the fight of media workers in Bosnia our fight. The most important phrase in this resolution is, "We can help arm the people with the truth," and on behalf of our sisters and brothers in the Balkans, I urge you to adopt this resolution. (Applause)

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

ADOLPHE V. BERNOTAS (Local 31222): Thank you, Brother President.

I am one of those journalists who was in Bosnia not too long ago, and I witnessed our journalist brothers and sisters over there in the trade union, as we are, working in bunkers to put out newspapers. I was there shortly after the bullets stopped flying in Sarajevo. I saw my brother and sister journalists in Bosnia working for no pay in some cases. They need our help, and I am sure that we can count on The Newspaper Guild, on our brothers and sisters in the CWA, to help support this program. Thank you very much, brothers and sisters. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Lambdin.

DELEGATE WILLIAM LAMBDIN (Local 51021): Thank you, Mr. President.

I would like to enthusiastically urge the adoption of this resolution. Like the speakers before me, members of my local have been over into that region and came back with stories that are very sobering. It sounds trite and simplistic sometimes, but until you go to an area like that, you tend to forget that these are people just like us, except, instead of having the privilege and great honor of being born in this country, they were born in an area where old rivalries prevent the truth from being told.

It's difficult enough sometimes reporting the truth in this country, even with all the protections that we have. Imagine what it would be like where you have to risk your life in order to do that. So, on behalf of my local, I would urge you in the strongest possible terms, please support this resolution. (Applause)

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

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): I would like to call the question. **PRESIDENT BAHR:** A motion has been made to close debate. It's not debatable. All those in favor, indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed. Before us is Resolution 61A-99-3. All those in favor, please indicate by raising your hands. Down hands. Opposed by like sign. The resolution is adopted. (Applause) On Microphone No. 1, Delegate Fahrenholt.

DELEGATE FAHRENHOLT: I would like to move that we have the committee only read the resolveds.

PRESIDENT BAHR: A motion has been made for the committee to read the resolveds.

... The motion was duly seconded ...

PRESIDENT BAHR: It's been seconded. Is there any discussion?

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

Chair recognizes the committee.

CHAIR HARTON: Thank you, Mr. President. The Chair would like to recognize Dennis Martin. **DELEGATE DENNIS MARTIN (Local 7470):** If the delegates would please turn to page 2 of the Resolutions Committee's report, I would read the resolveds of Resolution 61A-99-2 entitled, "Promoting Quality Healthcare Through Healthcare Worker Organizing."

PROMOTING QUALITY HEALTHCARE THROUGH HEALTHCARE WORKER ORGANIZING

The Communications Workers of America has developed a reputation for being on the cutting edge of negotiating state of the art health benefit programs and of advancing progressive

legislation for universal healthcare. CWA was forced to be innovative in order to preserve our members' access to quality and affordable healthcare in the face of rising healthcare costs. Today, the very workers who provide the vital healthcare services that CWA has fought so hard to preserve are under assault. The advent of managed care and the rise of for-profit health conglomerates have transformed healthcare from an essential service to a business, from a human right to a commodity. Front line healthcare workers are trapped in a squeeze. The push for shareholder value on the part of corporate management has jeopardized the delivery of care. Seeking to cut costs, healthcare management has cut staffing.

The dynamics of managed care have created a "sicker/quicker" environment in hospitals. When patients are admitted, the conditions are much more serious, but at the same time, managed care is pushing to keep length of stay briefer. The "move 'em in, move 'em out" atmosphere is a pressure-cooker for healthcare workers committed to providing quality patient care. Workers who survive layoffs and reorganization are burdened with excessive overtime, forced to perform out-of-title work, and instructed to cut back on the time they spend with their patients.

Healthcare workers have long been a part of CWA. The CWA has represented hospital workers in lowa and Colorado for decades. We have a still growing nucleus of healthcare workers in hospitals and clinics in upstate New York. CWA locals are actively organizing healthcare workers in lowa, Florida, New York and New Jersey. They have found a home in CWA with like-minded, skilled, professional workers who are intent on promoting quality through organizing and negotiating worker protections and benefits that promote quality.

Like CWA members in telecommunications, the newspaper industry, and the public sector, CWA's healthcare worker members believe that to provide quality services, they must have dignity on the job. They believe that in order to create the working conditions that foster quality service, they must organize. They must have a union that represents their interests and provides them a vehicle to develop an effective voice on the job. As the healthcare sector continues its transformation, more and more healthcare workers are seeking to organize.

RESOLVED: That front line healthcare workers are the true patient advocates, the true spokespersons for quality healthcare. It is vital to the future of quality care that workers be able to stand up to employers who too readily sacrifice quality for profits.

RESOLVED: That CWA will support local efforts of healthcare workers to organize and is committed to providing resources and assistance to aid the efforts of healthcare workers to form a union

RESOLVED: That CWA will support efforts of healthcare workers to build networks with the union in order to share information and strategies that will empower them to transform their workplaces into environments that foster quality healthcare.

Mr. President, the Resolutions Committee moves adoption of Resolution 61A-99-2 entitled, "Promoting Quality Healthcare Through Healthcare Worker Organizing."

PRESIDENT BAHR: You have heard the motion. It is seconded from the floor. On Mike 3, Delegate Haves.

DELEGATE DEBBIE HAYES (Local 1168): President Bahr, fellow delegates, less than 10 percent of the healthcare workers in this country are organized. As a result of this low union density in the healthcare industry, healthcare workers are not as effective as we could be in changing healthcare policy on a national basis, voicing our horror at the decrease in the quality of care as profits become more important than patients, or in bargaining to improve our members' wages, benefits and working conditions.

At the same time, we are looking at a workforce which is less than 10 percent organized. There are brothers and sisters in other unions who are saying to us, "CWA has no business organizing in the healthcare industry." They say, "Go back to telecommunications and leave healthcare organizing to the unions that are healthcare unions." Then they have the audacity to say, "Come and join us."

Brothers and sisters, in this room there are represented 26,000 healthcare workers in over 40 locals. We have found our home in CWA, a union which has shown us how to organize ourselves, bargain strong contracts, and represent our members in a way which not only meets but in many cases exceeds the standards set by these supposed "healthcare unions." As I stand before you today, I pledge I will not be persuaded to leave CWA and my members for another union, and I will work diligently with the union to grow CWA's healthcare membership.

But we need your help.

As I look around this room, I would bet that almost every delegate has a family member, friend or neighbor who is a non-union healthcare worker. Their working conditions stink and they're looking for help.

CWA and the locals across this country are an excellent vehicle to developing an effective voice on the job for these workers. Help is available through the Organizing Department, Public & Healthcare Workers Office, and our healthcare locals. Brothers and sisters, I ask you to support this resolution and organize — organize — organize! (Applause)

PRESIDENT BAHR: Mike 3, Delegate Wade.

DELEGATE CAROLYN WADE (Local 1040): We are from Local 1040 in Trenton, New Jersey, where about 9,000 healthcare and service workers fight under the banner of CWA. Sisters and brothers, I rise to encourage your support for this most urgently needed resolution. Local 1040 represents about 6,000 workers who provide healthcare in both the public and private sector. Our representation includes doctors, nurses — both RNs and LPNs — their supervision, the certified nurses aides, the healthcare maintenance personnel, and those who prepare the food for the old and the ill.

We are fully aware of the strength and the weakness of the system these vulnerable workers work in and under. We have first-hand knowledge of the poor pay, the high turnover, lack of support, poor training and high work loads these workers toil under. Management has no money to correct their ills. But when these workers come together to better their own conditions through the voice of a union, management suddenly acquires an abundance of funds to hire the best union-busting lawyers.

The workers then get a new status during these campaigns. They suddenly become "colleagues." Management makes promises to do better, but when the campaign is over it's back to business as usual

Brothers and sisters, don't fool yourselves. The healthcare industry is not there to protect you. Their primary goal is to earn money. Our experience has been that an organized healthcare facility produces a better product with continuity of care. Eventually all of us will fall into the hands of a healthcare worker.

Let's fight to put the "care" back into "healthcare." Let's organize the 10 million unorganized workers in the healthcare field.

We urge you to support this resolution to assist those of us who are interested in organizing in the healthcare industry. Thank you. (Applause)

PRESIDENT BAHR: On Mike 1, Delegate Stovall.

DELEGATE MICHAEL STOVALL (Local 3106): I call the question.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Motion made to close debate. It is not debatable. All in favor indicate by raising your hand. Down hands. Opposed, by like sign. Debate is closed.

. . . The following remarks were submitted to the Convention Stenographers for inclusion in these proceedings, as follows: . . .

DELEGATE BARBARA BAUCH (Local 1133): I represent approximately 1,500 healthcare workers, employees of the newly-formed, only 30 percent organized, Catholic Health System of Buffalo, New York.

Resolution 61A-99-2 is right on target. Healthcare is no longer an essential service — it is a business. And like all businesses, the almighty dollar is the bottom line. Healthcare is no longer an essential service — it is a commodity.

Our patients are sicker. They do require more care. Both staff and supplies are in short order. Every day healthcare workers are forced to make difficult choices ignored by administrators too busy with the details of corporate mergers to care, as they spread themselves thin trying to meet the needs of too many patients.

Every time I am on a plane preparing for takeoff, I think of my union. We are told that if oxygen masks suddenly drop from the ceiling, we must be sure to put on our masks first so that we will be better prepared to take care of those dependent upon us. Our union is our oxygen mask. We must have the active involvement and support of our union to organize unorganized healthcare workers, to stand up to employers who would sacrifice quality for profits, to become true patient advocates in every sense of the word.

Brothers and sisters, I urge you to rise in support of Resolution 61A-99-2. Thank you.

PRESIDENT BAHR: Before the Convention is 61A-99-2. All in favor indicate by raising your hands. Down hands. Opposed, by a like sign. It is adopted. (Applause)

I call to your attention that in just a couple of minutes we are going to take the official convention photo; so, if you need to prove that you were here, be in your seats. In the meantime, before I recognize the Secretary-Treasurer for some announcements, I am just going to tell you from whom we have greetings, and the text of the greetings will be in the Convention Record. From the minority leader of the Senate, the Honorable Tom Daschle.

We have greetings from the minority leader in the House of Representatives, Dick Gephardt, who, with our collective help, will be the next Speaker. (Applause)

From Bob Georgine, the President of the Building and Construction Trades Department, AFL-CIO.

And a greeting from Kweisi Mfume, President and CEO of the National Association for the Advancement of Colored People.

... The names of International Guests and Dignitaries present at the Convention included: Jose Juan Hernandez and Sigfredo Perez, UIET, Puerto Rico; Yossi Harel and Fayez Jaber, Glenn Watts Center, Israel; Philip Bowyer, Communications International, Switzerland; David Norman and his wife Jane, CWU, United Kingdom; June Green, STE, United Kingdom; Bo Larsen, TFK, Denmark; and Gunter and Silvia Heidorn, DPG, Germany . . .

PRESIDENT BAHR: The Chair recognizes Secretary-Treasurer Easterling.

SECRETARY-TREASURER EASTERLING: Thank you, Morty.

. . . Convention announcements . . .

SECRETARY-TREASURER EASTERLING: Those of you that are staying at the Loews Hotel know that we are in the process of trying to help them organize that hotel. You should be wearing your CWA-H.E.R.E. pin. If you don't have that pin, we have some left in the Secretary-Treasurer's booth, and you can get one there.

We are planning a rally tomorrow evening, and I am not sure of the time, but the buses will take you to the Loews for the demonstration, and then take you on to your hotel. That is just something to be planning on.

The St. Louis CWA City Council is once again collecting the soap and shampoo for the ladies and gentlemen at the Mary Home in St. Louis. It is a home for low-income individuals. They have a box for those items, which you can secure from your hotel. They will be in the District 6 area. That is Local 14616. John Ebeling is handling that.

Announcement for District 6. There will be a Southwestern Bell Bargaining Caucus meeting immediately following the Convention on Tuesday, July 13th.

PRESIDENT BAHR: Are we ready for the photo?

CONVENTION PHOTOGRAPHER: In one minute we will be ready to take the photo.

SECRETARY-TREASURER EASTERLING: Let me use that one minute to remind you, those of you that took the bus today received a flyer that talked about "Beating the Workplace Blues"— announcing that CWA and Jobs with Justice are sponsoring the B.B. King Blues Festival '99. It is going to be held in 11 major cities. There are going to be several other performers and it will be a great opportunity to bring new support to our campaigns for workers' rights and justice on the job. We are using the media and the arts to reach out to the public and make them aware of what we are trying to do in the communities. It is a good way to be involved, and we ask that you would spread the word and volunteer to make that event a great one in your city. They have those cities listed, which are Los Angeles, Portland, Seattle, Denver, Cleveland, Atlanta, D.C., Boston, New York, Philadelphia and Dallas. If you have locals in those cities, then you want to be sure to pick up this flyer and participate in the program. Thank you.

PRESIDENT BAHR: Whenever you're ready.

... The official Convention Photograph was taken ...

PRESIDENT BAHR: We stand in recess until one-thirty.

. . . The Convention recessed at 11:55 a.m. . . .

MONDAY AFTERNOON SESSION

The Convention reconvened at 1:35 p.m., President Morty Bahr presiding.

PRESIDENT BAHR: The Convention is in order. The delegates coming in, do so quietly, please. The Chair recognizes the Chair of the Credentials Committee for a supplemental report.

MARGE KRUEGER (District 13, Co-Chair, Credentials Committee): The Committee would like to report Category 2, properly executed but late credentials: Local 14133, Delegate Baroody, and Local 3173, Delegates Felton and Vickers.

The Committee moves that the delegates be seated.

. . . The motion was duly seconded . .

PRESIDENT BAHR: You have heard the motion. It was seconded from the floor. Any discussion?

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

DELEGATE KRUEGER: These delegates can pick up their credentials in Room D-34.

PRESIDENT BAHR: We have a little treat for you. I received about three or four weeks ago a poem written by Danielle Moore. Danielle is 15 years old and is the daughter of Cheryl Lemmond who is a departmental rep of Local 3121. Danielle belongs to Future Labor Leaders of America, a group led by Cheryl and their church. (Applause)

Danielle has read her poem at several labor functions and was well received. It is really a pleasure for me to introduce to you, Danielle Moore. (Applause)

DANIELLE MOORE: Good afternoon. Since I have already been introduced, I would just like to thank the CWA for having me here. I will just begin. The title of my poem is "Unionism" and it is written by myself.

Unionism

by Danielle Moore

It's that urge that makes you exercise the rights that were lawfully given to you.

It's the power that makes you stand up against discrimination when you are supposed to.

It's that voice that yells "justice" when others are silent.

It's the feet of labor workers marching in rallies inviolate.

It's the knowledge of doing what's right when others do what's wrong.

It's promotion of group economic advancement that we've been fighting for so long.

It's dissolving the bands of racial exclusion and gender discrimination.

It's keeping a steady mind in trying situations.

It's sticking to your beliefs, that were instilled in your life.

It's not crossing the line when your job is on strike.

So as you can see, I've given you the duties of a real "union member."

But in case you happen to forget, here is something to remember.

U - is for undving devotion to promote the cause.

N - is for never feeling a problem is too irrelevant to solve.

I - is for igniting a flame that many want to hide.

O - is for the opportunities that they always provide.

N - is for never ceasing to bring justice to realism.

Now that's the meaning of real unionism. (Applause)

PRESIDENT BAHR: I think you will agree when we see youngsters like Danielle, we can take a feeling, and I think a sound feeling, that the future of the labor movement is going to be in good hands. (Applause)

It is now a pleasure to introduce him for the first time to make a report to this convention, Executive Vice President Cohen. (Applause)

EXECUTIVE VICE PRESIDENT LARRY COHEN: Good afternoon. We have poetry and we have music. You heard earlier, for those who were in the hall, from the Starlites. The Starlites are here with us today as members of the American Federation of Musicians, Local 23, from San Antonio, Texas. (Cheers and applause)

They are not just here to play, they are not just here to help us celebrate our Convention. They are here because music is the pride and joy of the Latinos in Texas, and is increasing in popularity throughout the country.

Every year Tejano music alone generates over \$70 million, over \$300 million in revenue from recorded Latino music. But while Tejano music is one of the fastest growing sectors in Latino music, the majority of the music companies give these musicians second-rate treatment,

musicians like we have here today, and now I will introduce them.

Henry Brun on percussion. (Applause) Joe Posada, saxophone. (Applause) Anthony Hernandez, keyboards. (Applause) Richard Solis, drummer. (Applause) And Frank Castillo, who is playing guitar. (Applause)

None of them enjoy the benefits of a union contract when they are recording Tejano music. The big recording companies, Sony, Capitol EMI, Atlantic and Universal have signed industry-wide agreements for other styles of music, nearly every other style of music, but they refuse to sign a music contract for Tejano.

We can all do something right here, right now, to help. On your tables there are yellow petitions. They say, "Support Tejano Advancement and Recording." We want people to sign these petitions today and we will collect them at the end. And when we return home we are going to carry on this fight along with "Jobs With Justice" nationally so we get thousands of people saying to the big six recording companies, "Tejano musicians are our musicians, and they should be able to record under a union contract."

. . . A musical interlude by the Tejano Band was performed . . .

EXECUTIVE VICE PRESIDENT COHEN: Twelve years ago here in Miami we began a movement, a movement for Jobs With Justice. Now, in more than 30 cities across the USA, from San Juan to Seattle, community, religious and union activists build Jobs with Justice coalitions, supporting the rights to organize, to bargain and to strike, as well as other economic justice issues, such as living wage campaigns.

The Starlites are part of this effort in San Antonio and played at the Jobs With Justice national meeting in Louisville, Kentucky, earlier this year.

Our organizing report is presented today on behalf of the Executive Board, the staff and particularly the Organizing Coordinators, and, as always, it will be presented by front line workers, CWA local union organizers and workers trying to build CWA at their workplace.

This year we will focus on AT&T, American and US Airways and Microsoft. But the same story could be told nearly anywhere, as more than 150 CWA locals, our organizing network, with solid support from every district, continue to demonstrate that we can build our union, we can build our movement, no matter how tough it is. We continue to demonstrate that good old-fashioned solidarity, with organizing based on workers talking to workers, is effective across the USA and Canada.

Every local here can join this effort. Work with your District Organizing Coordinator or other staff. Select candidates for local organizers and we will sponsor them for the AFL-CIO Organizing Institute, then develop learning opportunities in the field for those who can go further. Increase your local's commitment to organizing, join the locals that are committing 10 percent or more of their resources to building the local, receive additional funding from our organizing budget, as well as legal help, organizing materials and a constant flow of information on what's working best. In the last few months there have been many innovative new programs in districts and sectors. In District 6, Arkansas locals across the state have banded together to fund an organizer and support each other's projects. In District 2, Vice President Catucci has established an organizing task force of local presidents committed to increasing the organizing program, and developing a plan as to what makes sense for the district. In District 4, the tenth annual organizing retreat was held, and a plan was developed for the district that included organizing at AT&T, Ameritech subsidiaries, universities such as Ohio State, and continuing work with thousands of customer service staff at US Airways and American.

In the printing sector, six locals have banded together to form the I-95 project focused on thousands of unorganized commercial printing and mailing house workers from DC to New York. In the public sector, the focus continues on universities, particularly the University of California where we already represent 10,000 technical and professional workers, and just Friday won our first contract for 4,000 research professionals. (Applause)

In District 1 where four locals in the past nine months, Local 1040, 1035, 1133, 1168 have organized more than 2,000 health care workers since our last convention. (Applause) But nothing is as dramatic as our efforts to organize at AT&T. As Morty mentioned this morning, AT&T workers were the pioneers in building CWA. As recently as 15 years ago the overwhelming majority of our members were AT&T workers. But in the changing world of the information industries, AT&T is transforming itself from long distance to bundled services, and from union to

non-union.

AT&T is now the largest wireless provider in the U.S. and now the largest provider of cable TV systems. These workers, along with those in AT&T Local Service and AT&T Solutions, outnumber our union members in long distance. But most of them are in technical support or customer support just like the 40,000 CWAers at AT&T. This provides the possibility of uniting union and non-union not only to build a strong CWA, but to maintain real collective bargaining at AT&T.

And in our last contract negotiation we were able to establish some real organizing protections including neutrality, representation elections run by the AAA that are held within 14 days of cards being filed, and an arbitration procedure in May of 2000 where arbitrator Tom Donahue, formerly of the AFL-CIO, can impose card check recognition if we show that ATT management is not remaining neutral and respecting organizing rights in the next ten months. This process became effective July 1 for AT&T Wireless, Local Service and ATT Solutions. For AT&T Cable, formerly TCI, it is effective in March of 2000, one year after the acquisition.

There are 40,000 unorganized techs and customer service staff at hundreds of locations across the USA and Canada. In the spring of this year we conducted three CWA AT&T organizing institutes focusing on this challenge. As Morty mentioned, 1,500 CWA local organizers were trained from 70 different CWA locals and they then began to develop contacts with unorganized AT&T workers in their home areas.

AT&T agreed to a trial of the new organizing rights process in Mesa, Arizona at AT&T Local Service, the former TCG or Teleport Communications Group purchased by AT&T for \$10 billion two years ago. Just a few weeks ago, Local 7050 with support from District 7 and the C&T office, and a fantastic inside organizing committee won an important victory for all of us, winning the AAA representation election 81-31.

Now we will hear it first-hand. First we will hear from Local 7050 Organizer Arlene Porter, and then from one of the front line leaders, Lisa Benedetti, AT&T Local Services and probably our newest member at this convention. Arlene and Lisa. (Applause)

ARLENE PORTER (Local 7050): My name is Arlene Porter. I have been a CWA member since 1981. One year ago I learned that AT&T Local Service (ALS) was going to be moving into our building and putting up a wall between the union and non-union. I knew immediately what AT&T was up to. I didn't know much at the time about organizing or about the negotiated neutrality language but I did know that if we did not get in there and organize, we would be affected by downsizing and givebacks down the road.

Sean Smith, our AVP, and I began by recruiting activists from the local for an organizing committee. We got 11 people. Next we asked our District 7 organizing coordinators to train us. We began contacting the workers at home to talk about the issues in their office and to get their help in building their own committee.

Three ALS employees came to our first meeting. There were a lot of others who were interested, but they were afraid. They told us stories about how management would walk over to employees and put their hand on their shoulder and ask them to come with them. The employees sometimes did not return and management would not say what happened.

The workers who did come forward in the beginning were great. They took risks and kept us up to date on everything that was happening in their office. They talked to co-workers. They asked them how they felt about how they were being treated, about the wall separating them from union workers and if they were willing to do something about it. By the end of March our inside committee had doubled in size and we had 50 yes, 26 unsure and 21 nos.

Annie Rogers and I attended the special CWA Organizing Institute which helped a great deal. While we were there we met Judy Brown, an organizer out of Local 7019, who soon joined us on the campaign.

By the beginning of May we were holding weekly meetings with the workers and there was excitement in the workplace. Some of the same employees who had been afraid to come to the first meetings, afraid to have anyone hear them talking about the union, were pushing for a vote. We were so proud of their strength and courage.

Management stepped up their anti-union tactics. They started to single out some of our committee members and find errors in their work. They began telling people to stay away from committee members and even encouraged anti-union talk in the workplace.

On June 9 we sent a letter to management notifying them that we were starting the 90 day clock laid out in the neutrality agreement. And on June 17th the election was held and we won 81 to 31. (Applause)

Winning this election has been the greatest feeling for everyone in Local 7050. The neutrality language allowed us to have an election within one week of turning in the cards and that is what made all the difference.

Today our local is currently working on three other campaigns, one with Ford Credit Corporation, one with Cox Communications, and with the ALS/TCG technicians.

I would like to thank Kathleen Fuentes, President of Local 7050, for supporting this campaign. Annie Rogers, Executive Vice President of Local 7050, for all her help and for believing in me. Vivian McDonald and Judy Brown, you two are the greatest. Kevin Mulligan and Ralph Maley, thank you both.

Last but not least, I want to thank Jim Irvine, my brother. Jimmy, I know that many years ago you wanted to be a teacher. Well, I believe you are a teacher. You taught me just how important organizing is to CWA and because of that and many other reasons, I love you. (Applause) Now let me turn it over to Lisa Benedetti, a TCG worker and strong union supporter. (Applause) LISA BENEDETTI (Guest, Local 7050): I would like to say hello to President Bahr and to the rest of the Executive Board and also to all of my new brothers and sisters here at the CWA National Convention. I am Lisa Benedetti. I am very proud to say that after a lot of hard work, my co-workers and I are very happy that we are joining the rank and file of the Communications Workers of America. (Applause)

I am honored to have been asked to come and speak at our national convention. I am sure that some of my co-workers would have loved to have joined me to experience their first national convention, but the director still has illusions of total control and refused to let anyone from the committee have time off. We can hardly wait until we have our first contract. We will get the last laugh when he has to retire his dictatorship ways. (Applause)

At first I was a little hesitant in joining the CWA organizing committee, but after meeting some of my new brothers and sisters I just knew I had to get involved. They were so sincere and helpful in guiding our novice efforts at organizing that I knew CWA was an organization that I wanted to be involved with. We were all so overwhelmed with our collective lack of experience, but after the first couple of meetings, everyone felt very comfortable with what needed to be done, and without hesitation rolled up their sleeves and dug right in. There is true camaraderie in all of us.

Although management has done some things to try to confuse and intimidate my co-workers and myself, it was really nothing compared to the daily harassment and threats of "I'll walk you right out that door" or "I'll pull their pass." This style of management had to be stopped, and we did so by voting in the CWA union. (Applause)

I know several people who have worked at AT&T for quite some time and I had heard such wonderful things about AT&T that when I had the opportunity to be hired I was ecstatic. But once I started working there, I realized that the glowing experiences I had heard about only happened to the CWA members, and left the non-union employees swinging in the wind.

One previous union member with, over five years at AT&T, was one of many of my co-workers dismissed for "poor work performance." This happened before the union was voted in, and with no set standards, no due process, and no grievance procedure. My co-workers and I look forward to changing that.

Our organizing campaign was "Tear Down the Wall." We called it that because management literally built a big wall between us and the 600 or so CWA-represented employees at our work site. A wall that was clearly built only to keep us from understanding the benefits of joining the CWA.

This wall separated us from CWA in every sense of the word. It was a wall between a voice and no voice, a wall between fair and unfair treatment, a wall between fair wages and unfair wages. Truly, it was a wall between just having a job and a fulfilling career.

But even though that wall is still standing physically, on June 17th my co-workers and I tore it down in every other sense when we voted for the CWA. (Applause)

One of our first bargaining demands will be to remove the wall completely. We now have a voice. We deserve fair treatment, a secure job and market wages. With our new collective bargaining power, the wall that kept us in our undesirable jobs has now become a stepping stone to our

long-term careers, thanks to the CWA.

I want to take this opportunity to thank all CWA members for helping to make this win possible. We received a lot of support from the officers of Local 7050, local organizers and all of the CWA members on the other side of the wall. Everyone worked to create an atmosphere of solidarity and support long before the vote. The message we received was about joining together because we need each other. I understood from the beginning that CWA was not a service, but rather a chance to struggle along with all of you in order to make a better life for myself.

But it wasn't just those at Local 7050 that helped make this happen. My co-workers and I owe thanks to all of the CWA members who fought for the language in the contract for expedited elections.

Our union organizers taught our committee well about the power of the anti-union campaign. Although some of the Organizing Committee members faced intimidation from management, the election happened so quickly after we collected a majority of signatures that the management did not know what hit them.

There were no captive audience meetings, no confusing letters, no threats of closure and very few lies designed to confuse us. I am sure the quick election had a lot to do with the fact that we won the election 81 to 31 and now go into bargaining with that power.

Now that my co-workers and I join you as CWA members, we understand that our work is not done yet. The future of our union at AT&T depends on winning elections at every non-represented group in the company. We know it is our job to help. You can count on my coworkers and myself to be there, and we know we can count on you as well.

On behalf of all of my co-workers and myself, thank you. (Applause)

EXECUTIVE VICE PRESIDENT COHEN: AT&T has thousands of non-union work sites — phone stores selling wireless, local service technicians, customer service reps, TCI cable. So let's think about that. Even if there is not a wall in our workplace, think about tearing down the wall that separates 40,000 union from 40,000 non-union, and let's chant that together: "Tear down the wall, tear down the wall."

Do it with me. "Tear down the wall, tear down the wall, tear down the wall."

. . . The delegates responded enthusiastically, "Tear down the wall, tear down the wall" . . . **EXECUTIVE VICE PRESIDENT COHEN:** All right. Some have rhythm, some have noise.

(Laughter)

Actually, just today, while we have been sitting here at this convention, Local 3112 President Ed Ryan and organizer Ernie Johnson filed with the American Arbitration Association to represent 130 wireless service reps at AT&T. (Applause)

This is a movement across AT&T. It's not an isolated organizing drive, and it's up to us here to make that happen. It will be on our watch if we do not make that happen.

In March of this year, AT&T completed the acquisition at TCI, the largest cable TV system in the U.S., with about 25 percent of all subscribers. This helped complete the AT&T strategy of bundled service, providing 15 million customers, who could buy not only cable, but long distance, wireless, and local service once the cable network was upgraded.

For more than 20 years, CWA cable workers have battled TCI, battled it by losing their jobs, and in decertification fights. These are contract battles and organizing campaigns from hell.

TCI management was led by their CEO, John Malone, now a member of the AT&T board of directors and is AT&T's largest shareholder. He has his vision for AT&T, but we have ours. We intend to enforce the organizing rights in our AT&T contract beginning March 1st, a year after the acquisition when these rights become effective, but meanwhile, the war is now at AT&T.

AT&T Cable is as mean as TCI, if not worse. New benefits are extended to non-union workers at AT&T Cable as a welcome while they are denied to our union members at AT&T Cable.

Our largest and strongest group at AT&T Cable is in Oakland, California, Local 9415. With us to describe his experience and to challenge us to join the organizing fight at AT&T Cable across the U.S.A. is Stephen White, Vice President of Local 9415 and a front line worker from the TCI wars and now AT&T Cable. Stephen. (Applause)

DELEGATE STEPHEN WHITE (Local 9415): Good afternoon. I am Stephen White, Contractual Vice President for CSRs out of Local 9415 in Oakland, California. I have been a member of CWA since 1989 and I work for AT&T Broadband and Internet Service, and we do it all. We do cable, we do phone. We do internet services. We do everything for them.

For those who don't recognize that name, this is the cable arm of AT&T. I work with 200 technicians and CSRs that provide cable service to the folks in Oakland and the San Francisco Bay area. CWA has represented cable workers in my area for more than 20 years.

During this time we have successfully fought back several company sponsored decertification campaigns. They tried to decertify us in 1994. They tried it again in '96, and they tried once more in '98. But each time we fought them back and kept our union. (Applause)

Unlike telephone, the cable industry did not exist during the great organizing era of the 1940s and '50s. When cable began to grow and expand in the '70s and '80s, management had become very systematic in their anti-union efforts. The labor relations policy was one of low wages and high turnover. When workers tried to organize they were fired. The industry was very successful in maintaining a union-free environment. In spite of the opposition, Local 9415 created strong cable units through aggressive organizing and constant membership education.

As cable companies bought and sold the franchises in our area, the members hung together and made gains that were not available to non-unionized workers in the industry. The company couldn't get rid of us so they tried to outflank us. They began giving a 401(k) benefit to the non-union workers but refused to negotiate the same benefit with the union. Let me say that again. The cable companies would give the 401(k) to non-union workers but not to those in the union. (Cries of boo)

Now that sounds illegal, but CWA litigated the issue and it was found to be legal. Last year AT&T bought the cable company I worked for and 25,000 cable workers became part of AT&T. We had hoped that the climate would change. We hoped that the AT&T model would be used instead of the old cable model. We hoped that the dignity we deserved would be extended to us. But we were wrong. The same anti-union attitude that existed before the merger still exists. AT&T is now extending 401(k) benefits to non-union and excluding union members, just as their predecessors did.

With the recent acquisition of Media One, which has 15,000 workers, AT&T now has 40,000 non-union employees, or 39,800 excluding the 200 in the Bay area.

The fight to organize my fellow cable workers has been a goal of mine since I first became a steward. There are about 41,000 CWA members at AT&T and there are 25,000 and soon to be 40,000 non-union workers at AT&T. My local is fighting to make a difference. There are 200 dedicated and well trained unionized cable workers in my local who are willing to carry the fight, but we need your help. We need the immediate help of the 41,000 unionized AT&T employees — and I know you will help.

Cable is everywhere and cable is 95 percent unorganized. We need the help of everyone here at the convention and the help of every member back at home. Our futures are linked. I am committed to making sure it's a future worth having. Thank you. (Applause)

EXECUTIVE VICE PRESIDENT COHEN: Stephen, I think that's a pledge that will be there in every community where AT&T has cable, talking to workers, committees and joining you in the fight. And just as importantly, I think it's a pledge that when you battle for the 401(k) match, the 200 folks in 9415 will not be battling alone, right? Throughout AT&T, that fight will be our fight. (Applause)

Now we switch to customer service reps in the airline industry. At your seats we have a reprint of an ad that ran in the <u>Wall Street Journal</u> last Thursday. The fine print is the important part, 3,000 names of customer service staff at US Airways who said to their management in the <u>Wall Street</u> Journal nationwide, "It's time for you to listen to us."

Three thousand service reps who said, "We are fed up with the BS that you have been giving us for a year and a half since we voted CWA. We are fed up with the stalling and the legal mumbojumbo. We are fed up with the games and we are not going to be bought off by the raises you gave us on Memorial Day weekend when you thought that by giving up those raises, you thought we would give up our union."

Now in the back of the hall, behind the banner, US Airways and American Airlines customer service workers and the locals that have been working with them for four years to build a union — 10,000 at US Airways, 15,000 at American Airlines — gaining strength from the struggle. Welcome them now.

. . . The delegates arose and applauded at length as the band played and the delegates and employees came into the hall carrying a banner reading, "Passenger Service Professional

Association, CWA" and chanting "Jobs With Justice, Jobs With Justice" . . .

EXECUTIVE VICE PRESIDENT COHEN: Jobs With Justice, Jobs With Justice.

... Cheers and whistles as the delegation chanted "Jobs With Justice" ...

EXECUTIVE VICE PRESIDENT COHEN: Is this an organizing army or what? . . . Cries of "Yes" . . .

EXECUTIVE VICE PRESIDENT COHEN: As we listen to our brothers and sisters from US Airways and American describe their incredible effort to build our union and their union, consider, "How many of us would have this energy, guts and commitment to go through this?" Why is this happening in the USA? Fifty years ago, when our labor movement counted 30 percent of US workers in unions, these stories were far less common.

They are far less common today in Canada where 30 percent of workers are union members. So let's not just applaud them and support them as we hear from these true heroes of our movement. Let's think about what each of us can do to support US Airways and American workers as we fly home, talking to agents at the gates and ticket counters, and after we are home, how we will build our movement not only in these airlines but in our local communities across the country.

First, from Winston-Salem, North Carolina, we will hear from two of our leaders at US Airways, Peter Bannister and Velvet Hawthorne. Then, Richard Shaughnessy, a leader of our American agents here at the huge Miami hub, will describe our continuing effort to win representation rights for 15,000 American customer service staff.

Peter and Velvet have worked for three years to maintain their majority among more than 1,000 reservations agents in Winston-Salem, and then both have helped organize at American. Richard has not only been a key leader in Miami, but has also helped organize in San Juan and across the country.

Join me in welcoming Velvet, Peter and Richard. (Prolonged applause, cheers and whistles) **PETER BANNISTER (Guest, US Airways):** Good afternoon, Brother and Sister CWA Members and Guests. My name is Peter Bannister, and I have been a US Airways passenger service employee for the past 11 years. In the past three years I have worked in the International Reservations Department, in Winston-Salem, North Carolina.

For four years, until the winter of 1994, I worked as a passenger service agent at Baltimore, Maryland; Toronto, Canada; Philadelphia, Pennsylvania; and Greensboro, North Carolina. By all standards, I have been a dedicated US Airways employee. But because I was an unrepresented worker at US Airways I lost my vacation, holiday and overtime pay, swap privileges and pension. Our pay was frozen and we took an eight percent cut in pay. During the wretched years, 1992 to 1995, I lost my full-time job along with my family medical benefits. We won a valid election in September 1997, making history not only for airline passenger service employees, but for the union in which over 84 percent of my coworkers have signed to become members of CWA. (Prolonged applause)

In a full page ad in the <u>Wall Street Journal</u> on July 1, 1999, over 3,000 passenger service employees at US Airways signed an open letter to US Airways management demanding that they return to negotiations and complete our first contract. (Applause)

In the past 11 years, I have voted "Union - Yes" in four elections at US Airways, for the Teamsters, IAM, and the United Steelworkers. But with what CWA, its members and staff have done over the past 17 months, and with your continued support, I am confident that on August 20, 1999, we will make history once again with the largest majority vote ever for union representation in a National Mediation Board election. (Applause)

Thank you very much, and thanks for staying the course with us during this long struggle to achieve fairness, respect and equality at US Airways. Thank you. (Prolonged applause) **VELVET HAWTHORNE (Guest, US Airways):** Hello, everyone. I am an international reservations sales agent for US Airways, and have worked there for 14 years now. I have been an organizer to gain representation with the CWA within my company for over four years. I am one of 500 trained stewards in our organization.

My co-workers have elected me to serve as a member on our 50-person bargaining council. I am one of eight co-workers who served as negotiators with Rick Braswell at the bargaining table when we met with the company. So far, we have bargained for 17 months and had agreed on 85 percent of the contract language. We had a federal mediator and were in the end game of

negotiations until the appellate court assisted US Airways in scuttling the process.

These past four years have been a long journey on the road to respect for us. We have had two elections now, and are going into our third one. I believe this is a record in the airline industry. The company appealed the decision by the National Mediation Board to allow us another election. Two lower courts threw it out. But alas, three Reagan appointees on the DC District Court of Appeals ruled that US Airways' First Amendment Rights protected their right to present misleading information to the employees during the election.

Our voting method is a mail ballot with the requirement of 50 percent plus one of the entire group to elect a union. If you did not send in your ballot or get a ballot, it was counted as a "no" vote. This makes our task much more challenging.

We are approximately 10,000 passenger service employees. We are ticket counter agents, gate agents, and passenger service supervisors located in all US Airways cities served. We are reservations agents, more than 4,000 in all, spread out across the country in seven offices, many open 24 hours, doing many different jobs at once. We are the special assist agents who help our elderly passengers and unaccompanied children with their connections.

We are the city ticket office agents in your city, and your club representatives at the airports. We are the front line, the face of this company. All of us working these past nine years with not a penny raise, a frozen retirement program, no paid sick days, no paid holidays, inconsistent and unbalanced grievance procedures, and long, unpredictable shift work. We have been and continue to be understaffed, sometimes severely. Many airport employees are working as part time agents who wish to upgrade to full-time status. These same workers are prevented from getting the upgrade, and yet are commonly expected to work more than 40 hours a week — minus the benefits, of course. We all know how that issue went over at UPS.

We have been driving down this road to help build our voice here at US Airways through the structure of CWA. The company has consistently shown how little we mean to them. Their method of communication has always been one way. The desire to have two-way communications with our management has helped me continue down this road of massive speed bumps and legal maneuvering by this company.

Our co-workers here are unionized — the pilots with ALPA, the Flight Attendants with the IAM — all unionized and protected by a contract. We have been the group that helped bail this company out years ago when our shares dropped to the single digits. We are the group that has helped the company hit the '80s in the stock market as well.

Did we get back what we lost? No! It's time for this company to come up with more creative ways to make our stock go up by blowing away the competition — not take pay cuts and benefits from the front line people who are not protected. Maybe they should find ways to earn the million dollar salaries they reap and spend their time and money marketing the skilled labor force, not oppressing us.

I do enjoy my job and want to consider it a career. I enjoy enlightening and sharing with my coworkers an idea from which we could all benefit. Our union, by having a strong voice, aids us in sharing our desires, suggestions and creativity. But we are tired of building our CEO's net worth while we work overtime to meet basic needs for ourselves and our families.

We are an intelligent, responsive group who is valuable to US Airways. CWA has given us the opportunity to come together as one positive voice and to influence our own future in the airline industry. In a few more days, the ballots will be mailed out for the third time. We believe this will be a huge win which will give a strong mandate to the company to complete our contract negotiations.

We would like to ask of you, my new CWA family, when you are flying or in an airport from now until August 20th, to stop by and talk to a gate or ticket agent for either US Airways or American Airlines and tell them you are behind them 100 percent and know the benefits and feeling of security you have by having a contract.

So I say "thank you" to my union sisters and brothers at CWA for making our journey easier to nagivate toward our destination of unity and respect. (Applause)

RICHARD SHAUGHNESSY (Guest, American Airlines): Thank you, Velvet and Peter. On behalf of the 14,000 American Airlines airport and reservations agents, we wish you the utmost success in your fight to gain a true voice, a true CWA voice in your workplace.

Hello to all of the CWA delegates. My name is Richard Shaughnessy. I am a twelve-year

American Airlines employee. I currently work at the Miami International Airport as a ticket agent. On behalf of the 850-strong Miami ticket agents, I would like to welcome you to our diverse Miami community and our beautiful beaches.

As with the US Airways struggle to gain union representation, the American campaign holds a similar history, as we too operate under the Railway Labor Act. Our initial campaign started out as a grassroots effort seven years ago. We had worked with several unions but were never able to build majority support.

In 1997, we followed the US Airways/CWA campaign closely. When US Airways won their union election we contacted CWA a week later. The activist group was surveyed and the response was overwhelming to make the switch to CWA. One month after we contacted CWA, a full fledged nationwide campaign began.

Our issues at American Airlines were the same as most employees who work for major corporations in the 90's. The mid to late 90's have been extremely profitable for all the airlines, especially American Airlines. We have been outsourced and downsized. Jobs have been subcontracted out to a low-wage, low-benefit subsidiary, the parent corporation AMR, American Airlines owned. There have been pay cuts, as A,B,C, through two pay scale structures implemented, and performance pay initiated. We went back unrepresented and watched our work lives completely change with no voice to say a word how this would impact our workers' and our families' lives.

American Airlines' workforce is predominantly union and the ticket and reservation agents watched as other unionized work groups received negotiated pay raises and improved working conditions. An airport agent's job is not an easy one and has been surveyed as one of the most stressful jobs in the airline industry. But yet, American Airlines does not appreciate the pressures of on-time departures, the handling of flight cancellations and unruly and sometimes violent passengers.

A reservation agent's job, similar to a telephone company service representative's, has pressures of increased product knowledge, sales pressures, and maintaining quality statistic reports in the call center environment.

It was not until CWA arrived on the scene and the Organizing Department assisted us in building an organization that we were able to come further than ever. Because of the CWA organizing model, we have key leaders in each airport and reservations office who keep in contact with each other through regular conference calls and e-mail.

We have the support of the fantastic members from the CWA locals and the National Organizing Department all across the country who keep us focused and moving forward. Working with CWA members for almost two years has made us feel like we are part of the CWA family.

When American Airlines management realized that we were organizing again they immediately began a ferocious, orchestrated warlike anti-union, anti-CWA campaign. They hired one of the highest priced anti-union law firms. They immediately awarded all the Reservation Supervisors with a \$50 gift certificate for keeping the union out of union drives and basically said to the supervisors, "Here is an incentive to keep the CWA out with their tents folded."

They held captive audience meetings with the agents and attempted to intimidate the leaders in our campaign. They lied and stated that US Airways agents were paying union dues before their contract was ratified. All the agents received in the mail an anti-CWA Union video, moderated by actors, spreading misleading propaganda about how violent and incompetent CWA was as a union.

On December 15, last year, we voted and received almost 6,000 votes for CWA. Under the Railway Labor Act that was not enough for us to win the election. It was 41 percent of the eligible voters. The key word is "eligible." What we find outrageous is that in the private sector, as employees for United States politicians or as workers in other industrialized democracies, we would have had enough votes and CWA would have won. But under the Railway Labor Act every worker who lost their ballot, or never received their ballot, or just was not motivated to vote, counted as a no vote.

The election loss has not stopped our activists committees. The activist committee agreed they will continue our fight to further communicate our message, restructure, refocus, with CWA by our side. US Airways has shown us that a union victory is possible and is on the horizon for us. All of us in this room are well aware that the labor laws in this democratic society which we work

under needs reform. The laws that were intended to protect our freedom to form a union are largely unenforceable and the penalties for company misconduct are too minuscule to act as a deterrent. All of us in this room have got to work together to change these outdated laws. We have begun a partnership with the US Airways organizing committee and we are communicating and exchanging ideas. American, plus the US Airways election wins, would bring 25,000 enthusiastic, committed members to the CWA family.

No election loss or legal battle can take away our organization, our solidarity, and our pride as workers. Our organizing goal remains the same from the day we started organizing: we simply want a voice in the workplace, a strong CWA voice.

As you are traveling back to your home cities and communities, stop and spend a minute with an American or US Airways agent at the airports and do what you do best — promote CWA. And finally, I personally cannot thank the membership of CWA and CWA Local 3122 here in Miami enough for their support for all the agents at American Airlines. Enjoy your stay here in fabulous Miami Beach.

... The delegates rose and applauded ...

EXECUTIVE VICE PRESIDENT COHEN: Okay. As if the challenges at AT&T, US Airways and American were not enough, we also have an organizing local at Microsoft, the largest corporation in the world, with a total market value of \$500 billion, or as much as ATT, General Motors, Ford, Bell Atlantic and SBC put together.

As if the size of Microsoft was not enough of a challenge, one-third of the 20,000 workers at the Seattle area headquarters work as permatemps, hired by Microsoft and then employed through one of about twenty agencies approved by Microsoft to hire these writers, testers and technicians. With more than 50 buildings, the Microsoft campus is so big, as Morty said, that they have their own bus service run by Laidlaw, and now with buses driven by CWA members. But for the permatemps, organizing is not so clear. As bad as it is in the airline industry, this is even worse. Microsoft says they are not employees, though they work only at Microsoft. In the same work group there might be five or more agencies, so they cannot organize that way, either. The chairman of Microsoft, Bill Gates, has a personal net worth of \$85 billion, or about the total market value of BellSouth. While his personal wealth is tops in the world, and he is now giving 1-percent of it away to look good, he has no intention of sharing power with the workers at Microsoft.

Barbara Judd, from our local at Microsoft, will now tell us her story and that of her work group at Microsoft and their efforts to organize at Microsoft. Barbara is a member of WashTech Local 37083. Nearly two hundred techs and professionals at Microsoft, Amazon.com and other Seattle area firms that, with help from District 7 and The Newspaper Guild/CWA, are building our union in the high tech world. Barbara?

BARBARA JUDD (Guest, Microsoft): My name is Barbara Judd, and I am a temporary worker at Microsoft. I'm here to share my story and tell you why I'm proud to be a member of the Communications Workers of America.

I have worked at Microsoft on a single assignment for more than one year. I will be working on this project another 18 months or longer. I am a permatemp. About one third or 5,000 of the 15,000 Microsoft workers in the Redmond area are employed through temporary employment agencies, as I am. We are permatemps because we are employed in this manner for indefinite periods of time.

We are the communications workers of tomorrow. We write the code and develop the products that you use every day, products with such familiar names as Excel, Word, and Windows. We are vital to the success and billion-dollar profitability of Microsoft.

Our Microsoft counterparts enjoy fully-paid medical, dental and vision insurance for their families and an impressive array of other benefits, as well as the much publicized stock options. It is rare that an agency offers temporary workers any of these benefits.

In April of this year, our group of 18 workers formed a collective bargaining unit and joined WashTech, Local 37083 of the Communications Workers of America. I am a union representative for this group. We are CPA's, MBA's, attorneys and other financial professionals.

The key event for us in the formation of our bargaining unit was, ironically, a Microsoft decision intended to defuse the growing discontentment of temporary workers. Microsoft announced that it would require temporary employment agencies to provide a certain level of benefits for temps.

Then we were told these rules did not apply to us.

We had heard and read newspaper articles about the CWA affiliate, WashTech, and called them for assistance. Less than one month from the Microsoft announcement, 16 out of 18 employees in our work group signed a petition to agree to bargain collectively on workplace issues. (Applause)

We announced our unionization. Our agencies said they would not recognize us as a legitimate bargaining unit. Corporate Microsoft refused to talk to us. Our first demand was for job reclassifications, and shortly after our story was published in the <u>Wall Street Journal</u> and <u>LA Times</u>, we were granted them. (Applause) Many of us received pay adjustments. Our solidarity as a unionized group is directly responsible for these gains. (Applause)

The agencies and Microsoft still refuse to recognize us as a legitimate bargaining unit. They still deal with us only as individuals. Since they have labeled us as temporary, they say we have no right to collective bargaining.

We will not rest until we are at the bargaining table as equals with Microsoft and the agencies. We will continue to hold demonstrations to show our solidarity. We are gathering the support of other permatemps, and we will be successful. (Applause)

We are only a group of twenty, but there are thousands of others at Microsoft and throughout the high-tech industry who need to know that collective bargaining is the best way, and sometimes the only way to achieve positive change on the job.

We use e-mail and the internet to stay informed and to inform others of our struggle. More and more workers are contacting us and WashTech wanting to know how they too can improve their work situation.

Our organizing effort is important. It is important because we are the beginning. We are the first group and we will not be the last group of permatemp high-tech workers demanding collective bargaining. (Applause)

Secondly, the tremendous amount of employer abuse in this industry has created a new potential for union growth.

And lastly, we are new-age workers using new-age tools to fight old world inequities. (Applause) **EXECUTIVE VICE PRESIDENT COHEN:** Join me now in recognizing Barbara, Richard, Peter, Velvet, Steven, Lisa, Arlene, the Starlites and all the other front line workers and local organizers who are building our union.

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

EXECUTIVE VICE PRESIDENT COHEN: President Bahr will now recognize the CWA locals that have achieved organizing greatness since our last convention.

PRESIDENT BAHR: You know, everything kind of seems anti-climatic after we experience this and as I have often said, I really feel sorry for those of our members who came to work and found the union there because they have so little appreciation of what it took to get the organization to the moment of their coming under that contract. I empathize with those who spoke here because I had to fight for four years to get into CWA.

Even though it was many years ago, it's an experience that you never forget. You don't have to tell members, or stewards don't have the problems that so many of you have to tell that new employee, that the benefits did not come out of the goodness of the company's heart. There was a long struggle that so many fought for. We always have to keep that in mind.

As we recognize these locals for special success in our organizing program, we should remember that local union effort is the key to our success. There are additional locals and additional campaigns that are not receiving these awards — where we were not successful or where the minimum goal of 100 was not reached. But these efforts are just as much a part of our total program to reach out to our family, friends and neighbors and help them build a union where they work.

Now we want to honor those locals that have accomplished a significant objective: winning representation rights for at least 100 workers in new units in the past year. More than 150 locals have received this award at least once. Many, including several we will honor today, have received this special recognition several times.

Each local will receive a \$1,000 organizing subsidy, as well as our new award for the current year. So join me now as we honor those locals who have met their organizing commitment for the past year by organizing more than 100 workers in new units.

Local 1037, Newark, New Jersey, organized 147 interviewers employed by the New Jersey Department of Labor. (Applause)

Local 1109 in Brooklyn, New York, organized 110 technicians at WilTel. (Applause)

Local 1120 in Poughkeepsie, New York, organized 60 drivers at the <u>Times-Herald Record</u> and 62 technicians at Time Warner. (Applause)

Local 1133 in Buffalo, New York, organized 240 nurses at Kenmore Mercy Hospital and 72 employees at the Early Childhood Programs of Baker Victory Services. (Applause) Still in Buffalo, Local 1168 organized 540 RNs employed at Gates Circle Hospital, 130 technical unit and 73 professional employees at the Center for Laboratory Medicine, and 20 technical unit

(Applause)
Local 30130 in Nova Scotia organized 125 newsroom workers at the Halifax Chronicle Herald.

employees and 10 RNs at the Niagara Family Clinic, all part of the Kaleida Health System.

Local 3204 in Atlanta, Georgia, organized 200 cable and signal installers employed at BellSouth Entertainment. (Applause)

Local 4340 in Cleveland, Ohio, organized 48 employees at Professional Teleconcepts, Inc., 80 workers at Headstart of Lake and Geauga Counties, and technicians at eight telecommunications companies. (Applause)

Local 6201 in Fort Worth, Texas, organized 170 Southwestern Bell Wireless employees. (Applause)

Local 6215 in Dallas, Texas, organized 630 Southwestern Bell Wireless employees. (Applause) Local 6507 in Little Rock, Arkansas, organized 100 Southwestern Bell Wireless employees. (Applause)

Local 7050 in Tempe, Arizona organized 117 employees at the AT&T/TCG Provisioning Center in Mesa, Arizona. (Applause)

Local 7777 in Denver, Colorado, organized 161 part-time janitors at the Denver Public Schools. (Applause)

Local 9400 in Los Angeles, California, organized 458 employees at the Viejas Indian Gaming Casino. (Applause)

Local 9412 in Hayward, California, organized 308 technicians at Pacific Bell Wireless. (Applause) Local 9414 in Chico, California, organized 253 part-time instructors, librarians and counselors at College of the Sequoias. (Applause)

Local 13500 in Philadelphia, Pennsylvania, organized 300 workers at Bell Atlantic Directory Graphics. (Applause)

Please join me in recognizing the accomplishments of these locals on the platform. Next year there will be more of them up here.

... The delegates rose and applauded ...

(Applause)

PRESIDENT BAHR: We are now at the point in our program where it is time to present the President's Annual Award for Organizing Excellence. This award was considered by our founding President, Joe Beirne, to be the union's highest honor when he established it in 1972. I know Glenn Watts felt the same way and, obviously, I do as well.

Organizing new members, which is the basis for our strength and effectiveness, is an even greater challenge for CWA, and for all organized labor, than it was 27 years ago.

During that period, we witnessed the complete evolutionary shift in the NLRB from what had been a moderately pro-worker agency in the 1940s to essentially pro-employer under President Reagan. Over the past two decades, we have seen an unprecedented level of corporate hostility and the growth of a whole new industry — union avoidance consultants.

In the 1940s, unions won about 80 percent of representation elections. In 1998, the win rate was only 51 percent, and that was a slight improvement over the year before. Quite simply, the cumbersome NLRB election process has become as much a weapon for the union busters as a tool for workers seeking to unionize.

That's why for more than 10 years CWA's organizing focus has been on "bargaining to organize" through negotiating card check recognition. Several years ago we presented the President's Award to Ben Turn and the District 6 locals, honoring their path-blazing achievements in winning card check agreements at SBC, including Wireless.

The same year we invited SBC Chairman Ed Whitacre to address this convention in recognition

of his respect for the collective bargaining process and our union. Because of card check, we have organized some 4,000 workers at SBC Wireless alone. I might add, since Mr. Whitacre's visit here, we have extended the card check recognition which heretofore was just in the states where SBC operated to where they agreed to give us card check recognition wherever SBC is in the United States. (Applause) We might have to call him back again if we can figure out what else we want from him. (Laughter)

With this year's President's Award, I want to do something a bit different. The award this year will not be to an individual or a particular district or local union or even a single campaign effort. This year's award celebrates our "bargaining to organize" strategy overall, and it honors the achievement of more than twenty CWA locals across the United States that have organized over 3,000 new members through card check since our last convention.

I will recognize four campaigns with this award, and those who I call upon to receive the award do so on behalf of hundreds of other CWA members who worked hard to implement our growth strategy. The locals I am going to recognize will be inscribed on the large President's Award statue that you always see displayed to the right of the platform and which sits outside my office in Washington. Each recipient will receive a miniature of the trophy itself as well as a plaque. First, I want to honor Local 1168, CWA Nurses United of Buffalo, New York. Accepting the award on behalf of officers and organizers of the local is President Debbie Hayes. (Applause) Now, Debbie has already won the President's Award several years ago and has presided over a growth in membership from an initial base of 1,000 to over 4,000 today. (Applause)

Debbie and her bargaining committee — and you heard her at Microphone 3 earlier tell us about the 90 percent of the healthcare industry that is still unorganized — but Debbie and her bargaining committee, with the help of CWA Representative Dave Palmer, negotiated a unique card check recognition agreement when her hospital, Buffalo General, was merging with several other health organizations to form a new health care giant, Kaleida Systems.

In just the past couple of months, Local 1168, with help from District Organizing Coordinator Jeff Lacher, has organized about 800 new members through card check and is working hard to unionize a potential of about 1,200 more new members as a result of that agreement. So, Debbie, it is really an honor for me to present to you first the miniature trophy, and also the plaque. I will read it just once because it's on the others but the name will change. "President's Annual Award to Local 1168 in grateful recognition of dedicated service as evidenced through wholehearted acceptance of CWA's growth policy and program, and dedicated effort directed toward making that policy effective. Awarded by the President of the Communications Workers of America on behalf of the organization, July 13, 1999." And it is signed by me. (Presentation - applause)

DELEGATE DEBBIE HAYES (Local 1168): Three years ago almost to today's date, we learned that our hospital was merging with four other hospitals in Western New York. At that time we thought we would have to undergo at least four separate representation elections to continue representing our current members, and knew that potentially our local could no longer exist. Through the hard work of our Executive Board, our Local organizers, our bargaining committee, our great district and the national union, we were able to turn that situation around so that we have today 800 new members and are actually looking to bring in between 1,700 and 1,800 more before the end of the year. That is our goal. (Applause)

There are two people that I would like to thank. The first is Larry Cohen for his ongoing support of our local. In a conversation in the midst of all this turmoil, Larry gave me a piece of advice which has proven to be true, and I would like to share it with you. He said to me, "Debbie, one paragraph on card check is worth a whole page on neutrality. So hang in there for the card check." He was right. Thank you. Larry. (Applause)

The other person I would like to acknowledge is our local organizing director, Helen Cerulick. Helen has been doing organizing in our local for ten years. She has worked on all these campaigns with Dale Crevy and Terry Shulter. But, without a doubt, Helen is the person that holds it all together and keeps us heading in the right direction. I just want her to know how much respect and admiration I have for the work she does. And, Helen, this one is for you. Thank you. (Applause)

PRESIDENT BAHR: I just want to take this opportunity to tell you — and I haven't told this story for a long time — how I met Debbie Hayes and how we became involved in health care. Debbie,

it is almost our 20th anniversary. I was Vice President of District 1, and I got a call that asked me if I would come to Buffalo to meet with a group called Nurses United. I went up probably more out of curiosity than anything else, and they said, "We want you to come and organize the 800 or 900 nurses that are at Buffalo General."

I said, "Gee, how come you picked us? The only thing I know about nurses is I was in a hospital once."

And she said, "We like what we see about your locals here west of New York. They are visible. They are active in everything in the community that is good. We see how you bargain with the biggest companies in America, and what you don't know about nursing we will teach you." And it has been a learning process for me at least for all these years.

To get a first contract, we had a strike that lasted many weeks. In fact, the way that strike ended was me going to see Governor Mario Cuomo, who then sent his hospital commissioner to the hospital, threatening to shut it down.

When we look back at that struggle and how that local has grown to 4,000 and grown really on the basis of a struggle that everybody participated in, not only am I proud to give this award to Debbie and everything she represents, but, to the best of my knowledge, it is the first card check agreement we have anywhere outside of the telecommunications industry. And I think we ought to take note of that. (Applause)

Next, I want to recognize two locals that worked together for several years building an organizing committee that could eventually win card check recognition for more than 800 workers at Southwestern Bell Wireless in Dallas-Ft. Worth.

I call on Presidents Denny Kramer of Local 6201, Ft Worth, and J.D. Williams of Local 6215, Dallas, to receive the honors on behalf of everyone involved. (Applause)

The victory took years of persistence as these locals jointly trained organizers and built a committee of determined volunteers. The locals were supported by District 6 Vice President Ben Turn, District Organizing Coordinator Sandy Rusher and Area Director for Organizing Danny Fetonte, in a great team effort that paid off just last month when CWA was certified to represent what is now the largest wireless unit in our Union.

Denny and J.D.? (Presentation - Applause)

DELEGATE J.D. WILLIAMS (Local 6215): Bill pulled rank on me. I said he was numerically first, but he said, "You have seniority."

I am pleased to receive this award. I am especially thrilled because I know there are a lot of hockey fans out there, and as you know the Dallas Stars now have the Stanley Cup. Had we not received two of these trophies, I was already committed to sharing this with 6201, because this was definitely a united effort. There was never any question about whether we would work in Dallas-Ft. Worth. We were committed to do whatever it took.

I hope the rest of you are just as inspired as we were. This was a big victory. I am thrilled. Thanks to all of you.

DELEGATE DENNY KRAMER (Local 6201): There is a lot of competition between the two of us for membership and how we handle ourselves within the local structure. There was no competition, though, when J.D. and I decided that an organizing effort needed to be done — and done as a team.

We worked together, and we were proud to be working together. I guarantee you J.D. and I did not do it by ourselves, though. We had tons and tons of help, people who used their time, their energy and their very days and nights to make sure that the effort was successful.

Our organizing chair, Pat Krull, very diligently made sure the membership knew what was going on at all times and they were supportive of the effort to organize SBC Wireless. We will continue our fight to ensure that we get a good contract and that we negotiate it properly.

Again, I thank you for this honor. It is not only an honor for myself, but an honor for the members of my local and for J.D.'s local. Once again, thank you. (Applause)

PRESIDENT BAHR: And now I want to recognize the 12 locals in District 9 that worked together to organize Pacific Bell Wireless - over 400 new members. Since 12 locals were involved, I ask that Vice President Tony Bixler accept the award on their behalf in the name of District 9, and each local will receive a parchment certificate which Tony will present to them later on. Pacific Bell Wireless was unique in that we had a 60-day window to sign a majority of all the employees — technicians, customer service and support staff — throughout California and

Nevada. If we failed, we would have had to wait one year before another effort could be made. Again, the key was a team effort by committee people inside the various offices who worked with local and district staff and organizing coordinators to build a majority. We were house-visiting intensely right down to the last day. Tony. (Presentation - Applause)

VICE PRESIDENT TONY BIXLER: Well, this wasn't expected, so I want to read this speech. I want to thank not just the locals that worked on the wireless for this honor for our district — and this is really neat — it says "District 9" and that will be up in the office forever — but I think that we also got this honor because of every local in District 9, no matter what bargaining unit or no matter what sector.

We have an organizing drive going on in every sector, whether it is NABET organizing a radio station; whether it is the printing and media sector; TNG and GTE stepping out of the box; some of the locals are organizing Red Cross; part-time college faculty; Pac-Bell; Nevada Bell; organizing state troopers — hopefully we will have the highway patrol of Nevada come in the CWA — and over in Hawaii organizing print shops and other newspapers.

So everybody in District 9 — everybody, has been doing an excellent job in organizing and I am proud of my district. I am proud of my locals. Thank you. (Prolonged applause)

PRESIDENT BAHR: Join me in congratulating all those up here who represent thousands and thousands of members and stewards and others who worked hard for them to be up here to represent them.

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

PRESIDENT BAHR: This shows you that even the President is not infallible. I skipped one. (Laughter)

Finally, I want to call on Sandy Kmetyk, President of Local 13500 — and please forgive me, Sandy — to receive the award for her local and all the people involved in organizing about 300 Bell Atlantic Directory Graphics members in Pennsylvania.

This is a major breakthrough at Bell Atlantic, which — until we had a contract — had for years strongly resisted organizing campaigns at its many non-union subsidiaries.

Through the hard work of many organizers and volunteers of the local, backed up by District 13 staff, we were able to organize a group of professional and support staff who would have been very difficult to organize in the face of management attack without card check. This is only the first of many potential new CWA units at Bell Atlantic. Sandy. (Presentation - Applause)

DELEGATE SANDY KMETYK (Local 13500): First of all, I would just like to say that I would like to congratulate the executive board of my local for having the courage to make some changes in my local and establish an organizing fund.

I would also like to thank in particular my EVP, Michael Sowycz, and my Secretary-Treasurer, Victoria Kintzer, for spearheading this drive and in doing the organizing for Bell Atlantic Directory Graphics. We are also in the process of organizing an AT&T wireless group in Pittsburgh, and I also plan to go on and organize Bell Atlantic Mobile, so I hope to be back up here again. I would be remiss if I didn't thank my staff in District 13, who have been wonderful during our organizing campaign and also during our bargaining. I am pleased to report we just have completed negotiating a successful contract that was ratified last week, and our members now have a contract and have gained substantial gains in comparison to what they had. I just want to thank everybody here. Thank you. (Applause)

PRESIDENT BAHR: So again, join me in congratulating all the winners here on the stage and all the local officers, organizers and rank-and-file volunteers who worked so hard on these campaigns. (Applause)

Bargaining card check agreements is the key to organizing the new acquisitions and ventures of our employers, whether they be in telecommunications, health care, newspapers, broadcasting, or any other industry.

Bargaining to organize is an important strategy for all of organized labor, and once again, CWA is out front showing the way. But even with card check, it takes hard work to put together a good organizing committee, develop materials, hold meetings, talk to workers one-on-one in the workplace, and make home visits to recruit card signers.

The locals and members we have just honored are an example and an inspiration to all of us. (Applause)

Before we proceed to the nominations, let me make a few announcements. The invocation

tomorrow will be given by Pastor Roberto Perez of the First United Methodist Church in Miami. I want to thank today's Platform Observers. Tomorrow's Platform Observers are Richard Mabrey, President of Local 2007, and Robert Jordan, President, Local 31245. They should report to the platform at 8:45 a.m.

I want to recognize the Secretary-Treasurer for announcements.

SECRETARY-TREASURER EASTERLING: In the event you were not in the room when we announced the lost items that have been brought to the podium, we have a pair of glasses that look like this. These were supposedly left on the committee seat up here.

We have a pair of glasses that look like this, a pin, and an ankle bracelet, and any of those can be picked up from the Secretary-Treasurer's area here or in our office.

I remind you again that we are working to help organize the Loews Hotel. Pins are available if you are staying there from the Secretary-Treasurer's booth, and I want to announce now that tomorrow the Convention should conclude at 4:30, and the bus you board at that time will take you to the Loews Hotel. We will have a very brief rally there with the hotel workers, and then we will return you to your own hotel. So please plan to come there. They need our help. Morty will be addressing the group. Thank you.

PRESIDENT BAHR: Now this is extremely important, this announcement. Early tomorrow morning, in preparation for the President's visit, the Secret Service will be sweeping this room. Once the room has been secured, the only way to enter will be through metal detectors. Therefore, we will have to contend with some obstacles that shouldn't be a problem if we meet them with a little bit of humor and some patience.

The doors to this hall will be open at 7:30 a.m. so that all of you can be moved through the metal detectors and into the convention hall.

Now you should realize that we will need to go through this process twice tomorrow — first in the morning and then at 11:30 when we break for lunch, you will leave the hall and need to return through the metal detectors. We will be asking everyone to begin returning by 12:45 p.m. to get everyone into their seats. In short, try to be in your seats around 12:45.

Once the Secret Service closes the doors, no one else will be permitted in. The Secret Service has explained that bags will slow this process terribly. Therefore, we suggest that you leave your packets and bags on the table at the end of today's session. Certainly take anything of value with you.

Also, any trash you don't want at your place tomorrow morning, you should take away tonight. This way the idea is that tomorrow you can move more quickly and be passed through the metal detectors without bags having to be opened and searched. This should make the process smoother and less frustrating.

So, to recap, the hall and metal detectors will be open at 7:30 a.m. Please leave your packets here tonight. They will be secure. Take personal items of value and trash with you. Please try to avoid bringing bags and purses with you tomorrow so that entry to the hall will go more quickly. We are now going to proceed with the elections procedure, and for that purpose, I again call on Secretary-Treasurer Barbara Easterling.

... Secretary-Treasurer Easterling assumed the Chair ...

SECRETARY-TREASURER EASTERLING: Let me introduce to you Jeff Zaino of the American Arbitration Association. Mr. Zaino will present the election procedures for us, so we will call on him to do that now.

JEFFREY ZAINO (American Arbitration Association): Delegates to the Convention: The CWA Constitution makes provision in Article 15 for the election of International Officers, District Vice Presidents, and National Unit Vice Presidents. The term of each office shall be for three years or until their successors have been duly elected and qualified. The elections will be conducted in accordance with the following procedures:

International Officers and National Unit Vice Presidents of the Union shall be elected by secret ballot of the delegates to the convention today between the hours of 3:30 and 8:00 p.m. Nominations will be conducted here in the convention hall during the convention session. The District Vice Presidents shall also be elected by secret ballot today between the hours of 3:30 and 8:00 p.m. Nominations will take place 15 minutes after the convention recesses today in the assigned district meeting rooms.

The sequence of nominations is as follows: International Officers: President, Secretary-Treasurer

and Executive Vice President; Communications and Technologies Vice President; Telecommunications Vice President; Public Workers Vice President; Printing, Publishing and Media Workers Sector Vice President; and 15 minutes after the recess of the convention today, District Vice Presidents.

The rules affecting eligibility of nominees and voters state that: First, only those members of the union in good standing who are not barred by law shall be eligible to hold elective office. Second, only delegates to the convention, who have been elected by secret ballot among the members of their locals, and who have been duly certified by the Credentials Committee to the Judge of Elections, shall be eligible to vote.

Nominating speeches shall be limited to three minutes in length and the two seconding speeches to one minute each. A nominee will be considered nominated only upon acceptance of the nomination by the nominee. Where there is only one nominee to an office, that nominee can be declared elected upon a motion made from the floor, electing that officer by acclamation. The following provisions apply to voting procedures: All voting shall be on a per capita basis as certified by the Credentials Committee to the Judge of Elections. A delegate may not split his/her vote. For National unit elections, if a Local has National unit jurisdiction, the unit votes will be divided amongst the Local's delegation.

Proxies may be voted only as they are certified by the Credentials Committee to the Judge of Elections 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 designated voting area for that purpose.

All voting will take place in the back of the Convention Hall and will begin at 6:00 p.m. Delegates must identify themselves to the teller at the voting booth. A delegate's convention badge shall serve as sole verification of their identity for the purpose of determining their right to vote. Delegates are not permitted to use the badge of another delegate. If the teller's records show that a delegate has voted, the delegate shall be considered as having voted. The teller will inform the delegates of their duly accredited votes and present each voting delegate with their ballot. If a question arises as to the delegate's identity, the number of votes they are entitled to cast or other matters, the delegate shall be directed to the Judge of Elections who shall consult with the Credentials Committee, if necessary, before deciding the question.

Only one delegate will be allowed in a voting booth at a time. Upon receiving a ballot 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 invalid.

Delegates are reminded that the polls will open at 6:00 p.m. and close promptly at 8:00 p.m. The following provisions apply to the use of observers by the candidates. No more than two observers will be allowed for each candidate at 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. In order to be allowed into the designated areas as an observer, individuals must register with the Chair of the Credentials Committee. Only individuals presenting evidence of their registration with the Credentials Committee will be allowed into the areas designated for observers.

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

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 by the Convention Chair on Tuesday morning.

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: On the Questions mike, Glen Hamm. **DELEGATE GLEN HAMM (Local 4998):** Am I to understand that regardless of how it was conducted in the past, that if the delegations meet the constitutional requirements, no one individual can cast those ballots — each delegate must cast those that are designated to them? **MR. ZAINO:** That is correct. Are there any other questions?

SECRETARY-TREASURER EASTERLING: Thank you, Mr. Zaino. Now, during the course of 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 elections.

At this time, nominations for the office of President are open. For that purpose the Chair will recognize Marie Scheuermann, retired member, Local 1009, at Microphone.No.1

DELEGATE MARIE SCHEUERMANN (Local 1009): Thank you, Barbara. I am also an active cash dues paying member even though I am retired.

Fellow delegates, alternates, guests, retired members. I have to add the retired members that are attending this convention, and all the others throughout the country, because they are the ones that started this union. I had to get that out. (Applause)

I have been a member of CWA since the beginning and was a steward of the old National Federation of Telephone Workers. I am a full dues-paying member and Secretary-Treasurer of Local 1009.

In January, I entered my 56th year of service for the union. (Applause) Thank you for the applause, but don't take the time away from my nominating my Morty. (Laughter) I retired from New Jersey Bell fifteen years ago after 42 years on the job.

Brothers and sisters, I have the privilege, and it really is a privilege, to nominate Morton Bahr for President of the Communications Workers of America. I have known Morty since before he was a member of CWA. I first met him at the 1954 convention. He was just a guest and a member of the organizing committee for Mackay Radio and Telegraph Company. He was so excited to be at a CWA convention. I was impressed with his commitment and his desire to bring his unit into CWA. Even then, I could tell that this young man had something special. I knew that nothing was going to stop him.

Morty came to the 1955 convention as a delegate. He had organized his unit. He was so proud to be a delegate at his first CWA convention. I and two other local presidents were asked to look after Morty.

That was 45 years ago. Morty, I am still looking after you today. (Laughter - Applause) And I love every minute of it. I just came out of the hospital, but I had to be here to nominate Morty. Our union and our members owe him so much. He is responsible for all of the wonderful wages and benefits we have today. His leadership helped build our union in New York. And we are building our union today with him at the top. I want the young people to know about his accomplishments because he has done so much for our union.

He led the organizing campaign that brought in the New York Telephone Company. He led the strike in 1971 in New York that led to national bargaining with AT&T. He directed the organizing that brought in the first public workers units into our union and later in New Jersey. He drew the line in the sand with the companies over health care. Thanks to him, our members and retirees still have the best and most affordable health care in the nation.

He inspired the Jobs with Justice movement. He called for CWA Wall-to-Wall bargaining to make sure that the new jobs in the next century would be union jobs. His brain just never stops working. He is so optimistic and confident about the future that you just have to believe CWA is going to be the biggest, most powerful union around in the next century. With Morty as our leader, I know that we will. When I look around at the rest of the labor movement, I just feel so very, very lucky that

Morty is our president. I could go on, but if I get too sentimental I might cry.

Morty, we are just so very proud of you. You have come a long way since 1955. We are grateful that you are the leader of our union. Please stay our president for as long as you want. We trust you. We appreciate you. We know that you will do the right thing for our union and our members. We need you.

On behalf of the delegates, the active and retired members, we love you and we thank you for all that you have done for us. I speak for the entire convention today as I nominate Morton Bahr for President of the Communications Workers of America and call for his unanimous reelection by acclamation. (Applause)

SECRETARY-TREASURER EASTERLING: Thank you, Marie. There has been placed in nomination the name of Morton Bahr for President. To second that nomination, the Chair recognizes Ed Phillips, President of Local 4340 at microphone No. 1.

DELEGATE ED PHILLIPS (Local 4340): That is a tough act to follow. When asked if I would second the nomination, I was suitably impressed. I was humbled and felt very privileged to be asked to do this. Upon contemplation and thinking about that, I started doubting Morty's wisdom because if I was nominating myself, I would not get myself to nominate or second my nomination. However, I have changed my mind on that also.

I think two of the issues — and I know I only have a minute — but two of the issues that I think are of primary importance to CWA are the interfacing that CWA does with the rest of the world, the news media, Congress, presidential candidates, and I can think of nobody any better than Morty Bahr to do that. I mean, the presentations he makes, whether it's C-Span or whoever he talks to, are very impressive. And I'm proud to be part of CWA when he interfaces with the rest of the country.

I also really appreciate his wisdom in realizing and understanding how all the various components of CWA come together. He has an amazing memory and amazing ability to bring all these facets together.

I know on occasion I might have disagreed with Morton Bahr and maybe even told him so, but he somehow or other always manages to convince me that I was wrong and I should have known better to start with.

With that in mind, he's a man I truly, truly respect, one of the greatest Americans of all time, and I'm very honored to second the nomination for Morton Bahr. Thank you very much. (Applause) **SECRETARY-TREASURER EASTERLING:** Thank you, Ed. For the purpose of another second to the nomination of Morton Bahr, The Chair recognized Kathy Kinchius, President of Local 9415, Microphone No. 1.

DELEGATE KATHLEEN A. KINCHIUS (Local 9415): Thank you. I rise to second the nomination of Morton Bahr for President of the Communications Workers of America.

Morty's acute vision of the future is recognized and respected by Presidents and CEOs. His dedication to life long learning has been an inspiration to us all. As I have come to know Morty, I have stood in awe of his ability to grasp and retain issues affecting our members no matter who the employer.

Truly, Morton Bahr is a man of whom it can be said, "He has his eye on the internet while keeping his feet firmly in the workplace."

A lot of things can be said about Morty: He is a family man, a visionary, a politician, a leader, a teacher, but one thing is for sure, he is the right man for the job.

Please join me in supporting Morton Bahr for President of this great union. (Applause)

SECRETARY-TREASURER EASTERLING: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

He wants me to do that more than three times. I am not going to do so.

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?

... Cries of "So moved" and "seconded" ...

SECRETARY-TREASURER EASTERLING: It has been moved and seconded. All those in favor stand up and cheer.

... The delegates arose, applauded and cheered as President Bahr resumed the Chair ... **PRESIDENT BAHR:** Thank you. I am deeply honored. At this time I would only say that during the next three years of this term, my energies, my spirit and my dedication will be to work with each of you and the thousands of our members to do what we are here to do: to make life just a little bit better for those who work for a living. Thank you very much. (Applause) Marie wasn't kidding. She is still taking care of me.

The next order of business is the election of Executive Vice President of CWA, and for the purpose of placing an individual in nomination, the Chair recognizes Richard Dann, President of Local 1085, at Mike 1.

DELEGATE RICHARD DANN (Local 1085): Thank you, President Bahr. President Bahr, fellow delegates, I stand before you to nominate Larry Cohen for reelection as Executive Vice President. Larry and I first met over thirty years ago. For most of those years he has been a member of my local, and I am proud to call Larry a friend.

Although many of you will wonder how he finds the time, Larry is also a family man. He is devoted to his wife, Vicki, and his two daughters, Rachel and Julie. Of course, most of us know Larry for his devotion to the family that we call CWA. He first came to CWA in the 1970s after a stint as a public employee in New Jersey. He quickly began organizing county employees and then 35,000 state employees into CWA.

Larry's commitment to the union and the cause of working people has continued unabated. He has set up new locals, negotiated contracts and trained stewards. He was instrumental in founding "Jobs With Justice." He created CWA's mobilization model. And, of course, we know that Larry has brought energy and direction to the union's organizing program through strong workplace committees.

Larry's efforts have brought thousands of new members into the union from the publishing, broadcast, telephone and cable industries, the public and healthcare sectors, and now the airline and software industries.

Since taking the office of Executive Vice President last year, Larry has brought his energy to the Executive Board, together with his continued advocacy for working people. He has invigorated both CWA and the labor movement as a whole.

It is therefore a great honor and privilege for me to place Larry Cohen's name before you for the office of Executive Vice President. (Applause)

PRESIDENT BAHR: Larry Cohen has been placed in nomination. And for the purpose of a second, the Chair recognizes Dennis Serrette, Local 2108, at Microphone 1.

DELEGATE DENNIS SERRETTE (Local 2108): Mr. President, Mr. Chairman, fellow delegates: I proudly stand before this 61st National Convention of the Communications Workers of America to second the nomination of Larry Cohen for Executive Vice President.

Larry grew out of the trenches of the civil rights movement and the tradition of no-nonsense trade unionism of the past. Larry is bringing labor into Y2K with a strong voice, hard work and strong principles.

Larry Cohen is an internationalist who knows the big picture is for workers in the fight against big capital at home and abroad, to create decent living standards for all.

Larry, with his feet on the ground in his community, working with ordinary people on problems that affect their lives, has demonstrated by his actions the necessary alliances that Labor must forge to continue its growth.

Larry Cohen's strong voice and leadership in health and safety, civil rights, international solidarity, organizing and mobilization for CWA make him the right person at the right time for Executive Vice President.

I urge the delegates to vote for our next Executive Vice President, Larry Cohen. (Applause) **PRESIDENT BAHR:** Thank you, Dennis.

For the purpose of another second of the nomination of Larry Cohen, the Chair recognizes Margie Marks, Local 9410.

DELEGATE MARKS (Local 9410): With love and pride I rise to second the nomination of Larry Cohen, one of the greatest heroes of the labor movement.

I worked with Larry in the most difficult of times in my local, when Sprint shut down the telemarketing center in San Francisco and fired all of the workers from La Conexion Familiar. After that, when Sprint went to Germany to form a partnership with the German telephone

company, Larry made sure that the workers from La Conexion were part of the discussion. The first complaint under the NAFTA Labor Agreements was filed by the Mexican telephone workers on behalf of the workers from La Conexion Familiar — Larry made that happen.

Larry recently asked me to remind him of the names of some of the workers from La Conexion. He told me that we should never forget their names. That, my fellow delegates, is what sets Larry apart. Organizing for Larry is not just about dues units; it is about the names. It is about the people.

I urge you to support Larry Cohen for Executive Vice President, a man with the intellect, vision and spirit to take us into the 21st Century. (Applause)

PRESIDENT BAHR: Thank you.

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any microphone for the purpose of making another nomination. Thus, there being only one candidate for the office of Executive Vice President, Larry Cohen is therefore elected. Is there a motion from the floor to elect Larry Cohen as Executive Vice President by acclamation?

. . . Cries of "so move" and "second" and applause . . .

PRESIDENT BAHR: It is moved, seconded and adopted. Larry Cohen is elected.

. . . The delegates arose and applauded . . .

EXECUTIVE VICE PRESIDENT COHEN: Thank you. And I pledge to work even harder for everybody here and all the unorganized workers in the next three years. (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 of Local 4302, at Microphone 1.

DELEGATE SHERRIE SALLAZ (Local 4302): Sisters and brothers, speaking on behalf of all Local 4302 members, past and present, we are proud to place the name of one of our own, Barbara Jean Easterling, into nomination for Secretary-Treasurer of this great union. We have been the benefactors of all her labor education and experience, which began with her earliest memories. A coal miner's daughter, living in the company town, the company housing, shopping in the company store and being watched over by the notorious Pinkerton guards. All of us grew into the trade unionists we are today because of the experiences of our formative years, and Barbara is no exception. Over the years of her career Barbara has earned recognition worldwide. She is a unique labor leader, possessing the combination of strength, courage, compassion and a reverence of the sacrifice it takes for workers to prevail.

The recognition of these traits has won her countless awards, honors and elections. Yet, with each award or progressive step in her career, Barbara never lost sight of the fight. Clearly, though, in 4302 we are biased. For a bit more objectivity, I will quote Morty from his 1995 speech nominating Barbara for Secretary-Treasurer of the AFL-CIO. "She has a deep personal understanding about the concerns and hopes of working families because she was raised at the knees of two active union members. She has never forgotten what it means to walk a picket line, to protect contract rights, or stand up against sexism, racism and anti-unionism."

Take it from me, or from our great newly-elected President Morty Bahr, Barbara, you are one hell of a trade unionist. You have earned your position as our Secretary-Treasurer. You have earned our respect, and you deserve to be reelected. Thank you. (Applause)

PRESIDENT BAHR: Barbara Easterling has been placed in nomination for Secretary-Treasurer. To second that nomination, the Chair recognizes Anne McCauley, Secretary-Treasurer of 1106. **DELEGATE ANNE McCAULEY (Local 1106):** I am proud to have the opportunity to second the nomination of Barbara Easterling for the position of CWA Secretary-Treasurer.

Barbara Easterling is a trailblazer. She is a leader, a visionary and someone who knows how to get things done. But most of all, Barbara is a dedicated trade unionist, and she has been one all her life.

For the women of CWA, and for trade union women everywhere, Barbara Easterling is also a tremendous role model. She was the first woman ever elected CWA Secretary-Treasurer, our second highest office. She is the only woman who has ever served as Secretary-Treasurer of the AFL-CIO. She stands at the forefront of the anti-violence campaign, both in the United States and abroad. Because of her courage and commitment she has made her mark on CWA.

It is a tremendous honor and privilege for me to second the nomination of a great leader and my friend, CWA's Secretary-Treasurer for today and tomorrow, Barbara Easterling. Thank you. (Applause)

PRESIDENT BAHR: For another seconding of Barbara Easterling, the Chair recognizes Walter Andrews, Executive Vice President of Local 3204.

DELEGATE WALTER D. ANDREWS (Local 3204): Mr. President, delegates, alternates, guests and retirees: Leaders are judged by their actions and accomplishments. With that in mind, I am honored to stand before you to second the nomination of Barbara Easterling.

Barbara's entire career has been characterized by one accomplishment after another. One of her greatest accomplishments has been the leadership she has provided for CWA's legislative and political action programs.

CWA has the strongest and most effective legislative and political action operations in the entire labor movement, second to none. And Barbara's outstanding leadership has been a major ingredient in our success. Under her direction, CWA-COPE has grown to new and exciting heights. And as Barbara always reminds us, our success on Election Day is directly tied to our support of CWA's COPE Program.

Barbara leads by example. She is as comfortable testifying on Capitol Hill as she is at a local union meeting. In either situation, she delivers her message effectively and with an enormous amount of class.

Leaders are elected to lead. Barbara Easterling does that every day for CWA. I am proud to be able to second the nomination of Barbara Easterling as CWA's Secretary-Treasurer. (Applause) **PRESIDENT BAHR:** Thank you, Walter.

Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching a microphone to make another nomination. There being only one candidate for the office of Secretary-Treasurer, Barbara Easterling is therefore elected. Is there a motion from the floor to elect Barbara Easterling Secretary-Treasurer by acclamation? (Applause and cheers)

. . . The motion was made and duly seconded . . .

PRESIDENT BAHR: The motion is moved and seconded, and it is adopted.

... The delegates rose and applauded ...

SECRETARY-TREASURER EASTERLING: Thank you. Let me first just take the opportunity to introduce a little bit of my family. I can only bring them in small segments because there are so many. My sister Margaret Pearson and her son Lars Pearson, a nephew, Rick Travino. I do thank you. I am very, very grateful. I will try to do in the next fourteen — that's good. (Laughter) I will try to do in the next three years what I have done in the last fourteen, because everything that I have done I have done with you. You have been great supporters of me and this union. It is totally impossible for our Legislative/Political Department to be such a success, for our technology to move ahead, and the Accounting Department, none of that works without you. I know that.

I love you all. I appreciate you very much. Thank you. (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 nomination, the Chair recognizes Greg Riemer, Local 4309.

DELEGATE GREG RIEMER (Local 4309): Brothers and sisters, I rise to place into nomination a member of my local, James Irvine, for the position of Vice President of Communications and Technologies.

Our employers face us with new challenges daily, we see continuous change where companies metamorphosize by dividing, combining, buying, selling, splitting, acquiring anything possible in pursuit of more dollars for the pockets of management and shareholders, but always with adverse consequences for our members.

The constant we enjoy, despite our employers, is our union. Through our union we protect our members. Within our union we have the democratic right to select our leadership through the process of nominating and voting for candidates of our choice. The right candidate for the task of leading the Communications and Technologies Unit is Jim Irvine.

Jim has been there for us no matter what responsibility he has taken for the union, whether it be a steward or local president in Cleveland, a national director for long lines, ATTCOM Vice President following divestiture or in his current position as Vice President of the C&T Unit. Jim has faced innumerable struggles in his career as a union representative, experiencing both victories and frustrations. But he realizes, in securing our futures, members must be involved in the process. During this convention, as we debate the best way to move forward into the 21st Century, we need leaders who are well grounded in the issues we are confronting, but are also looking ahead to a future that is fast approaching.

Jim Irvine is that leader. And brothers and sisters, I hope you will join with me in electing Jim Irvine as Vice President of our Communications and Technologies Unit. Thank you. (Applause) **PRESIDENT BAHR:** For the purpose of seconding the nomination, the Chair recognizes Sylvia Ramos, Executive Vice President of Local 6143.

DELEGATE SYLVIA J. RAMOS (Local 6143): Thank you. Fellow delegates and guests, I remember how inspired I was the first time I heard this individual address our membership. His message was sincere, motivational, and direct as he focused on the importance of solidarity and encouraged us to continue our mobilization and organizing efforts.

Since then I've had the privilege of serving as the AT&T-Lucent Technologies strategist for Texas, working under his direction and guidance. His leadership ability, knowledge, and creativity have been an asset to us.

It is with great pride and honor that I stand before you today to second the nomination of the person who has taught us the true meaning of unionism. He is the most experienced, qualified, dedicated and respected candidate. Mr. James Irvine for Vice President of Communications and Technologies. Thank you. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination, the Chair recognizes Joe Connolly, Second Vice President, Local 1101.

DELEGATE JOE CONNOLLY (Local 1101): I second the nomination of Jim Irvine as Vice President of Communications and Technologies. Jim has served CWA tirelessly during the thirty years that I have known him.

He is dedicated and committed to improving the lives of all CWA members. Jim has served as our Vice President through divestiture of the Bell System and trivestiture of AT&T.

In my opinion, for the past twelve years Jim has held the toughest elected job in CWA, and he handled it extremely well. As elected local officers and delegates to this convention, we know how important the election process is. CWA elections serve to validate had work, dedication and leadership. Jim Irvine has exhibited the best of all these skills as our vice president, and he truly deserves our support for reelection. Thank you. (Applause)

PRESIDENT BAHR: For the purpose of placing an individual in nomination, the Chair recognizes Gwen Jones, President of Local 3950.

DELEGATE GWEN JONES (Local 3950): A few years ago, some of our members employed at Bell Atlantic were disciplined for wearing T-shirts that read "We will not be roadkill on the Information Super Highway." Today at Lucent and AT&T, that highway is cluttered with our members. Senior management at AT&T have said they envision an AT&T in the future where represented and unrepresented employees work side by side.

AT&T has a dream. And if I may borrow those words from Dr. Martin Luther King's famous speech, I have a dream, too. I have a dream where the former TCG, TCI, McCaw Cellular, and Media One are all represented by CWA. It will not happen if we sit back and wait on some neutrality agreement that is weak and vague to use to get them organized. We have got to show those workers that we will fight for their jobs, for every job.

I have a dream that Lucent Technologies might find some jobs that they want our people to perform, rather than contracting them out. There is only one way my dreams, which I hope are your dreams, can come true, and that is strong leadership. Strong leadership directing us in a fight to stop the contracting out and other company-mandated changes that we are struggling with daily within our workplaces.

President Bahr, Executive Board, fellow delegates, alternates, retirees and guests: I nominate Laura Unger to be Vice President of Communications & Technologies for the Communications Workers of America.

Laura has proven over and over that she has the energy, the experience, the attitude, the

expertise and a plan to turn this unit around. Laura has served as a local president for 12 years, is a three-time member of the bargaining team, and she has been a delegate to this convention 15 times. She is ready, willing and the most competent to do the job. It is my privilege to nominate her. Thank you. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination, the Chair recognizes Bob Lilia. Local 1104.

DELEGATE BOB LILJA (Local 1104): Thank you, Morty. Brothers and sisters, I am proud to stand before you today to second the nomination of Laura Unger for the office of Vice President, Communications & Technologies. I have known Laura for over 15 years. She is everything a great union leader should be. She is smart, honest, hard-working, dedicated, loyal and a fighter. She is always there for her members. She will always be there for us when we need her. Laura has a good grip on all the issues and has pro-active plans on how to deal with these issues. She has been President of Local 1150 for the past 12 years. She knows the effect of different problems on each local.

It is time to change our tactics when dealing with AT&T and Lucent. We have to start to fight back instead of laying back. Laura is the one to lead us in this fight. So let's get ready to rumble and elect Laura as Vice President. Thank you. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination, Sandy Kmetyk, Local 13500. **DELEGATE SANDY KMETYK (Local 13500):** Thank you, Mr. President. Fellow delegates, my local represents over 500 CSSC workers in Pittsburgh. I have seen downsizing. I used to represent phone stores, CBS and LBS. I no longer represent those. I have lived with two-tier wages and now with excessive overtime.

We need a leader who will stand up to the company and who will stand by our members. Laura Unger is a person with strength, dedication, knowledge, and drive. Therefore, I proudly second the nomination of Laura Unger for Vice President of Communications & Technologies. (Applause) **PRESIDENT BAHR:** Are there any further nominations?

Are there any further nominations?

The Chair sees no delegate approaching a microphone. We place the names of James Irvine and Laura Unger in nomination for the office of Communications & Technologies Vice President. As you know, the polls will be open from 6:00 to 8:00p.m..

The next order of business is the election of Telecommunications Vice President. The Chair recognizes Delegate Mike Simmons, Local 6171, for the purpose of placing a nomination.

DELEGATE MIKE SIMMONS (Local 6171): Brother Chair, I am proud to have the opportunity to nominate a member of my local for Telecommunications Vice President, a man who has been an inspiration to hundreds of CWA members, a man dedicated to the cause for many years, a man with tremendous foresight, dedication and determination, a man for the moment and for the next millennium — T.O. Moses. Thank you very much. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination, Dale Holman, Local 3372. **DELEGATE DALE HOLMAN (Local 3372):** I rise to second the nomination for

Telecommunications Vice President, T.O. Moses. T.O. Moses has been an asset in this great union. He has been there at all times when called upon. I truly believe T.O. Moses is the right person for the Telecommunications Vice President. T.O. Moses has served this union and my local exceptionally well. Thank you. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination, Nita Moreno.

DELEGATE NITA MORENO (Local 9510): I rise in support of the nomination of T.O. Moses. T.O. has been a soldier in the army of labor for what must seem forever with a single goal — to improve the working lives of men and women.

In the turbulent '60s and '70s as our country struggled to redefine itself, T.O. had a goal to promote labor and improve the lives of working men and women. In the '80s, the notorious "what's in it for me?" decade, T.O. fought for the rights of working men and women. As we come to the close of the '90s, T.O.'s goal remains true, improving the lives of working men and women. As we enter the much touted 21st Century, we cannot find a more qualified, dedicated, and deserving leader than T.O. Moses. It is with great pride that I second the nomination of T.O. Moses as Vice President of Telecommunications.

PRESIDENT BAHR: Are there any further nominations? Are there any further nominations? Are there any further nominations?

The Chair sees no delegates approaching any of the mikes. Thus, there being only one candidate for the office of Vice President Telecommunications, T.O. Moses is therefore elected. Is there a motion from the floor to elect T.O. Moses as Telecommunications Vice President by acclamation?

. . . Cries of "so move" and "second" and applause . . .

PRESIDENT BAHR: It's moved, seconded, and adopted. The Chair declares T.O. Moses elected Telecommunications Vice President.

VICE PRESIDENT T.O. MOSES: I am both honored and privileged by the confidence the delegates I represent have placed in me.

Whatever my accomplishments may have been in the past, I will try to improve. Whatever shortcomings I have, I will try to correct, and whatever problems we face in telecommunications — and there are many — we will try and strive to correct them together. And I am confident that we will prevail. Thank you very much. (Applause)

PRESIDENT BAHR: The next order of business is the election of the Public and Health Care Workers Vice President of CWA. For the purpose of placing an individual nomination, the Chair recognizes Brenda Scott, President of Local 3570 at Mike 1.

DELEGATE BRENDA SCOTT (Local 3570): My brothers and sisters of this great union, I count it an honor as well as a privilege to place into nomination for reelection to the office of Vice President of Public and Health Care Workers, my friend, my colleague, and my mentor, Brooks Sunkett. (Applause)

Brooks is a powerful, credible and respected voice for CWA's Public and Health Care Workers. His years of experience as a rank-and-file leader and as an activist, both in the union and in the community, have truly served him well, enabling him to assist the many public and health care workers' campaigns within CWA. He has personally walked arm and arm with us and other public workers in the halls of many state capitols, walked with us on picket lines, and walked countless halls, organizing the unorganized.

We in MASE/CWA have just celebrated our 10th year anniversary and I am proud to say that Brooks has been the "wind beneath our wings" every step of the way. Brooks personifies leadership, integrity, and honesty. He does not always tell us what we want to hear, but what we need to hear and must hear in order to grow and move forward as an organization.

If we were to write our union's life story, Brooks' name would appear in every line through our problems, our struggles, and most of all, all of our victories.

Let me say, we are about to embark on the very last CWA election of this 20th Century, and I am proud to again, indeed, place into nomination Brooks Sunkett for reelection as CWA Vice President for Public and Health Care Workers. Thank you. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination of Brooks Sunkett, the Chair recognizes Bill Henning, Vice President of Local 1180.

All right. We will go in the order that you have. The Chair recognizes Carolyn Wade, President of Local 1040. Microphone 1.

DELEGATE CAROLYN C. WADE (Local 1040): Mr. President, my fellow delegates, I take pleasure in providing a second to the nomination of Brooks Sunkett for Vice President of Public and Health Care Workers.

Over the years, I have come to see the aura of enthusiasm Brooks brings to the office as Vice President of Public and Health Care Workers. He is a concerned and proven leader with broad experience. He has worked shoulder to shoulder with public workers throughout the country on issues that impact our very existence. Brooks has worked with many coalitions, community groups, and with unions. You see, this gentleman believes that the strength and power of working people is our unity.

As we approach the new millennium, our candidate is ready and exemplifies the superb leadership qualities that will make the Public and Health Care sector of our union effective, responsive, efficient, viable and proficient.

PRESIDENT BAHR: Thank you, Carol.

For the purpose of seconding the nomination of Brooks Sunkett, the Chair recognizes Bill Henning, Local 1180.

DELEGATE WILLIAM HENNING (Local 1180): I rise to second the nomination of Brooks Sunkett for Vice President of the Public and Health Care Workers Sector. You have already

heard why Brooks is so important to the interests of our sector. He will also be a critical voice for all workers, no matter how they hyphenate their CWA.

Above all, Brooks Sunkett recognizes that all unions — and ours in particular — have to embrace low wage workers. He fights for policies on the CWA Executive Board that will raise the wage, benefit, and working condition standards for all workers. We cannot maintain high standards for current union members unless we extend unionization to the 86 percent of the U.S. workforce. He recognizes that privatization which plagues us in the public sector is but another name for outsourcing and competition in the private sector. He knows that for CWA to thrive, all segments of the working force must thrive. (Applause)

PRESIDENT BAHR: The Chair sees no delegates approaching a microphone. There being only one candidate for the office of Vice President of Public and Health Care Workers, Brooks Sunkett is therefore elected.

Is there a motion from the floor to elect Brooks Sunkett Vice President of Public and Health Care Workers by acclamation? (Applause)

The motion is moved and seconded and the Chair declares Brooks Sunkett elected Vice President of Public and Health Care Workers.

. . . The delegates arose and applauded . . .

VICE PRESIDENT BROOKS SUNKETT: It is truly an honor and a privilege to represent you, and I appreciate you reelecting me and I promise you that I will do the best I can. Thank you. PRESIDENT BAHR: The next order of business is the election of Printing, Publishing & Media Workers Sector Vice President of CWA. For the purpose of placing an individual in nomination the Chair recognizes Wayne Mitchell at Microphone No. 1.

DELEGATE WAYNE MITCHELL (Local 14170): Mr. Chairman, Brothers and Sisters, I cannot stand here in just a few minutes and tell you about a lifetime of achievement, dedication and commitment to working people throughout this country, a commitment that Bill Boarman made many years ago. But I would like to take these couple of minutes to tell you about the last 12 years.

Twelve years ago, Bill Boarman made a promise to those of us in the working sector when he ran for president of that sector as we first merged with CWA that he would rid us of the garbage politics that were more destructive from within than any greedy publisher or automation could ever be. He would be open to the members. He would have a policy of inclusion and he would be flexible. He would move us forward within this great Union, CWA.

He kept his promise. He rid us of a two-party system that made the Democrats and Republicans look like the boy scouts and girl scouts of America. He moved us forward within CWA. He was flexible. He did listen. But he was strong and he made the decisions that a leader has to make. Along with his obligations as President of the Sector and Vice President of CWA, he was the Chairman of the Trustees of the ITU negotiated pension plan, proudly known now as the CWA Negotiated Pension Plan, a plan that held its own but now is a \$1.2 billion pension plan that enables working members, union members, to retire and maintain the same standard of living that they had when they were workers, which should always be our goal. (Applause) I am proud to say that CWA locals in this multi-employer plan now enjoy that, with the old ITU locals and more CWA locals participating all the time. That is the way it was always supposed to be. Good for us, good for you, and he has helped to make that happen.

Bill Boarman's commitment to us, to working people, is well reflected in his work ethic. He is a tireless worker who never ever gives up, and knows that you can't give up. But he is also a reflection of this Union. He is energetic, he knows his way around Washington. He cares about people, like you and your members, the way it is supposed to be in a union.

Sitting in the audience tonight are his lovely wife, Mary, and daughter Lauren. They should be proud, and I am sure they are proud, of the commitment he has made — the commitment he has lived up to.

PRESIDENT BAHR: Thank you, Wayne.

For the purpose of seconding the nomination of Bill Boarman, the Chair recognizes Jane Howald, President, Local 14177, at Microphone No. 1.

DELEGATE JANE N. HOWALD (Local 14177): Thank you, President Bahr. I represent the 500 plus workers at New Era Cap Company in Derby, New York.

It is a privilege and a great honor to second the nomination of Bill Boarman as national Vice

President of the Printing, Publishing & Media Workers Sector.

Just to become affiliated was a long, hard battle. When our employer, New Era Cap fired three officers, two stewards and a very strong vocal union supporter, all I needed to do was make one phone call and within a few days Bill Boarman was sitting across from my company's management and showed them the dedication and strength of our union, and sent a clear message that their actions would not be tolerated. He has always gone the extra mile for us. So, on behalf of my members, it is with genuine pride that I second the nomination of Bill Boarman for national Vice President of Printing, Publishing & Media Workers Sector. Thank you. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination, the Chair recognizes William Burgess, President, Local 14200.

DELEGATE WILLIAM F. BURGESS (Local 14200): When I first met Bill Boarman in 1974 and we became friends, I sensed that he was a man of vision, utmost integrity, and political prowess. Bill has served in every aspect of our sector, from chairman at the government printing office, to head chairman there, to president of our local, and now, president of our sector.

Unionism is at Bill's core, and his passion for organizing has led to the recent formation of the I-95 Committee on Organizing. He is well respected on Capitol Hill for his diligent actions on behalf of our Union brothers and sisters.

It is my great privilege and personal pride to second the nomination of my good friend and coworker, Bill Boarman, for Vice President of the Printing, Publishing & Media Sector. Thank you. (Applause)

PRESIDENT BAHR: Are there any further nominations? Are there any further nominations? The Chair sees no delegate approaching any of the mikes for the purpose of making a nomination. There being only one candidate for the office of Printing, Publishing & Media Workers Sector Vice President, William Boarman is therefore elected.

Is there a motion from the floor to elect Bill Boarman?

... Cries of "So move" and "Second" ...

PRESIDENT BAHR: It is moved, it is seconded, it is adopted. The Chair declares that William Boarman is elected Vice President of the Printing, Publishing & Media Workers Sector of CWA.

. . . The delegates rose and applauded at length as Vice President William Boarman was reelected as Vice President of the Printing, Publishing & Media Workers Sector . . .

VICE PRESIDENT WILLIAM BOARMAN: Thank you very much. I am humbled and honored, especially by the words from Wayne and Jane and Bill Burgess, and I promise the three of them that I will live up to all the things that they said about me, and never let them down.

Further, I am so excited about being in a leadership position in this Union at this time when so many things are happening. I see great prospects for our Union, and I think all of us up here that have been elected today and those that will be elected before the day is out — you will never understand the privilege it is to serve in these positions until you do, because this is a great Union.

Serving the people in this hall is a privilege for each and every one of us, and I pledge for the next three years to devote all of my time to working as hard as I have, and even harder, to building our Union.

Thank you very much. (Prolonged applause)

PRESIDENT BAHR: I need to call to your attention that the Vice President of our NABET sector, John Clark, was elected last year for a three-year term, and was sworn in at our Convention last year.

And now, Vice President for TNG-CWA, Linda Foley. Under the terms of the affiliation agreement, in the process that the TNG has used, she has just recently been elected but will be sworn in with those whom you elect today when the installation takes place tomorrow.

Now let me, before I give the final instructions, recap about tomorrow. The hall and the metal detectors will open at 7:30 a.m. Please leave your packets here tonight. Take your personal items of value, and any trash so you can dump it outside.

Please try to avoid bringing bags and purses with you tomorrow, so entry to the hall will go more quickly. And most importantly, be in your seats about 12:45 so we take no chance of some of our delegates being locked out by the Secret Service.

Now I'm about to recess the convention. It's now 4:20. In 15 minutes — let's make it 20 by the

time I finish, so at 4:40 nominations will be conducted for District Vice Presidents in the meeting rooms assigned in the Schedule of Events. That has previously been reported to you. If there are contested elections where there are more than two candidates with no majority and a runoff is required, I will announce the conditions of that runoff tomorrow.

The polls will open at 6:00 sharp and close at 8:00 sharp. Those of you who do not have district meetings to go to, particularly in C&T, we urge you to stay here until the polls open. Those who go to district meetings, we urge you at the conclusion, where there are contested elections, to make sure that your members back home are properly represented by you casting the votes of your local.

I have one announcement by Secretary-Treasurer Easterling.

SECRETARY-TREASURER EASTERLING: If you would please pass the signed music petitions to the end of your tables, I would ask the Sergeants-at-Arms to collect them and give them to the co-chair Rita Voorheis.

PRESIDENT BAHR: The Convention stands recessed until 9:00 tomorrow morning. . . . The Convention recessed at 4:20 p.m. . . .

TUESDAY MORNING SESSION

July 13, 1999

The Convention reconvened at 9:00 a.m., President Morty Bahr presiding. **PRESIDENT BAHR:** Will the delegates please be seated? The Convention will be in order. Please take your seats quietly.

Leading us in prayer this morning is Pastor Roberto Perez, First United Methodist Church, Miami. **PASTOR ROBERTO PEREZ (First United Methodist Church):** Let us stand for prayer. Let us pray.

As we come together this morning in this great nation and in this beautiful city of Miami Beach, we ask God, who has been the greatest communicator since the beginning of time, for His blessing upon this 61st Annual Convention of the Communications Workers of America. We thank God for and remember those workers who for 61 years have made this union strong.

The fruit of your labor in the wide range of communications you represent has been to bring God's world closer together, and for this too we thank Him.

We ask that His spirit of truth, justice, fairness and responsibility prevail throughout this gathering. We pray for your enjoyment of our Greater Miami area, and for your safe return to your homes at the conclusion of the convention.

We thank God for His goodness toward us all, and pray for His continued blessing upon each and every one of us.

In the name of the Lord we pray, Amen.

PRESIDENT BAHR: Thank you, Pastor Perez. The platform observers for today are Richard Mabrey, President of Local 2007, and Robert Jordan, President of Local 31245.

In the contested elections, the official results are as follows: Larry Mancino, 80,230; Elisa Riordan, 54,006. Larry Mancino is declared reelected Vice President of District 1. (Applause and cheers)

In District 3, Jimmy Smith, 43,470; Michael Fahrenholt, 16,309. Jimmy Smith is declared reelected Vice President of District 3. (Applause and cheers)

In District 7, John Thompson, 32,251; Michael McGrath, 16,203. John Thompson is declared elected Vice President of District 7. (Applause and cheers)

C&T, James Irvine, 37,579; Laura Unger, 17,746. James E. Irvine is declared reelected Vice President of Communications & Technologies. (Applause and cheers)

In the uncontested elections: District 2 Vice President Pete Catucci was reelected by acclamation. (Applause)

District 4 Vice President Jeff Rechenbach was reelected by acclamation. (Applause)

District 6 Vice President Ben Turn was reelected by acclamation. (Applause)

District 9 Vice President Tony Bixler was reelected by acclamation. (Applause)

District 13 Vice President Vince Maisano was reelected by acclamation. (Applause)

We will now proceed to the installation and oath of office, and we are honored to have it administered this year by Secretary-Treasurer Emeritus Booe. (Applause and cheers)

SECRETARY-TREASURER EMERITUS JAMES B. BOOE: 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 fulfil 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 women and men.

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 women and men 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? Please form a semicircle about the podium. . . . The newly-elected Vice Presidents came to the podium and formed a semicircle . . .

SECRETARY-TREASURER EMERITUS BOOE: Do you, on your honor, accept the office of Vice President and, thereby, the trust of Executive Board members of the Communications Workers of America?

Do you solemnly swear that you will faithfully fulfill the responsibilities of your office and carry out decisions, order 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 yourselves 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.

... Each Vice President in turn took the Oath and signed the Constitution, as follows:

VICE PRESIDENT LARRY MANCINO: To this, I, Larry Mancino, District 1 Vice President of the

Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

VICE PRESIDENT PETE CATUCCI: To this, I, Pete Catucci, District 2 Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause and

cheers)

VICE PRESIDENT JAMES E. SMITH: To this, I, James E. Smith, Vice President of District 3 of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

VICE PRESIDENT JEFF RECHENBACH: To this, I, Jeff Rechenbach, Vice President of District 4 of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

VICE PRESIDENT BEN TURN: To this, I, Ben G. Turn, Jr., Vice President of District 6 of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

VICE PRESIDENT JOHN THOMPSON: To this, I, John Thompson, Vice President of District 7 of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

VICE PRESIDENT TONY BIXLER: To this, I, Tony Bixler, Vice President of District 9 of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

VICE PRESIDENT VINCENT J. MAISANO: To this, I, Vincent J. Maisano, Vice President of District 13 of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

VICE PRESIDENT JAMES IRVINE: To this, I, James Irvine, Vice President Communications & Technologies, Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

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

VICE PRESIDENT BROOKS SUNKETT: To this, I, Brooks Sunkett, Vice President of Public and Health Care Workers of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

VICE PRESIDENT LINDA FOLEY: To this, I, Linda Foley, Vice President of The Newspaper Guild sector of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

VICE PRESIDENT T.O. MOSES: To this, I, T.O. Moses, Vice President of Telecommunications of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

SECRETARY-TREASURER EMERITUS BOOE: Will the members of the Executive Committee, Executive Vice President and the 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? Larry Cohen, 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 LARRY COHEN: To this, I, Larry Cohen, Executive Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

SECRETARY-TREASURER EMERITUS BOOE: 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. (Applause)

SECRETARY-TREASURER EMERITUS BOOE: Will the President's Escort Committee bring the President to the podium?

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 the 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 BAHR: To this, I, Morton Bahr, President of the Communications Workers of America, do solemnly swear, so help me God.

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

SECRETARY-TREASURER EMERITUS BOOE: Will the Officers we have installed, 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 for a moment of silent prayer . . .

SECRETARY-TREASURER EMERITUS BOOE: 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.

PRESIDENT BAHR: Those of you who have known Jim Booe for many years know the great heights he reached today. He did this entire ceremony without crying. He came close a couple of times. I was so happy he was able to be here with us to conduct this ceremony.

Would the Constitution Committee come to the platform? We are going to try and catch up with a little bit of what we missed yesterday and the Constitution Committee was scheduled yesterday and we will try and pick it up now.

I'm sorry. I have the wrong page. The National Women's Committee. We are going to do the National Women's Committee and then the Committee on Equity, which were scheduled for yesterday. In the meantime, on Microphone 2, Delegate Asmussen. Microphone 2, you're on.

DELEGATE ROBERT J. ASMUSSEN (Local 2108): I have come here to tell all the delegates and the guests and the officers about an opportunity to help a gifted and dedicated member of our local and of CWA. You have had an article on him in the CWA newsletter. I hope everyone is familiar with him. But if you are not, his name is Mike Harbaugh. He is a twice Olympics flat water kayaker. He works for Bell Atlantic, and he is dedicated to CWA.

We are having a raffle, which many people have bought tickets for, but I wanted to make sure everybody had an opportunity to. They are a dollar a ticket. We are giving \$1500 in prizes and whatever else is left goes to Mike for his Olympics training, for his expenses.

It took a lot of fighting to get Bell Atlantic to even give him time off to train. CWA interceded and got him some time off. Bell Atlantic has even decided that they wanted to help sponsor him now, which is surprising. He is a Bell Atlantic employee. The other team that they sponsor, they weren't even employees.

Anyhow, this is a great opportunity to help out Mike. He has been to two Olympics. He is going to go to a third. And he has promised that the one square inch of space they allow on his uniform for sponsorship is going to be filled with a CWA badge. (Applause)

I have Jennie Sylvester, who has volunteered. She has been selling tickets like crazy over here. Hold up the sign. If you see her, buy a ticket from her, or see me. We will be walking around, if you want to contribute, take a chance, win some money. We will be glad to take it. I will be glad to have it. Thank you. (Applause)

PRESIDENT BAHR: I want to introduce the members of the National Women's Committee.

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

Anne Holland-McCauley, Secretary-Treasurer, Local 1106; Carol Summerlyn, Executive Vice President, Local 2202; Karen Russell-Mitchell, First Vice President, Local 3310; Elizabeth R. Van Der Woude, President, Local 4212; Carrol Magee, Executive Vice President, Local 6215; Sherri Steen, Executive Vice President, Local 7800; Connie Belisle, Member, Local 9588; Victoria Kintzer, Secretary-Treasurer, Local 13500.

The Chair recognizes the committee for its report.

. . . The individual members of the Committee presented the Women's Committee Report, as follows: . . .

Report of the CWA National Women's Committee to the 61st Annual Convention
The CWA National Women's Committee met in Washington, D.C., on May 19-20, 1999, and prior
to the convention, to discuss concerns of CWA women, their families and the union. There are
many issues of concern to women in CWA. However, the committee will report on those issues
that are of major concern.

Coalition of Labor Union Women. The committee supports and applauds the Coalition of Labor Union Women and its thousands of members who have for years promoted the causes and issues of trade union women. CLUW, founded in 1974, when 3,000 women met in Chicago, will be returning to that city to celebrate its 25th anniversary at its 10th biennial convention that is to be held at the Hyatt Regency Hotel, September 2-5, 1999. The committee urges all CWA/CLUW members to attend this important convention. The committee sends its best wishes for continued success in the 21st century. We further recommend that delegates who are not members of CLUW join the organization.

Parental Status Protection. A bill to be introduced by Senator Chris Dodd (D-Conn.) on behalf of the Clinton administration to ensure that parents are not discriminated against in the workplace would define parental status as a protected class with respect to employment discrimination. Sen. Dodd stated, "Parents balancing responsibilities at home and at work should be valued not discriminated against."

While eight states (Alaska, Kentucky, Michigan, Nebraska, New Hampshire, New Jersey, Pennsylvania, South Dakota) and the District of Columbia now have statutes prohibiting discrimination on the basis of parental or family status; the proposed bill would broaden those protections to every state.

Parental status would cover parents of children under 18 years of age, children who remain under parental supervision because of mental or physical disability and those seeking legal custody of children. Examples of prohibited conduct under the bill include:

- Taking a mother or father off a career-advancing path because the company believes that parents cannot meet requirements of these jobs.
- Hiring a man or woman without children over a more qualified man or woman with children because of unfounded concerns about working parents.
- Refusing to hire a former welfare recipient because an employer has a policy against hiring single parents, even though the employer hires many single people without children. This bill is particularly important because of the increasing number of parents in the work force, including more single fathers and mothers and dual-income couples. Statistics show that:
- 46 percent of workers are parents and nearly 20 percent of employed parents are single;
- The number of working women with children has increased from 18.3 million in 1985 to 24.1 million in 1997; and
- The wives of two-thirds of married working men with children also work, up from half (49 percent) in 1977.

The CWA Women's Committee recommends support of Senator Dodd's bill.

Pay Equity. Between now and 2006, women will account for 47 percent of the labor force. The number of working women has doubled between 1970 and 1997. The largest share of women's work is sales, technical and administrative support jobs. Secretaries and cashiers are still the occupations where the largest number of women are employed.

The average working woman's family would earn \$4,205 more per year if her pay were comparable to that of a man. Families headed by working women lose \$200 billion to the wage gap each year, income that would help contribute to economic growth. CWA, along with the AFL-CIO, has and will continue to be at the forefront of legislation to gain wage equality for all. We enlist the support of CWA locals in those states where pay equity is before the state legislatures.

Family Care. All families face the challenge of seeking child care that is readily available, safe, and affordable. This challenge is especially important to women who are primary breadwinners. Children, our investment in the future, deserve to be nurtured, loved and provided economic security. Parents who must work should feel comfortable and secure in knowing that their children are receiving quality care.

Through negotiations, our union has made some progress in addressing family care issues. In 1989, CWA, IBEW and AT&T reached an unprecedented work and family package that many believe set the tone for other negotiations. A Family Care Fund was established. Jointly administered, these funds are used to promote child care and elder care in communities where our members live and work. With the break-off of Lucent, there are now two Family Care Funds. Both funds have been used to improve the availability and the quality of child care, to promote education and training for child and elder care providers, fund programs for summer camps, after school programs that enrich learning for children in science and math, and extend the hours for these programs to help working parents, etc. The funds have also been used to enhance the quality of life for the elderly and their care givers. These programs are employee-driven and the committee urges members who work at AT&T or Lucent to help promote programs for their child care and elder care needs.

The Advisory Council on Family Care, a joint Union and Management committee formed in 1989 bargaining between CWA and Bell Atlantic South, has supported numerous programs over the years.

The most popular program is expanding annually. "Kids in the Workplace" is a program that provides holiday care for school age children (ages 5-12) at 32 locations throughout the Bell Atlantic South region. Employees can bring their children to work during the school holiday season—an example is Christmas week. The 32 locations average 13 days per year when school is closed and they come to the Bell Atlantic work site. Licensed Child Care Providers are on site providing a full day of activities for the children. In Bell Atlantic North a fund was established to subsidize child care.

The CWA Women's Committee recommends that family issues addressing child care and elder care be on all bargaining tables.

FMLA. The Family Medical Leave Act, the first bill President Clinton signed into law, enables workers to take time off from work to care for their own or a family member's serious health condition. Sixty-seven million Americans — over half of all workers — are covered by FMLA. Millions of workers have already benefitted from FMLA since its enactment.

Look for legislation to be introduced by the business community to clarify the provisions of the FMLA that employers say are administratively burdensome. Senator Judd Gregg (R-NH) is expected to take the lead.

The so-called FMLA Clarifications Act would seek to restore the definition of "serious medical condition" and "intermittent leave" to the original intent of the FMLA. A similar bill introduced in the House last year failed because of strong Democratic opposition. This new bill may draw some Democratic support because it codifies the provisions of the FMLA.

The National Partnership for Women and Families, formerly the Women's Legal Defense Fund, is starting a campaign to urge Congress to provide family leave insurance to subsidize wages when workers take unpaid leave under the FMLA which is less advantageous to workers. They cite that two-thirds of employees who needed, but did not take family or medical leave in 1994-95, cited lost wages as the reason why they did not, according the Family Leave Commission.

In at least nine states, efforts are underway to provide help for workers taking unpaid leave for family or medical purposes - California, Iowa, Maryland, Massachusetts, Minnesota, New Jersey, New York, Vermont, and Washington.

The Clinton Administration proposes to expand coverage of the FMLA to 10 million more American workers by changing the law to provide protections to businesses with 25 or more employees, up from employees of businesses with 50 or more workers.

The Administration is also asking Congress to allow eligible workers to take up to 24 hours of additional leave each year to meet specific family obligations such as participation in school activities, teacher conferences, the ability to accompany one's child or elder relative to routine medical appointments or other professional services.

The CWA Women's Committee recommends that CWA, at all levels of the Union, actively participate in the legislative process to improve the protections that the FMLA provides. **Census 2000**. The collection of full and accurate data in the 2000 Census is vital to working families. This information, required every ten years by the U.S. Constitution, is used for important decision-making that affects working people - not only at the federal but also at the state and local levels of government. It is the basis for decisions on reapportionment of seats in the U.S. Congress and in state and local legislative districts, and it informs the monitoring and enforcement of key laws like the Voting Rights Act.

Census data are also used to determine the allocation of billions of dollars in funds for planning and implementation of federal, state and local programs and services such as school construction, housing and community development, road and transportation planning. Even in local communities, the numbers are valuable for developing locally based social service programs and community action projects.

The CWA Women's Committee supports the U.S. Census Bureau in its goal of assuring a complete and accurate count in Census 2000, including all population groups that evidence shows have been undercounted in past censuses. Toward that goal, we ask you to urge Congress to provide full fiscal 1999 funding for the Census Bureau, and we advocate the plan to use the traditional enumeration methods of counting as well as scientific sampling methods in the 2000 census.

We urge all Locals to encourage their members to fully cooperate in the count in Census 2000, and to let their members know that all census information submitted by individuals is confidential and is not shared with other agencies. Retirees should be encouraged to become census takers. We urge all locals to work with local Census Bureau staff in their communities to insure a full and accurate count for Census 2000.

The Living Wage. Since 1994 when the first living wage campaign was ignited in Baltimore, Maryland, more than two dozen cities - including Los Angeles, New York and Detroit — have successfully passed living wage laws, potentially lifting thousands of workers out of poverty and uniting many powerful labor-community coalitions. More cities each year are beginning campaigns, so that workers can earn enough wages to take care of themselves and their families. In the May 1999 issue of America at Work, writer Laureen Lazarorici reports "that the living wage movement sprang up in cities and counties where residents didn't believe the minimum wage was sufficient and saw the need to supplement efforts at the national level to raise the federal minimum wage. (Living wage laws apply only to employees who work for municipal contractors or companies that receive taxpayer-funded subsidies or support)."

In 1996, Congress raised the minimum wage to \$5.15 an hour. That increase has not kept pace with inflation. The purchasing power of the minimum wage is 30 percent lower today than in 1968. A minimum wage worker who works 40 hours a week year round earns \$10,300 - much less than the official poverty level of just over \$16,000 for a family of four.

Traditionally, families headed up by single females earn far less because of the tendency to seek employment in clerical, service sector and janitorial type jobs.

A 1996 study by the Economic Policy Institute showed 58.2 percent of women working made \$7.71 or less hourly. With welfare to work launching so many women into the workforce, the best way to improve our communities and bring people out of poverty is to make work pay.

By working together to raise wages in our communities we help ourselves to:

- · reestablish the dignity and value of work;
- · reduce taxpayer costs for public assistance, food stamps, and medical assistance;

create a level playing field for responsible employers who want to pay decent wages.
 The Committee urges all Locals to become actively involved in local Living Wage Campaigns through their Central Labor Councils and State Federations.

Social Security, Pensions and Investments. Sixty percent of all Social Security recipients are female. Women still earn only 74 percent of what men earn for full-time, year round work. Over a lifetime this adds up to about a half million dollars less in earnings for the average woman. Lower earnings mean smaller pensions and lower Social Security.

Older women have fewer and smaller pensions than men. Only 15 percent of unmarried women 65 or older receive income from a pension. Those who do have pensions receive only about 40 percent of what men receive.

Women are more dependent on Social Security than men. Because they live longer, women depend on Social Security for more years and become more dependent on the program as they age and other resources are depleted. For 25 percent of unmarried older women, Social Security is their only source of income.

The Women's Committee recommends that CWA continue its activity to strengthen Social Security to improve the lives of women in their senior years.

While Social Security provides a minimum retirement income, women must become more active in planning and investing for their financial futures.

Women invest more conservatively than men. Because of lower pensions and lower Social Security incomes, women have a greater need to be more aggressive, developing their assets and retirement incomes.

Many of our employers are offering a cash-out or cash balance account versus a monthly pension. Members are opting for the cash payments without any education on the benefits or consequences of their decisions.

The CWA Women's Committee recommends that the union, along with our employers, actively encourage our members to participate in CWA negotiated savings plans and 401(k) plans in the workplace. We further recommend that local unions and CWA leadership provide education to the members on financial planning.

We also encourage locals to sponsor pre-retirement workshops where members can be educated on retirement options in order to maximize retirement dollars.

Healthy Women. Cancer of all types is on the increase. It is important to remember that women must be concerned with lung cancer as well as breast, cervical and ovarian cancer. One of the effects of menopause is a slowing of the immune system, which is associated with an increased cancer rate. Consequently, post menopausal women may have an increased risk of cancer. In addition, a treatment for menopausal symptoms, Hormone Replacement Therapy (HRT) may increase women's risk of cancer.

Prevention is the key to life. Preventing discrimination is the issue. We know what causes most breast cancer — BRAC genes. Women in general, but especially women of high risk do not have the ability to utilize the benefits of that research. If it is determined you have the gene, the potential of losing health care coverage skyrockets. This is discrimination.

The Women's Committee supports the reintroduction of Senate Bill 89 and House Bill 306 which place genetic discrimination on the agenda. Research has determined Tamoxifen can be used as a cancer preventive in high-risk women. The discrimination lies in the fact that women at high risk are generally those without the health care coverage to pay for this drug. These same women have no healthcare to pay for mammograms. The Women's Committee supports HR 4382, the Mammography Quality of Standards Act, to ensure the quality of mammograms. We urge you to contact 1-800-4-CANCER for a certified center in your area.

If you become ill, discrimination again stands in your way. The Women's Committee supports the President who is calling on Congress to pass the "Patient's Bill of Rights." We need guaranteed access to the best health care specialists regardless of our ability to pay. We urge you to contact your representative requesting their support on HR 358 and S 6.

Medicare and Medicaid. For those of you who attended the Legislative Conference, we had the pleasure of hearing from our friend, Congressman Bamey Frank from Massachusetts. He has introduced new legislation, the Medicare Prescription Drug Coverage Act of 1999, HR 886, that would include prescription drugs in the medicare program. The absence of such a benefit results in severe economic hardship for many who in some cases endanger their health for financial

reasons. The Women's Committee commends and supports Congressman Frank in his efforts to bridge the gap on an issue of concern to us all.

We need to extend the life of the Medicare Trust Fund and expand choices in health plans for recipients. Substantial sex bias exists in Medicare and Medicaid reimbursement for female-specific medical procedures. Women constitute 57 percent of Medicare recipients and 58.5 percent of the adult recipients of Medicaid.

Some studies calculate that Medicare and Medicaid reimburse only 60 percent of obstetrics and gynecology practices compared with 91 percent of urology practice expenses for men. Our focus must be to close this gap and support legislation that prohibits discrimination in the inclusion and in the valuing of medical procedures for Medicare and Medicaid treatment, including reproductive health care for women and men. Women must also be included and represented in health research and clinical trials. Further, Medicare and Medicaid must be expanded to include long-term care.

We need to reassure women, already earning less than their male counterparts, that Medicare/ Medicaid will remain available to their children. We need to encourage our states to expand the Children's Health Insurance Program (CHIP). Health insurance coverage is an important support mechanism for low-income families to attain self sufficiency. The Women's Committee recommends expansion of the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, especially Section 1931.

Working Women's Conference 2000. The AFL-CIO Working Women's Department will be holding a major conference March 11-12, 2000, at the Sheraton Hotel, Chicago, Illinois. The conference will highlight organizing and political action and will help mobilize the thousands of women who attend. Locals are urged to send women from their local as participants to this conference.

For several years, the Women's Committee has recommended support for legislation important to women, and those recommendations have been adopted by convention action. Each year hundreds of CWA members flood Capitol Hill during the Legislative and Political conference. Issues that impact women, such as domestic violence, the Fair Pay Act, extension of the FMLA, health issues of major importance to women, etc., must be addressed during these conferences. These important messages must be taken by CWA to our elected officials.

The CWA Women's Committee strongly urges CWA to make this report a part of our Legislative agenda, now and in the future. We thank the delegates for their time and consideration of out National Women's Committee Report. Mr. President, the committee moves adoption of the report. **PRESIDENT BAHR:** You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It is seconded from the floor.

Microphone No. 3, Delegate Hicks.

DELEGATE MARY HICKS (Local 9505): I rise in support of the report given by the sisters of the National Women's Committee. I urge all locals, presidents and their executive boards to support committees within their locals.

We have many issues that need our attention, such as health issues, domestic violence, pay equity and family care. These are just a few of the things that were mentioned in the report. We need to be involved in the political process, to ensure that legislation is introduced to give us expanded federal protection through the Family Medical Leave Act. We need to reduce the number from 50 employees to 25, giving everybody protection.

Since most of the workplace is made up of women, The Living Wage needs our support as well. Women, I urge you to go back to your locals, start committees and get involved. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Poole.

DELEGATE CLAIRE POOLE (Local 1084): I would like to make a motion to add a sentence, on Page 5, where it says, "The Women's Committee recommends that CWA continue its activity to strengthen Social Security to improve the lives of women in their senior years." I would like to add: "and to work to have the Social Security Administration treat all women with respect." . . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the motion. Seconded from the floor. You may speak on your motion.

DELEGATE POOLE: The reason for this is quite a few years ago I had to take my elderly mother-in-law to apply for Social Security benefits, a woman who had been married to the same man for 53 years, and was in sincere grief.

The person doing the interview asked her, "If your husband had lived, would you have gone back to live with him?"

The woman went into shock. I, as a social worker, have taken other women and heard the same thing. But worst of all, I, who just retired, went to apply for my retirement benefits, only to receive the same type of treatment.

When I was 18, I had made a small error in judgment in my life, and I had a so-called marriage that lasted three months. This man threw that name at me and asked if I was entitled to Social Security benefits under his name.

I went into shock. I couldn't believe it. Then he made other remarks to me, which were unfitting to a woman coming in. Luckily, he had a woman sitting on the other side of the table who was gifted with a mouth, and I looked at him and said, "Please don't take a leaf from that page of my record. That was an error that I made when I was eighteen and has no place in my record."

He argued with me and verbally abused me, and at that point I said, "All the years that I have worked, and I came in here to apply for Social Security benefits, which I am entitled to, only to be treated with this type of abuse." I never knew that coming in would cause me such personal emotional pain.

I will not repeat the rest of my remarks to the man, because they are not really fitting to be heard publicly over the microphone, but to give it to you in a nutshell, I told him where he could stick it. (Laughter and applause)

I hereby recommend that the CWA do everything in its power in talking to the Social Security Administration to make sure that no other woman will ever go in there applying for what is rightfully hers and be verbally abused again. (Applause)

PRESIDENT BAHR: Thank you, Claire.

There are no delegates wishing to speak on the amendment. On the amendment, the bottom of page 5, to add "and to work to have the Social Security Administration treat all women with respect," all those in favor of the amendment indicate by raising your hands. Down hands. Opposed, by like sign. It is adopted.

On the motion as amended, Delegate Roberts, Microphone 3.

DELEGATE CRYSTAL ROBERTS (Local 4302): President Bahr, Secretary-Treasurer Easterling, Executive Vice President Cohen, Fellow Delegates, and Guests: I rise in support of the National Women's Committees' excellent report. I would like to take the time to talk about one of the issues in the report that is very personal to me — prescription care coverage as part of our Medicare system.

My parents have led a long and wonderful life. They gave my brother and me a great childhood and have supported both of us in every endeavor we have ever approached.

My father worked hard as a self-employed bulldozer operator and a member of the Operating Engineers for over 50 years. My parents always taught us to work hard and to pay our own way. Therefore, my father did not take advantage of the medical and insurance benefits offered by the Operating Engineers. He provided health insurance for our family on his own.

My father is now 86 years old. He retired at the age of 72. After retirement, my parents looked forward to traveling and spending time with their grandchildren. Unfortunately, my mother was diagnosed with Alzheimers about seven years ago. She is probably now in the second stage of this terrible, heart-wrenching disease.

The gentle, kind, loving woman that my mother was has totally changed. Sometimes I look at her and wonder where my mom has gone. Alzheimer's has caused many emotional and violent behaviors which can only be controlled through very costly prescription drugs. Because my parents are not as fortunate as all of us to have prescription coverage, they enrolled in a senior HMO to help with the cost of her medications. There is a cap of \$900 in this plan. They met that two months ago.

My mother's Social Security check is around \$475 a month. Her prescriptions are well over \$500 and sometimes higher. Friday before I left for this convention, I picked up prescriptions that totaled over \$850. This is absolutely ludicrous.

How many of our parents, grandparents, aunts and uncles are unable to pay for the medicines

they need to have the quality of life they deserve?

Prescription drugs continue to be the fastest rising component of overall health costs in the U.S., although many of these same medications are half the cost in Mexico and are being made by the same pharmaceutical companies that are ripping us off in the United States.

This is an outright crime. Our parents and grandparents fought hard to make life better for us. We must now reciprocate by taking on the responsibility of this fight. We need to immediately insist that Congress work with President Clinton to not only investigate the costs being charged by these pharmaceutical companies, but to modernize Medicare by including prescription drug coverage to our senior citizens. It's time to speak out, sisters and brothers.

In closing, I would like to once again thank the National Women's Committee for their hard work and dedication to not only women's issues, but family issues. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Bury.

DELEGATE MARIA M. BURY (Local 2101): The issue of healthy women is something that is near and dear to my heart. My 24-year-old daughter passed away in April of 1997 from cervical cancer. Wendy did what the doctors tell all of us to do. She exercised daily, ate a balanced diet, didn't smoke and didn't drink. And even though she had health insurance, her plan only covered 80 percent of the cost. Her husband was left with over \$50,000 in medical bills.

The cost to treat cancer in this country is astronomical. I find it obscene that any woman, man or child should die because of a lack of insurance or inadequate insurance coverage.

We see letters coming into our locals all the time, asking that we help out monetarily for a CWA member whose family has been devastated by some form of cancer and even though most of us have health care coverage, our own members are being affected by the cost to treat cancer. How would any of us feel if someone close to us died because they didn't have health insurance?

Why should any family be financially devastated due to the cost of health care?

I support the passage of HR 358 and S 6 and hope that every person in this room will actively support both of these bills. Again, I applaud the Women's Committee for their wonderful support. Thank you. (Applause)

PRESIDENT BAHR: There are no other delegates at the microphones to speak on the Women's Committee Report. Therefore, the question before the house is adoption of the report of the CWA National Women's Committee. All those in favor indicate by raising their hand. Down hands. Opposed, by like sign. It is adopted. (Applause)

On behalf of the Convention, I want to thank you for really an excellent report to give us, I guess, some direction for the next year. Thank you very much. (Applause)

Would the Committee on Equity come to the platform, please? We are beginning to get complaints about the noise level rising. So, please give the committee your attention.

The members of the National Committee on Equity are:

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

Gwendolyn Richardson, Local 1108: Terry Schildt, Executive Vice President, Local 2150: Elizabeth Roberson, Secretary, Local 2106; Margaret Henderson, Secretary, Local 4310; Linda Gray, Executive Board Member, Local 6507, is ill and could not be with us, as well as the alternate, Larry Millikin is ill. Marlene Orozco, Local 7777; Ed Venegas, President, Local 9501; and Michelle Porter, Local 13500.

The Chair recognizes the committee.

... The individual members of the Committee on Equity presented the report, as follows: ...

Report of the

National Committee on Equity

to the 61st Annual Convention

The National Committee on Equity would like to highlight to the delegates the following issues and accomplishments.

Hate Crimes. It is a sad reality that hate crimes and the groups that perpetuate them have significantly increased in recent years. The Southern Poverty Law Center documented 474 hate groups operating in the United States last year—a 20 percent increase from 1996. With hate sites proliferating on the Internet, racist organizers are reaching young people around the country like never before.

Under existing law, hate crimes can only be prosecuted when the victim is engaged in a "federally

protected activity" like voting or applying for a job. The Hate Crimes Prevention Act of 1999, S. 622 and H.R. 1082 would eliminate the "federally protected activity" clause, so that crimes like the dragging death of James Byrd in Jasper, Texas, or the beating to death of Matthew Shepard at the University of Wyoming would be more easily prosecuted. In addition, for the first time the proposed legislation would cover hate crimes committed on the basis of sexual orientation, gender or disability. Over 40 states have hate crimes statutes but only 21 cover sexual orientation, only 22 cover gender and only 21 cover disability.

The Equity Committee urges delegates to support passage of this Bill by writing and calling your congressional representatives.

The Attack on Seniority has an adverse impact on minorities. New Jersey Governor Whitman launched an unprecedented attack on the seniority rights of over 36,000 CWA public workers this year. Despite overwhelming opposition to the proposed plan even in the Republican controlled state Legislature, Whitman tried to unilaterally implement the changes. The corner stone of the plan was to use supervisory evaluations instead of seniority as the basis for layoff. Under the Governor's plan a worker would receive 24 points for an outstanding evaluation, 16 for commendable, 12 for satisfactory and zero for less than satisfactory.

In a layoff situation an employee's total seniority would be calculated by adding the points from the evaluation to total years of service. Under this plan an employee with one year of service who received an outstanding evaluation would be treated as if he or she had 25 years of service (one year service plus 24 points for an outstanding evaluation). Thus, in a layoff situation a one year employee with a single outstanding evaluation could keep his/her job while an employee with 24 years of seniority and a satisfactory evaluation would get laid off.

Using data provided by the New Jersey Department of Personnel, CWA was able to demonstrate a clear and unacceptable pattern of racial bias in supervisory evaluations. CWA found that a much higher percentage of whites obtained the highest evaluation rating than African-Americans, Hispanic-Americans and minorities, as a group, for every year from 1994-1998. In 1998, for example, 48.8 percent of whites received the highest rating compared to only 25.2 percent of African-Americans and 27.2 percent of all minorities.

We commend the Locals and staff for exposing this discrimination and fighting full out for one of the core principals of the labor movement. This fight reminds us once again that we cannot take anything that we have obtained in the past for granted; we must always be vigilant. This will not be the last attack on seniority. We can be certain that another employer, on another day, in another place will try it again. It is up to us to be prepared just like our sisters and brothers in New Jersey and the many generations of unionists who came before us.

Pride at Work. Pride at Work joins the A. Philip Randolph Institute, The Asian-Pacific American Labor Alliance, the Coalition of Labor Union Women and the Labor Council for Latin American Advancement as the newest AFL-CIO constituency group. The purpose of Pride at Work is to mobilize mutual support between the organized labor movement and the Lesbian, Gay, Bisexual and Transgender community around organizing for social and economic justice. At its first national convention in February 1999, the delegates adopted an ambitious agenda which includes organizing, building a strong political voice for workers, fighting for immigrant rights and joining local broad-based coalitions such as Jobs with Justice. Membership and other information can be found on the Pride at Work web site at www.igc.org/prideatwork/who.html

The committee urges the delegates to support Pride at Work and the other AFL-CIO constituency groups by encouraging members in these communities to join and participate.

Puerto Rican Telephone Workers Stand Tall. The committee recognizes that, ultimately, the issues surrounding equity in the workplace and in our society can be effectively fought for by groups of organized workers. While instances of workers standing up for their rights and civil rights abound, the committee draws attention to the positive role that our union played in the 41-day strike of the 6,500 telephone sisters and brothers in the Puerto Rico Telephone Company. At the request of the two unions involved in the 1998 strike, the CWA marshalled economic, political, human and organizational resources that assisted the unions in successfully protecting the jobs of their members and convincing GTE (the new owners of the Puerto Rico Telephone Company) to respect and negotiate the impact of privatization of the company. As a result of this joint campaign, CWA has built even stronger bonds with the workers in Puerto Rico and increased its understanding of the national, political and cultural issues that permeate the

workers' struggle on the island. The two independent unions continue to work closely with our existing members in Puerto Rico in CWA Local 3150 and TNG Local 225. Through this work CWA made new important allies in Puerto Rico; our membership's diversity proved to be an asset, and we are all stronger because of that.

CROWN Gasoline Boycott. A civil rights lawsuit has been filed against Crown Petroleum. The class action lawsuit, filed against Crown by African-Americans and female workers, charges the company with discrimination in promotions, distribution of racist and sexist handbills by supervisors and the creation of a hostile work environment. Crown operates Crown gas stations, Fast Fare and Zippy Mart convenience stores throughout the South.

The company has also been sued for health and property damage by the mostly Latino neighbors who live in the shadow of its largest refinery. Finally, Crown forcibly removed 252 union workers from its Pasadena, Texas, refinery in 1996 after they refused to accept the company's demands to eliminate 40 percent of the work force and gut contract provisions protecting older workers. Say "no" to racism, sexism and union-busting. Don't buy Crown gasoline. For more information on the campaign go to www.crownboycott.org.

Census 2000. The U.S. Constitution and the Census Act mandate that a national census be conducted every 10 years. Information gathered in the census is used by state and local governments to plan schools and highways and by the federal government to distribute funds for health care and other programs. The 1990 census was the least accurate census in modern times — 8.4 million were not counted and 4.4 million were counted twice. It marked the first time in five decades that a census was less accurate than its predecessor.

Those missed were disproportionately children, people of color and the urban and rural poor, while those counted twice were most often suburban dwellers. The 1990 racial and ethnic undercount was the highest ever recorded since the Census Bureau began conducting postcensus evaluations in 1940. The 1990 census missed 20 percent of Hispanics, 4.3 percent of African-Americans, 12.2 percent of American Indians, and 2.3 percent of Asian-Pacific Islanders. Children were also significantly undercounted.

The Equity Committee calls on CWA, at all levels, to ensure that the census in 2000 is more accurate than the past ones. CWA can promote census participation in the communities that have been undercounted in the past. CWA should also help recruit some of the hundreds of thousands of Census Bureau enumerators needed to find the people who in 1996 didn't return questionnaires. See www.census2000.org.

Newspaper Diversity. Given the importance of fair and accurate news coverage of communities that newspapers serve, The Newspaper Guild sector of CWA continues to prod news editors to aggressively recruit, promote and retain journalists of color to create newsrooms that truly reflect the face of North America today.

This year, the Guild blasted the American Society of Newspaper Editors (ASNE), the nation's oldest and largest newspaper editors group, for failure to achieve its goal of matching minority representation in newsrooms to minority representation in the U.S. population by the year 2000. The ASNE board instead amended its goal to "the year 2025 or sooner" and adopted a mission statement on newsroom diversity that states ". . .all newspapers should employ journalists of color and every newspaper should reflect the diversity of its community." The Guild said, "the new goal is too long and the commitment to finances too short."

A recent ASNE survey conducted found that people of color now represent 28 percent of the general U.S. population, whereas they represent only 11.5 percent of newsroom employees — a disappointing increase of only .09 percent from the previous year. Moreover, the survey also found that 40 percent of newspapers lack any journalists of color. The TNG office will continue to keep this issue before the public and agitate to speed up progress.

Celebrating 43 years of Service. Lastly, the Committee wishes to thank Mary Mays-Carroll for her leadership and friendship over the years. Mary joined CWA in 1955 — her first day on the job at Ohio Bell. Over the years she held many different leadership positions in the Union, and in 1989 assumed responsibility for the Civil Rights/Fair Practices office of CWA. When describing Mary, most will point out that she is a class act and that is certainly true, but to these committee members sitting up here, and the many who served before us, she has been a role model, a confidant and a loyal friend. Mary Mays-Carroll retired on May 1 of this year after 43 years of service. Thank you, Mary.

In addition, the committee would like to make the delegates aware that the National Minorities Conference will be held in the spring of 2000. Also, the committee has received assurance from the Executive Vice President and President that the Civil Rights and Fair Practices position will be filled as soon as the hiring freeze is lifted.

Mr. President, the National Committee on Equity moves adoption of this report.

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It's been seconded from the floor. On Microphone No. 3, Delegate Serrette. **DELEGATE DENNIS L. SERRETTE (Local 2108):** I have the pleasure of being the founder and first chairman of the Black Caucus of CWA in 1971, and the distinction of being able to serve under three of the presidents of CWA, starting with Joe Beirne, then Glenn Watts, and now our brother, President Morty Bahr. I also want to say that as for Mary Mays-Carroll, I have known her for a long time. She served us well and I hope we all do the right thing in making sure that she is accurately noted in our history.

During the struggle for equality, The Minority Caucus made significant contributions to the development of the Equity Committee. Today, as a part of CWA, the Committee has a pivotal role in our continuing efforts for equality — a role all members and delegates should contribute to. Our union has become powerful as a result of the many diverse people in it. African-Americans, Latinos, Asians and other people of color as well as women, gays, lesbians and other sensitivities in culture and religion — have been crucial to the duties they have undertaken — not easy tasks in this world.

I am here today to support one hundred percent what this committee is attempting to do, and to deal with the many, many geographical locations, to bring justice and to make CWA the number one union in this entire country when it comes to diverse items.

I look forward to a very, very active committee which is open to communication, which is open to the membership, and perhaps can get a newsletter out so all of us together, as delegates who have built this great union, can step forward and say proudly, "No matter what color, what sexual orientation, or whatever, that we are proud members of CWA and it serves us and our communities well." Thank you very much. (Applause)

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

DELEGATE ROBERT E. GOODEN (Local 3511): I move to strike one article in this report entitled "Pride at Work." If I get a second, I would like to speak on it.

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It's seconded from the floor. You can speak on your motion.

DELEGATE GOODEN: I rise in opposition to the second sentence of the topic "Pride at Work." So, I would like to ask all delegates here today one question: Does it take this type of mutual support to organize for social and economic justice? I think not.

President Abraham Lincoln once made the statement that, "If the United States of America would be destroyed, it will not be destroyed from outside but it will be destroyed from within." I stand to proclaim today to the 61st CWA Convention that if CWA would be destroyed, it will be destroyed from within.

At a time where CWA is aggressively and successfully organizing its members, I believe, along with many other members of CWA, that we do not need specific language that may divide members by race, gender, religion, or lifestyle. Unity is what CWA is all about. Unity is what will make our union continue to grow. Unity is self-explanatory.

Why all the division or descriptions of different types of members? We as CWA union members stand as one, not in part. Let us stay as one, as CWA members. Thank you. (Applause) **PRESIDENT BAHR:** On Microphone No. 4, Delegate Elder.

DELEGATE MADELYN ELDER (Local 7901): I am a lesbian (applause), and I totally supported the Equity Committee before lesbians and gays and transgender and whatever was included. I truly believe that we need to push the leadership of people of color and other people who have been smashed to the bottom of the working class. (Applause)

I resent my brother for saying that Pride at Work doesn't belong here. It certainly does. Pride at Work got labor candidates elected in Oregon. Pride at Work is leading the AFL-CIO Labor Council in Salt Lake City. Pride at Work, it is one of the most effective means for gays and

lesbians and transgender people to have a voice in the labor movement, and I ask my brothers and sisters to vote this amendment down. Thank you. (Applause)

PRESIDENT BAHR: There is no one else desiring to speak on the amendment, so before you is the motion to amend by deleting the entire section entitled "Pride at Work" on page 2 of the report.

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

On Microphone No. 3, Delegate Avery.

DELEGATE MARY J. AVERY (Local 4600): President Bahr, newly elected officers, sisters and brothers, guests and friends: I am very proud to be a CWA member, and I have been for 28 years. I stand in support of the Equity Committee and the hard work that they have done, and all of the Equity Committees and people who have served on those committees for a number of years.

I am reminded of the time when I first came to CWA in the early 1970s, and you could look around the room and count the number of minorities that were delegates on the floor. I am very proud of the fact that through the minority caucus, and also the Equity Committee, and by us as minorities discussing and pointing out the importance of placing minorities in staff positions in CWA, we have had a listening ear through the President and Executive Board.

I also want to say that Mary Mays-Carroll, who has been a mentor for a number of us, will be greatly missed. Mary had a way of listening to each and every one of us. It didn't matter what color you were; it didn't matter who you were; it didn't matter where you came from.

Mary came out of District 4, and that is my district. I am very proud to have worked with her in many ways. As many as you feel, she will be truly missed. She is going to be a very hard act to follow and left some very large shoes to fill.

So I hope in the consideration of placing a person in that position, that they keep in mind what Mary has taught us throughout the years: listen, act, react, and then show true leadership. Thank you. (Applause)

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

DELEGATE TEREZ E. WOODS (LOCAL 4309): Good morning, President Bahr and newly elected and reelected officers, brothers, sisters, guests, families and friends.

First of all, I would like to give all honor and respect to you, the Committee on Equity, because I remember when I first started coming to these conventions, and when my hair was naturally this color, you did not have the ability to stand there before me and to report out. And as I have watched you mature and grow and [gain] the support from this International and these officers, which has allowed you to grow, I realized — recognized — the growth that is going on within CWA.

As we talk about entering a new millennium, we have to be cognizant of that fact, that the millennium is very wide and it is very diverse, and there has got to be a room in this CWA house that recognizes all types, all colors, all ages, all genders, all sexual orientations, the handicapped, the crippled, and anything else.

Many of you sitting here today — I am sure — have diverse feelings about that, but I will tell you, five years ago, I did not know that I would need the aid of a crutch.

I don't know what my life may be like two years from now, who may be in it or who I may be, and I may say that many of you don't either. That is why it is so critical that we continue to support the work of the Committee on Equity.

We have to recognize that nothing gets built in a day, but I believe in my union, I believe in my God;. I don't believe that we came this far for anybody to leave us now.

I will say to you, the leadership, pay attention to what this Committee on Equity is saying to you today, to what they are saying to you in their districts. They can bring you the information. They can bring you the reports. But you, the leadership, have the responsibility to make sure that true equity, true diversity, exists in your locals by supporting the programs, the processes, the conferences and creating access for all people. I can tell you that when information and access is only held by a few, all that you would do is see an organization die.

As we stand here day after day and hear Executive Vice President Cohen talk about organizing and how we must grow, you can only grow by educating — you can only grow by inclusion. So, brothers and sisters, the leaders on this floor, I challenge you to clearly hear the message of

this Committee on Equity and make it one of your primary goals to support them — their report — by going back to your own locals and not just talking about it, but walking the walk of true equity in your locals. Thank you. (Applause)

PRESIDENT BAHR: Microphone 1, Delegate Washington.

DELEGATE MARY WASHINGTON (Local 9000): I call for the question.

PRESIDENT BAHR: The motion has been made to close debate. It is not debatable.

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

The convention has in front of us adoption of the Report of the National Committee on Equity. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

Please join with me in thanking the Committee on Equity for another great job they have done this year. Thank you very much. (Applause)

It is now my pleasure to introduce for the purpose of giving a report, the Secretary-Treasurer, Barbara Easterling.

SECRETARY-TREASURER EASTERLING: Thank you, Morty.

Good morning to all of you. As we meet today at our 61st Annual Convention, I am proud to report to you that the state of our union, the state of CWA is indeed good. If you are looking for a real barometer on the state of today's CWA, just look at the impressive backdrop on our convention stage. There is a profound message in those words. That message is this: today's CWA is a union that is charging into the 21st Century; a union that is truly leading the way. While some so-called analysts, and right-wing political types, continue to speak of the trade union movement and doom and gloom in the same breath, CWA is shattering that myth at every turn. We are experiencing dramatic growth. We are empowering thousands of additional men and women through trade unionism every year. We are enhancing our quality of life at the bargaining table. We are efficient and we are financially self-sufficient.

Our commitment to providing the best possible service to our members has never been greater than it is today. CWA has been Y2K compliant for months now. We were there long before many of our major employers.

We are continually exploring innovative methods and technological advances to provide better and more efficient service to our members and their locals. Our computerized LM Reporting package, our computerized CWA Reference Library, and our Membership Dues programs underscore our commitment to membership service.

Providing the most efficient and cost-effective service to our growing membership is always our goal in the Secretary-Treasurer's department. And in membership services, just as in so many other ways. CWA is "Leading the Way."

Although I often receive the credit for it, I want to recognize just three of the people behind the scenes that make such success possible: my assistants Steve Olney, Eileen Brackens and Bill Harwell, and my secretary, Kathy Champion. (Applause)

Together, we are making a difference — making a difference for hundreds of thousands of workers and their families all across America. As a union, we have much to be proud of and much for which we can all be thankful.

In that context, I want to pause for just a moment and personally thank each of you for the great honor you have bestowed on me by reelecting me as your CWA Secretary-Treasurer. (Applause) Nothing in my lifetime of service to the trade union movement can surpass the opportunity you have given me, the opportunity to serve the 630,000 members of the Communications Workers of America.

Each day, I am reminded anew of the deep responsibility that goes with this opportunity. We live in exciting times as CWA members and I want all of you to know how deeply I appreciate the opportunity to serve our growing family.

Because of you, CWA is a union whose vision is fixed firmly on the future. Because of you, we are bringing the benefits of trade unionism to thousands of workers each year through aggressive and innovative organizing programs. Because of you, our reputation as a union that will always take a stand for workers' rights has never been greater. Because of you, our political and legislative action programs have never been stronger.

CWA is "Leading the Way" on so many fronts today, because of you. You, each and every one of

you, are making a difference. You are the reason behind the outstanding reputation and record that we enjoy today.

I want to thank all of you for everything that you are doing for our great union and for the cause of trade unionism. To borrow a line from our friends at the United Way, because of you it's working. So give yourselves a much-deserved round of applause. You deserve it. (Applause)

Together, we are part of the greatest movement for social justice and workplace dignity in the history of the world.

Whether it is through community action, political action, or working with other trade unionists throughout the world, CWA has long been recognized as a union that will make its voice heard on important workplace and social issues.

That commitment is why we are right now working with our International Trade Secretariat, Communications International, on a world-wide informational program aimed at combating the horrible problem of domestic violence against women, both at home and in the workplace. We have a resolution before this convention which affirms CWA's support for this important campaign by working with other unions and social organizations to break the cycle of abuse that thousands of women face each day.

Through the development of training programs, public awareness campaigns, and by pushing for stronger laws and stricter enforcement of existing statutes, we can speak out and send a message that this type of criminal behavior will no longer be tolerated in our society. As part of this public awareness campaign, each of you received a poster jointly produced by CWA and the Communications International. This dramatic poster carries a strong message, a message about the need to speak out and break what is all too often a chain of silence that perpetuates a problem that literally knows no boundary, a problem that is faced by women the world over.

By joining together with our sisters and brothers throughout the world, we can once again make a difference. And making a difference is what CWA is all about. As I have already noted, the state of our union is good today.

But what about tomorrow?

Those of us in the labor movement know that complacency is a recipe for disaster. The right wing and their allies in Corporate America and in the Congress will never rest in their attempt to create their dream world — a world without unions.

So, at a time when we have many opportunities and options before us, complacency or resting on our laurels is not one of those options.

Perhaps it's coincidence, perhaps it's all part of some grand design, but the fact is that the millennium election will be one of the most pivotal in our union's 61-year history.

Everyone talks about Y2K. So let me ask this question: Why 2K? The answer is quite simple: The direction of our government and its treatment of working families is up for grabs.

This afternoon, we will be honored when the President of the United States visits our convention. It is no coincidence that the first piece of legislation signed by President Clinton after he took office in 1993 was the Family and Medical Leave Act,; the same legislation that the Reagan-Bush crowd scoffed at for 12 years. (Applause)

During those miserable Reagan-Bush years, the labor movement was an afterthought. Union busters were in, union members were out. Compare that time with the last eight years of Bill Clinton's and Al Gore's strong advocacy of working families and organized labor.

The question before us today and in Y2K is simply this: Do you want to go back or do you want to move forward and continue to build on the record of accomplishment we've seen during the Clinton-Gore years?

Next year, that will be the choice for American workers — the choice for CWA. The presidency is up for grabs. The Unites States Senate is up for grabs,. The House of Representatives is up for grabs. Eleven governorships are up for grabs and dozens of state legislatures are up for grabs and with them, the power to redistrict Congress for the next decade.

Will the profiteers and privatizers grab the levers of power and the purse strings for their own enrichment or will the people and the public interest prevail?

Sisters and brothers, it is up to us. It's up to everyone in the hall today, and it's up to each and every one of our 630,000 members. With that knowledge, I feel incredibly confident about our future.

Last year, you understood what was at stake in the midterm elections and you worked harder than any group in America.

As a result, we enjoyed the Republican route that wasn't. The downfall of Newt Gingrich. The first midterm election since 1934 where the party in control of the White House gained seats in the House of Representatives.

In these elections, you made the case to the American people and they made the case to Washington that we expect our elected officials to focus on the issues that matter to working families.

As we look to next year, it will again be up to us to make the same case. Let's start with the race for the White House. Our message between now and Election Day 2000 will be, "All the way in Y2K," and I emphasize the AL in **AL**L. Al Gore has been our friend for more than two decades — in the House, in the Senate and in the White House. His visionary leadership on telecommunications, information and Internet issues makes him the ideal candidate for CWA and the ideal candidate for Y2K.

He has worked long and hard on the issues we care about: affordable health care, family and medical leave, retirement security, good schools, a clean environment, equal rights for minorities and women, and the rights of all workers to organize and bargain collectively. He has fought the good fight every step of the way for CWA, for America's challenge.

The media has already anointed the Republican nominee to be, so let's talk for a minute about George W. Bush.

You know, whenever I hear "George W" talk about being a compassionate conservative, I'm reminded of his dad's talk about being kinder and gentler. I'd still like to know just what was kind and gentle about President Bush's treatment of unions and working families? It was Ronald Reagan without a SAG card.

So here's what I think: What "George W" means is that he is compassionate about being a conservative and cynical about what the electorate will buy. The Republican coronation of George W. Bush is filled with potential pitfalls for American workers. It sounds like it is "Back to the Future." And I emphasize "back."

Well, we have been down that road before and we do not want to — we will not — go back. CWA members in Texas know all too well about George W's true stripes: his zealous support for privatization, his blind allegiance to right-wing groups, his failure to provide any leadership on issues ranging from hate crimes to children's health, his support for tax cuts that benefit the rich, with only a few crumbs thrown to working families, and his opposition to virtually any initiative backed by the labor movement in Texas.

Everything George W can take credit for has been due to the booming economy and the resulting state surpluses produced by none other than Bill Clinton and Al Gore. So to paraphrase what people often said of his dad, George W took office on third base and thinks he hit a triple. But here is the biggest reason we have got to stop George W. If he gets teamed up with a Republican-controlled House and Senate, we, and our children and grandchildren, will have to spend a big part of the 21st Century undoing the damage that they can and will unleash in just two years.

At that point, it will not matter whether George W's so-called compassionate conservative rhetoric is a ruse or reality. Because the right-wing extremists who control the congressional Republican party — the Tom DeLays, Dick Armeys, Trent Lotts and Jesse Helms of the world will have a field day enacting all their pet projects — passing bills written by the National Right to Work For Less Committee, doing the bidding of big business and snatching the budget surplus out of the pockets of working families and putting it in the coffers of the greedy and powerful.

Now let's look at some of the issues that are at stake as we look to the presidential and congressional elections. First and foremost is the need to secure Social Security for the long haul, to ensure that Social Security benefits will be available for the baby boomers and beyond. By making minor program and funding adjustments, Congress can bring long-term viability to Social Security without playing with fire in the form of risky privatization schemes — schemes that George W has found irresistible in Texas.

On Social Security, our retirees and I want to send you this message, and you repeat it over and over: Protect Social Security. Preserve it for the next generation, but don't privatize it. (Applause) Then there is Medicare. And once again, the choice is clear. On one hand is the Clinton-Gore

plan to shore up Medicare financially and add desperately needed prescription drug benefits without imposing undue burdens on senior citizens.

On the other hand is a scheme to raise eligibility to age 67 or older, leaving potentially millions of retirees at risk of falling into a new Grand Canyon between employer-provided coverage and Medicare and to privatize it, giving seniors vouchers to buy health plans from HMOs or private insurers.

Once again, our message is clear: Protect Medicare. Preserve it for the next generation. But don't privatize it. (Applause)

Now, here is another issue that may not get the headlines of Social Security and Medicare, but that is literally a matter of life and death, the continuing assault on worker health and safety. More than six million workers were injured on the job last year. Given that fact, you would think Congress' highest priority would be to turn our workplaces from killing fields into safe sites. Instead, right-wing extremists and employer apologists are trying to pass legislation that would only make matters worse and more dangerous.

One such proposal would delay the implementation of an important new ergonomics standard that would reduce repetitive motion injuries such as carpal tunnel syndrome.

More than 600,000 workers already lose time from their jobs each year because of repetitive motion injuries. Carpal tunnel syndrome alone causes more lost workdays than any other workplace injury.

While this legislation is known as the "Workplace Protection Act," I think a more appropriate name would be the "Workplace Punishment Act." (Applause)

When it comes to worker health and safety, Congress needs to step back and listen to the American people. Once again, the message is clear. Washington should strengthen, not weaken, existing workplace health and safety protections.

Washington also needs to stop and listen to the American people when it comes to how HMOs treat their patients. We need a Patient's Bill of Rights like the one Senator Ted Kennedy is fighting for in the U.S. Senate this week. (Applause) Legislation that would give patients the right to have their treatment determined by an M.D. rather than an M.B.A., to see specialists when they need to, to go to an emergency room when they need it or appeal a health decision when they disagree with it.

It is time for Congress to protect workers' physical health. It is also time to protect workers' financial health by making the minimum wage a livable wage. (Applause)

How hard can it be for the most prosperous nation on earth to make this simple statement: In the new millennium, no one who works will live in poverty. And there is an easy way to do this, raise the minimum wage. (Applause)

All of these issues, from workplace health and safety to Social Security, from a livable wage to better health care, are vitally important to all of us and our families. By their very nature, these issues also underscore why CWA, why you, must take a leadership role between now and the next election.

President Clinton's strong support of these issues for the past six and half years has been absolutely critical. But he leaves office in 18 months, and we have got to protect ourselves — not only by electing Al Gore, but by changing the makeup of Congress.

Do you realize that just a shift of six seats in the House will win back control for the Democratic Party? And a shift of just five seats in the Senate will win back control for the Democrats. Just think of what that will mean. Speaker Gephardt instead of Speaker Hastert; David Bonior instead of Dick Armey; Tom Daschle instead of Trent Lott; and Ted Kennedy instead of Jim Jeffords. If a Democratic victory in Congress is accompanied by Al Gore's election to the White House, then think of what that will mean. On Social Security, Medicare, patient protection, workplace safety, the minimum wage, and most other issues we care about, working families will be strengthened instead of shafted; uplifted instead of downtrodden; and empowered rather than disenfranchised.

Sisters and brothers, I don't think I need to say anything more about why we need to lead the way to victory next year. However, I do want to recognize the small group of people in our Legislative and Political Department who do such tremendous work for all of us and who work as much as I do. Loretta Bowen, Hall Sisson, Lou Gerber, who is not here because his father is ill, and Rosie Torres.

Having Al Gore in the White House and changing the power structure in Congress would make a dramatic difference for millions of American workers.

Why 2K? Because nothing short of our future and that of our families is at stake. We can go back or we can move ahead. And I know what the CWA's response would be. CWA will not go back. Our union has never been stronger than we are today. Our vision is fixed firmly on the future. Together we are charging into the 21st Century. Together we are making a difference. Together we are leading the way. And together we are writing a new and exciting chapter in the incredible story of commitment, solidarity and success that is the Communications Workers of America. Thank you. (Applause)

PRESIDENT BAHR: Thank you very much, Barbara. Would the Escort Committee bring in President Sweeney?

... The delegates rose and applauded as AFL-CIO President John Sweeney was escorted to the platform by Tami Drollinger, President, Local 4371; Gail Metcalf, President, Local 7704; Joseph V. Clinton, President, Local 13000; John Ebeling, President, Local 14616; Louis P. Fallot, President, Local 51011; and Gary Gray, President, Local 6502 . . .

PRESIDENT BAHR: It is always a pleasure to introduce a very close, personal friend, and one who has made it to the top of our movement.

When John Sweeney was first elected President of the AFL-CIO in 1995, he came to office with a simple message: Organize, organize, organize! The theory is not complicated — our power comes from the members we represent. The more members we represent, the more union power we have

Under his leadership, the AFL-CIO has taken a visible role in urging and encouraging affiliated unions to devote more time, attention, money and resources to organizing. Changing the culture of labor is no easy task and John has been a tireless advocate of the need to build a new labor movement for a new century. We are just beginning to achieve results.

Last year, for the first in many years, workers won more than half of all NLRB elections in which they participated and for larger bargaining units. This does not include those new members who came in through card check recognition. CWA is proud to have contributed to labor's success. This is a tremendous achievement and shows that we are at last going in the right direction. We still have a long way to go, John, but CWA stands with those unions in the front ranks of the campaign to grow our movement. We will be there shoulder-to-shoulder with you and the other AFL-CIO affiliates to build a union America for the 21st Century.

Brothers and sisters, the President of the AFL-CIO, John Sweeney. (Applause and cheers) **JOHN SWEENEY (President, AFL-CIO):** Thank you. Thank you very much, sisters and brothers. Thank you very much, Morty Bahr, for those kind words. And thank you all for the welcome, for inviting me to join you this morning, and bring you a report on how we are doing in our efforts to strengthen our movement and rebuild our membership.

I'm especially delighted to be with you on this particular morning when you have elected your officers and you have installed your officers, because it gives me a chance to meet and congratulate all of this great leadership team — your district vice presidents, as well as your four national vice presidents — and to recognize the great work of your three top national officers. Morty Bahr, Barbara Easterling and Larry Cohen are more than tremendous leaders of CWA; they are tremendous leaders of our entire labor movement. And the first thing I want to say is "thank you" from 13 million members of AFL-CIO unions and their families for re-electing all of these officers. (Applause) Your applause is well-deserved.

To Larry Cohen I say "thank you" for not only what you do and what you continue to do for the benefit of CWA members, but also the contributions you make to the planning and to the programs of the AFL-CIO — not just in organizing, as important as that is, but also in other strategic planning that we have been undergoing over the past couple of years. It has been most helpful to us, and I thank you, Larry. (Applause)

I was fortunate to come in when Barbara started her speech, which was a great speech, a great report. But I want to say to your Secretary-Treasurer a special "thank you" from all union families for her outstanding work as our labor representative on the board of the United Way. She has renewed our historic relationship with the United Way and restored our commitment to community service.

I also want to thank her for her enthusiastic support of a new initiative we haven't even

announced, and that's the establishment of our own AFL-CIO Union Community Fund, labor's own charity organization, which we created to help union members and working families with a variety of needs not normally serviced by other organizations. Without your support, the idea for a Union Community Fund would have languished for a long time. Thank you so much for helping us make it a reality. Thank you, Barbara. (Applause)

For your great President, I want to make a few additional comments, because he is someone special, not only to this union and to the AFL-CIO, but to every working family in this country. Morty Bahr, as a Vice President of the AFL-CIO and Chair of our Executive Council Committee on Education and Training, is doing more than any union leader in our country to make sure all American workers and their families — union and non-union alike — have a chance for a decent life in a world where technological change and market deregulation are threatening to dehumanize our workplaces and, indeed, our entire economy and society.

Morty has been the driving force behind our AFL-CIO "Common Sense Economics Education" program, behind the dramatic metamorphosis of the AFL-CIO Human Resource Development Institute into the "Working for America Institute," and behind the development of joint union/management education and training programs throughout our Federation. And he has been a tireless leader in developing cross-border alliances with unions in other countries.

As a member of the board of the George Meany Center, he has been a key advocate for our new National Labor College. And in case you haven't heard about the National Labor College, it is the culmination of a vision of Sam Gompers, the first president of the AFL-CIO, who tried 100 years ago in Baltimore to establish a college where working women and men could earn bachelor of arts degrees without having to quit their jobs to do it.

The AFL-CIO National Labor College is now a reality and it will graduate its first class on July 24th — 88 members strong — thanks in no small way to the vision and leadership and support of your President, Morty Bahr. I thank you, Morty. (Applause)

And I want to thank you, Morty, for the personal support that you have given me over the past three and a half years, and for all of the help and all of your friendship.

Brothers and sisters, I also want to thank each and every one of you for being so unselfish and for CWA being perhaps the most unselfish union in our Federation, because the way you involve yourselves in the struggles of other unions and the struggles of our movement, the way you are the first to say "I'll be there" is an inspiration.

Wherever we've begun a program or a new initiative — from Union Cities to Union Summer, from our New Alliance to restructure state feds and CLCs to our capital stewardship initiatives, and from our "teach-ins" on college campuses to our "Voice at Work" campaign to defend the freedom of workers to join unions, you have been there for all of us.

Whenever we have been in a big political fight, from our victory over Proposition 226 in California — (applause) — go ahead and applaud. And a special thanks to those members in California for the outstanding job that was done on Proposition 226. (Applause)

But it was not only that victory — it was our showdown battles in the United States Congress over the "Contract With America" and "Fast Track" — and you have been there for working families. And whenever and wherever there has been a critical bargaining struggle, you have been there, finding time not only to fight your own battles at ABC and US WEST, but to stand with your brothers and sisters at UPS and Oregon Steel and Boeing and General Motors. And the list is long.

You have been there again and again, and I want you to know it is payback time. I am asking all of our affiliates and state and central bodies, as well as our AFL-CIO organizing and field mobilization departments to be there for CWA when the ballots go out once again this Friday at USAirways. The workers at USAirways have been wronged, and we will be there with whatever you need to make it right.

And the same goes for your contract with the State of New Jersey. We will fight to make it right. (Applause)

Brothers and sisters, I am proud that I can report to you this morning that we have come a long way towards our goal of restoring the voice of working families in our workplaces, our communities, our government and in the global economy. We haven't turned the corner, but thanks to the hard work and unselfishness of tens of thousands of women and men like all of you in this hall this morning, we have reached the corner.

And now that we have reached that corner, we are looking at two roads we can take as a movement and as a nation into the 21st Century. One road is a low road, filled with potholes of corporate greed and human despair.

If you look down the low road into the year 2000 and beyond, you will see working families being run over by powerful CEOs of large corporations in information and technology, intent on raking in bigger compensation packages. You will see politicians making decisions based on what's good for their re-election prospects and their pocketbooks, instead of what's right for the taxpayers they are supposed to be serving. You will see moms and dads working in sweatshops and virtual sweatshops, not only in faraway lands, but right here in this country, workers toiling at two and three jobs just to keep even, no time for families, no time for church, no time for life.

Look down the low road and you will see government at all levels reduced to bare minimums, taxes cut for big business and the wealthy, programs for working families and the poor eliminated. And you will see public services jobbed out for private profit, and public employees jobbed down from overworked and underpaid to unemployed.

It is a road that is being cleared by corporations so they can gorge themselves and their stockholders on bloated profits and government subsidies. And it is being paved by wealthy ideologues who believe that free markets are always fair and that the government that governs least governs best.

The low road is slick with the tears of workers like Harry Thompson, an army veteran, who twenty years ago took a job at Avondale Shipyards, in Louisiana, only to find he was working for an employer that made its profit breaking health and safety laws, and that is now breaking our labor laws to keep Harry from forming a union.

And the low road is littered with the dreams of immigrant workers like Miguel Matta, who came here hoping to make a better life, only to end up cooking for some of the richest folks in America at the opulent offices of Goldman Sachs in Manhattan, and getting fired when he dared to try to join a union to improve his \$7.00 an hour wages.

I don't think any of us wants to live in a low-road America, and that is why we have to now turn the corner and take our employers and our communities and our government with us up a higher road. It is a road the CWA is already traveling, with your incredible work at promoting worker participation at AT&T and Lucent and soon at BA/GTE, work that involves workers at the highest levels of strategic planning.

And it is a road you know well, because of your groundbreaking efforts to prevent layoffs caused by mergers and consolidation in the telecommunications industry. Efforts that have prevented workers from losing their jobs because of mergers like [those of] BA/Nynex, BA/GTE, SBC-PacTel/Ameritech and the proposed merger by Global Crossing/US WEST and Frontier. On the high road there is a high wage, full benefit job for every worker, and training and education are available to prevent technological change and world competition from destroying families. On the high road, there's a new kind of workplace, one where workers have a voice in the decisions that affect their work and their lives, where productivity comes from participation and profit comes through cooperation.

And on the high road, there is a society that's more caring than careless, a society where there is a superior, free public education for every child, and a guaranteed retirement for every senior citizen.

It's a society with a hand-up for anyone who loses their job or loses their way, and where low-cost, high-quality health care is available for everyone who needs it, and I'm talking about universal health care. (Applause)

I deeply believe that income and wealth inequality and human suffering and degradation are not necessary components of a successful economy. There are paths to justice here if we have the courage and commitment to look for them.

And I also deeply believe it is the job of every one of us in this room to summon that courage and commitment and find those paths, not just for ourselves and our families, but for all American working families. (Applause)

One of those paths to justice leads up through our city halls and county courthouses and state capitols to the United States Congress where we are regaining our voice, and on to the White House, where we depend upon the power of the President as a champion of working families and as a shield for those who have no voice.

A second path to justice leads up through our workplaces and our communities toward more organizing of new members and tougher standards at the bargaining table, and it is a path we need to find and follow because it is still true that the best way for workers to get a fair share of the wealth they produce is with a union contract, and that the best way for working families to get the government they need is through union political power.

This year and next year, we as a movement have to lead our members and our nation up both of those paths to justice and we cannot afford to miss a step. On the political path, we must work harder than ever to elect public officials who are committed to supporting working families and then we must hold those officials accountable.

This week we have a chance to do just that with our "Patients' Bill of Rights" coming up in the Senate for debate. The conservative leadership in the Senate is hoping to fool the American people by debating our bill and then substituting their phony legislation for a vote at the last minute.

We are running television commercials in eight key states and we are activating our grassroots network across the country, so before you leave here this week, I ask everyone here to join us. Please call your Senators and tell them you want the real thing — a "Patients' Bill of Rights" that lets doctors practice medicine instead of allowing insurance companies to practice profiteering. (Applause)

Sisters and brothers, we are winning Congressional battles and political races now because we stole a page from the CWA political playbook and decided to build a permanent, multi-union grassroots structure with key contacts and coalitions in every Congressional district. Then we added a program of intense membership mobilization and involvement — much like the member mobilization program the CWA uses in contract bargaining.

Our job this year and next year is to continue developing our grassroots lobbying power, to register and educate and mobilize our members and their families as never before, and to raise our standards for supporting candidates, making sure that if we stand up for them, they will stand up for working families.

We need to register two million new voters from union households by the elections next year and we also want to have 2,000 union-member candidates actually running for office in those elections.

I walked precincts in Portland with one such candidate last year. Her name is Dianne Rosenblum and she is a 23-year CWA member who is proving that the best representatives of union members are union members. (Applause)

I know we can count on all of you to be there once again for Labor 2000, because CWA has always shouldered more than its share of the load.

I know you are going to consider the endorsement later today of Vice President Al Gore, a great leader on working family issues.

Later today, you'll be hearing from President Clinton, and he's a living example of how much your support can mean. Bill Clinton knows and Al Gore knows that nobody can match the political organizing and campaign abilities of the Communications Workers of America.

The second path to justice that I mentioned, the organizing and bargaining path runs parallel to the political path, and we must travel them simultaneously.

As your president told the graduates of the Harvard Trade Union School in March of this year, "Organizing does not take place in a vacuum, political influence creates an environment where successful organizing takes place."

I like to say that organizing and politics are joined at the hip. We can't succeed at one without succeeding at the other.

With the help of thousands of activists like all of you, we are now doing both: last year we organized 475,000 new members as a movement and the Bureau of Labor Statistics says we picked up a net increase of more than 100,000.

CWA certainly did its share, you organized 25,000 new members in 1998, which arguably accounts for 25 percent of our net membership growth.

Most important, you continued to show us how to "bargain to organize" with your card-check and neutrality agreements, and you took an entirely new path upwards to justice with the formation of the Washington Alliance of Technology Workers.

It was the continuation of pioneering efforts begun by this union in 1992, when President Bahr

announced your first "Wall-to-Wall" collective bargaining campaign, a campaign that took five long years to win one of the first, if not the first, card-check and noninterference agreements. Most important, then as now, you freely shared all of your experiences with the rest of our movement and for that I want to commend your organizing program and staff.

With Larry Cohen's leadership, you are exploring and finding new ways to organize and we thank you for your leadership and your unselfishness in sharing what you've learned. (Applause) I also want to recognize the leadership you have provided in defending the right of workers to join unions without interference from their employers. During our recent "Seven Days in June" initiative, CWA was a big participant in the more than 130 demonstrations, rallies and hearings held across the country and your support was especially critical in Denver and Cleveland, where Larry was a featured speaker at the Worker Rights Board Annual Meeting.

These were real events in the real world and they brought real hope to workers like Harry Thompson and Miguel Motta and to workers in high tech and high finance, in manufacturing and construction, in hotels and health care who are being battered by vicious anti-worker, anti-union campaigns all across our country.

From the drivers at Microsoft, to the workers at US Cellular in Cedar Rapids, to those workers at the school district in Denver, to those 10,000 hardy souls at US Airways and to tens of thousands of telecommunications workers who are hearing your message, it's easy to say that when it comes to organizing, CWA is setting the pace for our entire movement.

If the AFL-CIO and the union movement are soaring, and I believe we are, it is because CWA and all of you are the wind beneath our wings and every union, every union member and every working family in America is in your debt. You are terrific and I applaud you. (Applause) Brothers and sisters, this year and next year are pivotal years for us and I want to challenge every one of you and this union not just to continue what you have been doing, but to raise the bar and to set new standards in organizing, bargaining and political action for the rest of our movement to follow.

I urge you to be bold in your vision, and tireless in your efforts as we work together to create a new America; a nation where the union road is the high road, a superhighway to a society where the people who do the work share more fully in the decisions and the reward of that work; a world where our communities thrive because of good public services and appreciated public servants; where workplaces are centers of achievement for workers and not just centers of profit for bosses; where employers large and small respect workers, and respect the jobs we do. And where our children and our grandchildren can look forward to more of the American dream and not less.

Together we can build a high road to that new road. Together we can travel that road, no matter how steep the climb. And, together we can, and will, bring the rest of America forward and upward with us.

Thank you and God bless all the good work you are doing.

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

PRESIDENT BAHR: John, on behalf of the delegates to the 61st Annual Convention, they thank you so by their reception of your remarks, and you can count on this union and every congressional district and every electoral district that we are going to change this country, all working together, and we are going to get the White House, the Senate, we are going to have the House and a bunch of other State Houses, and we look forward with optimism to a united labor movement not only at the level of John and me, but at the level where each of you are, and where each of our members are around this great country. So thank you very much.

... The delegates arose and applauded at length as John J. Sweeney, President, AFL-CIO, accepted a gift from President Bahr . . .

PRESIDENT BAHR: We stand in recess now until 12:45 p.m., and remember the admonition of yesterday — hold it, Barbara has an announcement or two, so just stay put for one minute. SECRETARY-TREASURER EASTERLING: We will be recessing for lunch immediately. We are being directed by the Secret Service to be back at our seats by 1:30 p.m.. To that end you should try to reenter the hall at 12:45 p.m.. The clear intent of the Secret Service is to close the hall at 1:30 p.m., so keep this in mind at lunch and, may I add, when planning your trips to the restroom. District 6 is going to have their Southwestern Bell bargaining caucus meeting at 8:00 a.m. Wednesday, in Room D240, rather than at the end of this session, and that is because the rally

tonight will be at 5:00 p.m., and you will catch Zone B buses to the Loews Hotel.

Right now there is going to be a meeting of the Hospitality Committee — the representatives from each district that take care of the joint districts hospitality room. That meeting will be immediately after we recess for lunch, back at the transportation booth at the rear of this hall. Thank you. **PRESIDENT BAHR:** May we stand in recess.

. . . The Convention adjourned at 11:35 a.m. . . .

TUESDAY AFTERNOON SESSION

The Convention reconvened at 1:28 p.m., President Bahr presiding.

PRESIDENT BAHR: Ladies and gentlemen, the President of the United States.

. . . The delegates rose and applauded and cheered as the President of the United States of America, William Jefferson Clinton, was escorted to the platform by the Executive Board . . . **PRESIDENT BAHR:** Mr. President, with your presence here today, the Communications Workers of America has been honored by having two of the greatest Presidents in this century address our convention. (Applause and cheers)

In 1948, a President addressed a union convention for the first time. It was President Harry Truman at the CWA's convention in Spokane, Washington. In those days, we did not have a verbatim transcript, so the White House was kind enough to fax to me the actual remarks that President Truman made.

In his crusty and straightforward way of speaking, this is what he said to the delegates: "I understand that you are not very happy over the Labor Act of 1947 as it is now in effect. But you know the reason for that is that in November 1946 just one-third of the population voted. The people were not interested in what might happen to them. We have the law now and I am the President, and I have to enforce it. Your only remedy is November 1948. And if you continue that law in effect, that is your fault and not mine, because I didn't want it."

Of course, he was talking about the Taft-Hartley Act that was passed over his veto.

Mr. President, union families learned that lesson again in 1994 when they did not care enough to come out to vote. That got us Newt. They did care in 1996 when 26 percent of the vote was cast by union families and you and Vice President Gore were reelected and we narrowed the Republican majority in the House. (Applause)

Again last year, union families showed they cared by coming out in large numbers and we almost took back the House. Mr. President, we intend to finish the job next year when we elect Al Gore President and take back the Congress. (Applause and cheers and whistles)

And, Mr. President, CWA members in Texas know Governor Bush quite well. They and the citizens of Texas remember his plan to privatize welfare and food stamps by contracting with a private company to make a profit out of the misery of others.

Not only was it morally wrong for a company to make a profit on the backs of the poor, but it would have resulted in thousands of CWA members being laid off and many of them added to the welfare roles themselves. The law, however, required the granting of two waivers by the President of the United States.

I remember our meeting in the Oval Office on Good Friday. President Sweeney was there with us. You listened to our concerns and then came down on the side of those CWA members who were at risk and the poor people they served. You put people over profits and denied the waivers. We are deeply grateful to you. (Applause)

Because of you, Mr. President, workers no longer have to choose between their jobs or a sick family member. We support your efforts to expand and liberalize the Family and Medical Leave Act. (Applause)

We are proud that standing with you and the Vice President, we have fought off repeated efforts by the right-wing Republicans to pass the Team Act, a National Right to Work bill, weaken OSHA, kill the 40-hour work week with their so-called Family Friendly amendment of the FLSA, the Paycheck Protection Act and many other anti-union and anti-working family measures. (Applause)

We are pleased that, with your support, Secretary of Labor Herman is pressing ergonomic standards so that we can begin to eradicate the epidemic of carpal tunnel and other muscular skeletal illnesses from the workplace. The callousness of the Republican Party to this problem is

epitomized by the comment made by Representative Ballenger. He said, "No one ever died from ergonomics."

We stand with you in the fight to save Social Security and Medicare. We especially support your proposal to include prescription drugs as part of the Medicare benefits. And we strongly support the Democrats' "Patient Bill of Rights" that is being debated in the Senate.

We also want to congratulate you for becoming the first U.S. President to speak before the International Labor Organization. Your words last month calling for an end to abusive child labor practices were heard around the world. We pledge our support to put your words into action by doing what we can to convince the U.S. Senate to ratify the new ILO treaty on child labor. (Applause)

Mr. President, I can go on and on about your record of standing up for working families, about your belief in the collective bargaining process and your support of a strong trade union movement in a democratic society.

You have the vision to see the vital role that organized labor can play in the new economy. We look forward to working with you during the next 18 months to help you build the bridge to the 21st Century and a better America for all of its citizens.

Brothers and sisters, please give a CWA welcome to the President of the United States, William Jefferson Clinton.

. . . The delegates rose and applauded and cheered as President Clinton waved to the crowd and shook hands with President Bahr and other persons on the dais . . .

WILLIAM JEFFERSON CLINTON (President of the United States): Thank you very much. Thank you.

VOICE FROM THE FLOOR: I love you, Billy. (Laughter and Applause)

PRESIDENT CLINTON: Thank you. Thank you for that wonderful welcome. You in particular. (Laughter)

Thank you, President Bahr, Mrs. Bahr, members of the Executive Committee. President Sweeney, it's great to see you here. It's great to see all of you out here and all of those behind me.

I always knew that CWA was behind me, but when I saw so many people up here, I thought it was the literal truth today.

I want to say I also believe that two gentlemen who came with me are still here, Florida representatives, our democratic congressman, Representative Alcee Hastings and Attorney General Bob Butterworth. I welcome them here. (Applause)

I came here first and foremost to say a simple thank you. Thank you for what you do to make America great. Thank you for what you have done for me and the Vice President. Thank you for the help you have given us to move this country forward.

Harry Truman once said whenever labor does well, the whole country does well. (Applause) As usual he was right. You prove it.

The CWA is stronger than it has ever been and America is more prosperous than it has ever been. The bounty we enjoy today is in no small measure the results of your hard work.

Every day programming computers, manning customer service centers, electronically filing news stories, running MRI machines, laying TV cable for the information superhighway, the CWA is building the new economy of the 21st Century.

In that endeavor the Clinton Administration and our allies in Congress have been your partners. Remember what it was like when I became president six-and-a-half years ago? Unemployment was high, the deficit was huge and rising, poverty and inequality were increasing, our social problems were getting worse.

We promised to make a new covenant with the American people — opportunity in return for responsibility. A community of all Americans and a government committed to giving American people the tools and conditions they needed to solve their problems and make the most of their own lives.

That strategy was set in motion with our economic plan in 1993 and in the years since, we have turned the red ink of deficits into the black ink of surpluses, lowered interest rates and fueled an economic expansion of truly historic proportions.

Meanwhile we nearly doubled investment in education and training, put more police on the streets and have taken more guns out of the hands of criminals, invested more in technology, medical

research and cleaning up the environment, passed the Family Leave Act and other family friendly measures — (Applause) — including substantial tax cuts to help families pay for college and to help families raise their children.

We showed, in other words, that our democratic administration could balance the budget while honoring our values. Now, because we believe it is wrong for any child to be without access to the Internet, one of the greatest vehicles of opportunity the world has ever seen, we created our "E-rate Program." Thanks to the leadership of Vice President Gore, every classroom in America can be hooked up to the Internet by the year 2000. We are well over halfway there now and I thank you for your role in that. (Applause)

I also want to thank Morty Bahr for serving on the Advisory Council of the National Information Infrastructure which laid the groundwork for the "E-rate Program," which has brought discount after discount to poor schools and libraries throughout America to make sure everybody can afford to be part of the information superhighway.

Now because we believe all Americans should have the means to upgrade their skills, we unveiled in January a new initiative to offer literacy and job training to every single working American who needs it now and who will need it in the future. (Applause)

Again Morty Bahr was there with me at the unveiling, having served on our 21st Century Workforce Commission. Now, because we believe that to be secure means meeting the challenge of the aging of America, by reforming Social Security and Medicare, providing more health care security, more retirement security and strengthening the economy. We have put forward a sweeping proposal to use most of our surplus for these purposes.

Today I want to talk to you in detail about the challenge of strengthening and modernizing Medicare for the 21st Century. (Applause) The simple problem is that more Americans are living longer. That is a high-class problem.

With the baby boom retirement just ahead of us and more Americans living longer, the number of Medicare beneficiaries is simply growing faster than the number of workers paying into the system. By the year 2015, the Medicare Trust Fund will be insolvent just as the baby boom generation begins to retire and enter the system, eventually doubling the number of Americans over 65 by the year 2030.

Over the last six-and-a-half years we have taken some important steps to strengthen Medicare. When I first became President, Medicare was scheduled to go broke this year. We have helped to extend the life of the trust fund to 2015 by finding waste, fraud and abuse and taking tough action to contain cost in 1993 and in 1997.

We must do more. Not only to extend the solvency of Medicare, but to ensure that its benefits keep up with the advances of modernization. No one, for example, would devise a Medicare program — if we were starting from scratch today — without including a prescription drug benefit. (Applause) It wasn't as important back in 1965. Many of the drugs we now use to treat heart disease, arthritis and other conditions didn't even exist back then when Medicare was first created.

When it comes to securing health care and its benefits, nobody, nobody has done more than the CWA. When it comes to controlling health care costs and maintaining quality of care, no union has worked harder or more cooperatively with employers and insurers than CWA. What you have done for your retired members, we as a nation must now do for all our senior citizens. (Applause) Last month I set out a plan to secure a modernized Medicare. Here are its elements. First and foremost, my plan would provide what every single objective expert has said, Medicare must have, if it is to survive, more resources to shore up its solvency. The plan would devote 15 percent of the federal budget surplus over the next 15 years to Medicare to extend the life of the trust fund to 2027.

Second, the plan will use the force of competition in the best practices now in the private sector to keep costs down without sacrificing quality.

Third, the plan will allow Americans between the ages of 55 and 65 who don't have health insurance on the job or in their retirement to buy into Medicare in a way that does not compromise the solvency of the trust fund. This is a huge issue today with more and more early retirees and others who don't have health insurance and simply cannot afford it in the private marketplace in the years when they may be most vulnerable. (Applause)

Fourth, the plan will minimize Medicare benefits to match the advances of medical science. For

example, almost every week researchers seem to develop a new preventive screening to catch diseases in their early stages.

Unfortunately, the co-payments Medicare charges for these tests leave many seniors struggling to pay rent and utility bills or to put off getting those tests done until it is too late.

It makes no sense for Medicare to put up roadblocks to screenings and then turn around and pick up the much more expensive hospital bills the screenings might have avoided. (Applause) That is why our plan will eliminate the deductible and all co-payments for all preventive services. (Applause)

We pay for it by requiring modest co-payments for lab tests that are often overused and indexing the very modest part, the premium.

But we must help. If we are going to do this right, we must help seniors to meet their greatest growing needs, the need for affordable prescription drug coverage. (Applause)

Now many of our friends in the other parties say, "Well, a lot of seniors have drug coverage today." Well, that's right. A lot do. But 15 million don't. And more are losing it every single day, and a lot are paying an arm and a leg for very modest coverage.

For those who have good plans, they are not having any problems, because our plan on this is entirely voluntary. It provides voluntary prescription drug coverage paid for largely with resources we will save by making Medicare more competitive and innovative, plus a small fraction of the surplus that is dedicated to Medicare.

This benefit will cover half of all prescription drug costs up to \$5,000.00, when fully phased in, with no deductible at all, and all for a modest premium that will be less than half the price the average Medicare policy costs, and will not apply, will not apply to seniors up to 130 percent of the poverty line. This is a good deal for America, and we ought to do it. (Applause) It is a program our seniors can afford, provided in a way the rest of America can afford. Nobody knows better the value of prescription drug coverage than union men and women who have fought hard for drug benefits more strenuous than those I am proposing. But retired unionists are among the fortunate few. I say again, nearly 15 million Medicare beneficiaries lack prescription drug benefits altogether. Nearly half of them are not poor — they are middle-class Americans.

With prescription drug prices rising, the pressure is on employers to cut back or eliminate prescription drug coverage and it's becoming more intense. Much of that pressure is coming from competing employers who don't offer these benefits. You and your employers should not have to fight this battle by yourselves. (Applause)

Of course, America works best when we work together to meet our common challenges. Yesterday at the White House I met with leaders of both parties to discuss the budget and my plan for Medicare. I was pleased that the Republican leaders expressed a willingness to work together with us, but they are putting together a tax plan today that leaves no resources available from the surplus for strengthening Medicare. That is why I am asking Republican leaders, in the interest of saving Medicare, to reconsider the advisability of their tax cut plan. First things first. (Applause)

We worked very hard in putting this plan together to squeeze every penny of savings we could out of Medicare without harming the quality of care. But to extend the life of the trust fund for a quarter of a century without devoting a portion of the surplus to Medicare would mean — listen to this — would mean holding spending increases in Medicare to a rate that is more than 60 percent below what private insurance is expected to grow.

It can't be done. That would severely cut both the quality and the quantity of health care available to seniors on Medicare, and that will not happen on my watch. I won't let it happen.

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

I am pleased that there did seem to be agreement among the Republican leaders, our Democratic leaders and myself to devote that portion of the surplus attributable to Social Security taxes just to Social Security. But it is critical that we have a so-called lock box that actually locks in the debt reduction that we get from not spending that money, and give the benefit of that debt reduction to Social Security, so that we can extend the life of the trust fund, as my plan did, the Social Security trust fund to 2053, adding 53 years from here to there. That is important. (Applause)

Now, I will be talking more about this later. The Social Security trust fund is expected to last to

2035 now. It is even more important that we devote some of these funds to Medicare right now because Medicare is expected to be insolvent almost twenty years earlier, in 2015.

We as a nation have got some big choices to make in the next few months. We have got to decide what to do with this surplus. Did you ever think a few years ago we would even be having this conversation?

. . . Cries of "No" . . .

We had a \$290 billion deficit when I took office. It was supposed to be up to \$380 billion this year. We quadrupled the debt — four times — quadrupled the debt in twelve years. So I realize that it is tempting for Congress to say, "Well, six months before election, let's do what is most immediately pleasing, whether it is right for America over the long run or not." This is a big test for us, for our wisdom, for our judgment, for our concern, for our people and their future. I think the right choice is to devote most of the surplus to saving Social Security and Medicare. (Applause) Let me tell you, and let me walk through this with you again, because under our plan, besides reforming and saving Social Security and Medicare, this plan will allow us to pay off publicly held debt and make America debt free in fifteen years for the first time since 1835. (Applause and cheers and whistles)

Now, what does that mean to the government? It means when you pay your tax money, we are not spending 13, 14, or 15 cents on every dollar of your taxes just to pay interest on the debt. It means that future tax burdens can be lower.

What does it mean to ordinary citizens right now and every year from now on? It means if America is on a path to becoming debt free, interest rates will be lower. That means business can borrow at less cost. That means more new investments, more jobs, and more money for higher wages. It means average families can borrow at less cost. That means lower home mortgages, lower credit card payments, lower car payments, lower college loan payments.

I will tell you, the average family will save a whole lot more under this plan looking after our future than they will under the tax cut plan offered by the other party. (Applause)

Now, because their plan spends almost all the non-Social Security related surplus on a tax cut, it would not only do nothing to restore Medicare, it would require deep cuts in those things we need to be investing most in: in education, in hiring those 100,000 teachers, in medical research, in technology, in researching the environment, in modernizing our national defense. We will not have the money to do that.

Again, I say this is a mistake, because our plan has a sizable tax cut. Nearly a quarter trillion dollars for middle income families to meet their crucial needs, for child care, for long-term care, for saving for retirement. It provides tax cuts for building world class schools, for developing and installing new environmental technologies, for funding the new market initiative, which I highlighted on my tour to the poorest parts of America last week, simply to say we will give you the same tax breaks to invest in poor areas of America that we give to invest in poor areas overseas. It is the right thing to do. (Applause)

So, here is the choice. We can save Social Security and Medicare and make Medicare better. We can make America debt free, give our children a stronger economy, and all of you lower interest rates. We can still have a good sized tax cut. But not as large as the one the Republican leaders propose.

Again I say, their plan would spend almost the entire non-Social Security portion of the surplus on tax cuts. It would not extend the solvency of Medicare by a single day. Depending on how they do it, it might not extend the solvency of Social Security by a single day. It would force drastic cuts in education, research and technology, defense and the environment.

It would mean not paying off the debt and leaving us and our children more vulnerable to higher interest rates, higher levels of government spending for interest payments alone, higher taxes in years to come, a weaker economy — itself more vulnerable to the kind of global financial turmoil we have all seen in the last couple of years.

So that is the choice, an America debt free, with Social Security intact and Medicare even better, and a substantial tax cut, or a return to the spend now-pay later approach that will not save and strengthen Medicare, may or may not lengthen the life of Social Security, will certainly cut education and other vital programs. And, again, I say, over the long run it will be far more costly to every person in this room and every working family in the entire United States. I believe we all want, Republicans and Democrats and independents, the strongest possible

America for our children. I am encouraged by the tone and the stance of the meeting I had yesterday with the leaders of Congress in both parties.

I again asked the Republican leaders in Congress, for the sake of saving Medicare and strengthening our future, to reduce the size of their tax cut and join us in putting first things first. (Applause)

If we would sit down at the table like responsible family members and figure out how much it would cost us to meet our current obligations — education, defense and other things, what we have to do to save Social Security and Medicare, not just for the baby-boomer generation but for their children and grandchildren who otherwise will be spending money they need to get along to pay for education, to pay for the future of their parents — then we could figure out how much is left over for the tax cut. That is what I have tried to do because I think it is the right thing for America. First things first. Putting people first. It's the American way. (Applause)

To my fellow Americans who may think this is just one of those Washington debates and one side makes their side sound good and the other side makes their side sound good, and it's all just a bunch of politics, all I can offer is the record of the last six and a half years. (Applause) Think about it. With your help, we have nearly 19 million new jobs, the longest peacetime expansion in history, the lowest crime rate in 26 years, the lowest welfare rolls in 30 years, the highest home ownership in history and the lowest minority unemployment rates ever recorded. We have declining rates of teen pregnancy, smoking and drug abuse. We have cleaner air, cleaner water and safer food. We have 90 percent of our children immunized against serious childhood illnesses for the first time.

We have 100,000 young people working in our community in Ameri-Corps, making America better and earning their way through college. The record indicates that when we say something is good for America's future, it probably is good for America's future. (Applause) That is why we are trying to pass this Patient's Bill of Rights they are debating up there today.

"Think how you would feel." That's what I ask the Senators to do today. Think how you would feel if it were your children, your wife, your husband, and your doctor says you need to see a specialist and your HMO says you don't. Should you have to hassle it out for three months and then if the damage is irrevocable, shouldn't you be able to hold somebody accountable? Think how you would feel. (Applause)

Think how you would feel if, God forbid, you got hurt in an accident outside this convention hall and the ambulance had to drive you past two or three hospitals before they finally got to one covered by your HMO. Depending on what kind of injury you had, it could be just much more painful or terribly devastating.

Think how you would feel if your manager changed healthcare providers in the middle of your wife's pregnancy or in the middle of the husband's chemotherapy treatment and they said, "I'm sorry, I know this is traumatic, I know you are six months pregnant and you have had a terrible pregnancy, but here's a new doctor for you." Or "I know your life is on the line and you have great confidence in this doctor supervising your chemotherapy treatments, but here's a new doctor for you."

I just try to think about what's right for the American people. They will tell you how much it costs up there, but when we put in the Patient's Bill of Rights for the Federal Employees, it cost less than a buck a month a policy to comply with. (Applause) The Congressional budget office says at the most it would cost two dollars a month a policy. Don't you think it's worth \$24 a year to know that when you need to see a specialist you can see one? (Applause)

So that is what we are trying to do with our proposal to modernize schools, to finish hiring 100,000 teachers, to put even more police on the street, and take even more guns out of the hands of more criminals. That is what we are trying to do by shining the light of enterprise and opportunity in America's poorest communities. And most of all, that is what we are trying to do with our plan to save social security and Medicare, provide that prescription drug benefit and make America debt free.

You know, in a year and a half I will retire with a pretty nice pension. I will be all right regardless. Thanks to the CWA, most of you will be all right regardless. (Applause) If we've learned anything in the last six years, it ought to be that the policies that help the least of us help all of us. If we have helped strengthen America's families, workplaces and communities, we are all better off. (Applause)

A lot of people have made a lot of money out of the stock market in the last six-and-a-half years where it's more than tripled. They would be all right if the stock market hadn't gone up. They are a lot better off because the lives of average Americans have gone up. That's why the stock market has done better. (Applause)

So again I say to all of you, we have a phenomenal opportunity — the opportunity of a lifetime, of a whole generation, to use the last six months of this century to get the 21st century off to a rousing start for America. We just have to be faithful to the covenants we made to the people in 1992. We have to put first things first. We have to put people first. And if we do it, watch out. You ain't seen nothin' yet.

God bless you. Thank you.

... The delegates arose and applauded at great length as President Clinton was presented a T-shirt that read

"ALI The Way With Al Gore in Y2K". He extended warm greetings and handshakes, to delegates and quests before leaving the convention hall as the delegates cheered and applicated . . .

PRESIDENT BAHR: Take your seats quietly. The convention will come to order, please. We are auctioning off for COPE the glass that the President drank from. (Laughter)

Now, seriously, when he finished his speech he said he was overwhelmed with your reception of him, and I told him that it was clear how much affection we have for him and appreciation for the work he has done for this country in the first six-and-a-half years of his term. (Applause) So, it doesn't get much better than what we have had just now.

I want to introduce the Constitution Committee.

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

Richard Dann, President, Local 1085; Ken Scott, President, Local 3806; Ronald Smith, President, Local 9511; Kitty Caparella, President, Local 38010; Cecelia Peltier, President, Local 6326, Chair. **DELEGATE CECELIA PELTIER (Local 6326, Chair, Constitution Committee):** The Constitution Committee met in the City of Washington, D.C., beginning May 10, 1999, for the

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

The Constitution Committee has had meetings in Miami Beach, Florida, beginning Thursday, July 8, 1999, to consider any additional proposals which may have been received after the Preliminary Report was issued. No additional proposals were received. Since the Preliminary Report was issued, Proposal No. 4 has been withdrawn.

The Committee has made itself available to any and all wishing to appear before the Committee. The Constitution Committee requests that in the future all proposed constitutional amendments be accompanied by a rationale so the Committee can better understand the intent and purpose of any proposed change. This will assist the Constitution Committee as well as the Locals in evaluating the proposal prior to reporting it to the Convention.

This final report sets forth all proposed amendments which have been considered by the Committee.

1. AMEND ARTICLE VI (Dues, Fines and Assessments), Section 2 (Per Capita Dues to the Union), by adding a new paragraph (b) to read as follows: [Submitted by Robert P. Lilja, President, CWA Local 1104.]

Section 2 - Per Capita Dues to the Union

(b) The per capita dues to the Union shall be 34.5% of membership dues.

This proposal would have a devastating effect on CWA. Based on the current budget, the proposal would cut \$11 million from the Union's revenue, a decrease of 13.75%. Such a drastic cut in our income would immediately require a major change in operations. Among other things, this would entail layoffs and reduction or elimination of services. Next year's budget, as recommended by the Finance Committee, would be null and void after 30 days if this proposal were to be adopted, thereby throwing the Union's finances into complete disarray.

A budget is a statement of priorities. When income is drastically reduced, priorities must be reevaluated. It sets a bad precedent to change the per capita share through the Constitution. This would short-circuit valuable debate at all levels of the Union, including reviews and recommendations of the Finance Committee. When the dues structure was changed in 1979, there was plenty of discussion within the locals, districts and two conventions before it was adopted.

This proposal would severely impact all services to the locals, cripple the organizing program, impact collective bargaining and threaten the solvency of the Union. Over the years, we have had one goal: to strengthen the Union and build our power to protect the standard of living for our members and their families, not just for now, but for the future. Let us not deviate from this goal.

The Committee does not recommend adoption of this proposal.

- 2. AMEND ARTICLE VIII (Conventions), Section 11 (Attendance, Individual Members) by adding new paragraph (b) to read as follows: [Submitted by Kathleen L. Fikes, President, Local 1123.] Section 11 Attendance, Individual Members
- (a) Any member of the Union in good standing may attend the general meetings of the Convention as an observer.

(b) A Representative from a company which holds a collective bargaining agreement with CWA may not attend the Convention.

CWA conventions have been open to the public since the Union's inception in 1938 and have been recognized as being among the most democratic of all union conventions. The Committee believes it would not be in the best interests of the Union to restrict attendance at conventions. Ironically, the proposal would bar representatives of unionized employers from attending, while allowing non-union employers like MCI. It should also be pointed out that our public employee members often work for governmental jurisdictions headed by politicians, such as mayors or governors who sometimes are invited guests at Conventions.

Enforcement of this proposal, if adopted, could be a logistical nightmare. Rather, if an issue arises with respect to a particular visitor, it can be handled on a case-by-case basis through the Credentials Committee, as set forth in Rule IV of the Permanent Rules Governing Conduct of CWA Conventions.

The Committee does not recommend adoption of this proposal.

- 3. AMEND ARTICLE XVII (Collective Bargaining), Section 3 (Bargaining Committees) paragraph (a), to read as follows: [Submitted by Donna M. Conroy, President, CWA Local 1112] Section 3 Bargaining Committees
- (a) The members of a bargaining unit, by popular vote, through delegates representing them at a Convention, or by any other method approved by the Executive Board, may select the members of a Bargaining Committee for its unit to represent the members of the unit in contract negotiations and determine their terms of office, subject to such financial and numerical limitations as may be imposed by the International Union and such other limitations as may be set out in this Constitution. The Bargaining Committee for a unit, for its full term of office, **shall be consulted in the negotiation of must approve** all agreements **entered into** between the employer and the Union that amend or augment the agreed upon contract.

In the event there is a Regional Bargaining Committee established for the purpose of negotiating common items across bargaining units and there are Local Committees established for the purpose of negotiating items within each bargaining unit, the Vice President shall be required to consult with and receive agreement from the Regional Committee before agreement can be reached at any Local table.

In no event shall any negotiated item in one bargaining unit adversely affect another bargaining unit.

The Union will not sign an agreement that contains a "me too" clause.

The Committee believes this proposal would unnecessarily hamstring the Union in the conduct of negotiations. Article XVII, Section 3(a) of the Constitution currently requires that bargaining committees be consulted in the negotiation of all amendments to a contract. The 1998 Convention formally interpreted Section 3(a) as requiring that bargaining committees "play an integral role in all forms of contract bargaining, be it initial, contract expiration, interim or extension bargaining." However, since the International has responsibility for all contracts, the buck must stop there. If disagreements arise between bargaining committees and the

International, they should be worked out by the appropriate representatives rather than simply giving veto power to a bargaining committee.

The Committee recognizes that there may be different views concerning "me too" agreements, depending on the circumstances. A blanket prohibition would prevent the Union from transferring the benefits of one unit's contract to the members of another unit. The Committee believes that the decision to negotiate a "me too" agreement should be made on a case-by-case basis, protecting the best interests of all the members. Of course, a "me too" agreement reached by another union is beyond the reach of our Union and thus our Constitution.

The Committee also recognizes that negotiations in one bargaining unit often have incidental effects in other units. As a practical matter, this may be unavoidable and even unforeseeable. Beyond this, the Committee feels it would be unwise to tie a bargaining committee's hands through the Constitution. The Constitution is not the place to set forth bargaining strategy. In addition, legal problems may arise if an employer makes a proposal that is a mandatory subject of bargaining but the Union is unable to negotiate because of a constitutional prohibition. In such cases, we believe the NLRB could find the Union guilty of an unfair labor practice for refusing to negotiate in good faith.

The Committee does not recommend adoption of this proposal.

- 4. AMEND ARTICLE XVII (Collective Bargaining), Section 3 (Bargaining Committees) paragraph (a), to read as follows: [Submitted by Linda Kramer, President, CWA Local 1023] Section 3 Bargaining Committees
- (a) The members of a bargaining unit, by popular vote, through delegates representing them at a Convention, or by any other method approved by the Executive Board, may select the members of a Bargaining Committee for its unit to represent the members of the unit in contract negotiations and determine their terms of office, subject to such financial and numerical limitations as may be imposed by the International Union, except that in instances where bargaining is structured with both Regional and Local Committees for each bargaining unit involved there shall be at least three representatives on the Local Committee and at least one representative on the Regional Committee, and such other limitations as may be set out in this Constitution. The Bargaining Committee for a unit, for its full term of office, shall be consulted in the negotiation of all agreements entered into between the employer and the Union that amends or augments the agreed upon contract.

This proposal was withdrawn.

To the extent that the Delegates have come before the Committee, they have helped to expedite the business of the Convention. It has been a privilege for us to serve you and we appreciate the cooperation given us by one and all.

Respectfully submitted, Richard Dann, CWA Local 1085; Ken Scott, CWA Local 3806; Ronald Smith, CWA Local 9511; Kitty Caparella, CWA Local 38010; Cecelia Peltier, Chair, CWA Local 6326.

The Constitution Committee moves adoption of the report.

VOICE FROM THE FLOOR: Object to consideration.

PRESIDENT BAHR: The motion — the "Object to Consideration" is out of order, in that there is nothing on the floor as yet.

You have before you the recommendation of the committee. Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

On Microphone 3, Delegate Clark, Local 1111.

DELEGATE FRITZ CLARK (Local 1111): Sister and brother delegates, I urge you to support the Constitution Committee report. Unfortunately, this year some of the proposed amendments appear to be spiteful attempts by their authors to get even with our national leaders, who occasionally disagree with them.

Our Constitution is a precious document that will enable us to lead the way into the 21st Century. We cannot allow it to be changed for petty personal reasons.

The Constitution Committee has carefully considered these amendments and has wisely recommended against them to keep our union strong as we enter the millennium. I urge you to vote yes to adopt the committee's report. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 4, Delegate Schellin.

DELEGATE MARC SCHELLIN (Local 2336): I am against the motion. Thank you.

PRESIDENT BAHR: On Microphone 4, Delegate Rucker. **DELEGATE KENNETH RUCKER (Local 2222):** No, no.

PRESIDENT BAHR: On microphone —

. . . Cry of "Point of order" . . .

PRESIDENT BAHR: There cannot be any move to pull anything out until the committee's report

is adopted. Delegate Rucker.

DELEGATE RUCKER: Wrong motion.

PRESIDENT BAHR: Anyone else care to speak?

What you have before you then is a motion to adopt the committee's report. All those in favor indicate by raising your hands. Down hands. Opposed, by like sign. It is adopted. (Applause) On Microphone 1, Delegate Conroy.

DELEGATE DONNA CONROY (Local 1112): I move to report out and adopt Amendment No. 3. **PRESIDENT BAHR:** You heard the motion. Is there a second?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. You may speak to the motion.

DELEGATE CONROY: Good afternoon, sisters and brothers. Before I even begin, I would like you to take out the Constitution Committee's Report so that you will be able to follow what I am saying a little bit more closely. I would also ask that you turn to Page 3, and specifically we are looking at Item 3.

While you are rattling around with the papers there, let me take the opportunity to congratulate all the winners of the election yesterday. I am a little ambivalent about it, because both the candidates I supported lost. But the good news is, I can throw away my dirty T-shirt. I wanted to share that with everybody.

If we are all set, I am gratified to finally have an opportunity to explain to all of you the circumstances surrounding this amendment. This is sufficiently complicated, so I would appreciate your undivided attention for about two minutes so I can thoroughly explain it. Are we ready?

On May 3rd I submitted four constitutional amendments to the Constitution Committee. When I received the Constitution Committee's preliminary report to this Convention, my four amendments had been combined into one.

I immediately wrote to the Constitution Committee, advising them that I had submitted four separate amendments and requested that they amend their preliminary Constitution Committee report to reflect the four separate amendments.

In a May 28, 1999, letter, the Constitution Committee acknowledged that I had submitted four amendments, but, and I quote, "The committee treated this as one amendment, however, because you sought to change only one subsection of the article in the Constitution."

They also said, "This action was consistent with the manner past Constitution Committees handled various proposals and presented a total picture for locals of what is being changed, thus reducing confusion."

Again I sent the committee a letter insisting that they amend the Constitution Committee report, because it simplifies rather than confuses the issue before the delegates, and to combine four amendments into one limits the democratic debate on this Convention floor.

Now, if you have to stretch for a second and catch your breath, I will give you a second here, because I know it is tedious.

The committee agreed to meet with me here in Miami, which I appreciate. In the interim, President Bahr had written to me pointing out that the second amendment I submitted, which is — and I will look it up here — no, no — I have to have the actual quote that is in front of them — which is the last paragraph on Page 3 of the Constitution Committee report, would have the effect of nullifying many of our affiliation agreements, and he would be pleased — and maybe he was being polite here — to sit down with me to discuss this.

On Thursday I met with you, President Bahr, and I agreed with you that, in fact, this flaw could harm CWA's organizing potential and our agenda going forth. At that time I offered to withdraw this amendment, along with the fourth amendment I submitted, which is on Page 4.

I had a problem, though. I couldn't withdraw these two amendments, because the Constitution Committee refused to recognize my four amendments individually. President Bahr told me that he

does not interfere with the committees' functions, so it was off to the Constitution Committee, and, yes, you guessed it, they would not restore my original amendment, even after I told them that I wanted to withdraw two amendments.

Sisters and brothers, I submitted these four amendments for your consideration, so in the true tradition of CWA there can be an honest, open and democratic debate on each of them. Thank you very much. (Applause)

PRESIDENT BAHR: On Microphone 4, Delegate Rucker.

DELEGATE RUCKER (Local 2222): President Bahr, Fellow Delegates: I have been frustrated by the missteps of some of our National leaders during bargaining over the last several years. My frustrations led me to submit a similar constitutional proposal last year on this issue. The 1998 Constitution Committee worked with me and my co-author to develop a constitutional interpretation that was overwhelmingly adopted by the delegation. In these discussions and deliberations I came to several conclusions.

First, there are many different makeups of bargaining committees in our Union. We have requirements due to mergers, affiliations and bylaws that impact what we do. Second, the bargaining process is dynamic. Our industry, our employers, our membership, and therefore our needs change continuously.

Third, our bargaining process relies on a balance of power between the International Union, the bargaining committees and the bargaining councils, with the final say always resting with our membership. This is the democratic way, the American way, the union way. (Applause) Finally, there is not one cookie cutter solution that can address our diverse arrangements. We need to deal with them as they arise.

The proposal before you goes too far. It will upset the balance of power in our bargaining. It creates a situation where a possible settlement could never be presented to our membership — our final say. As presented, it would prevent us from reaching agreements with one employer, such as Bell Atlantic on long distance, because it would negatively impact our AT&T units. Last year we adopted an interpretation that ensures and expands the role of the bargaining committees and gives us the means to deal with the misdeeds of any National officers. We addressed the problems of the past by our actions at last year's Convention. Future problems merely need to be dealt with or addressed through the complaints of the appeals process in our Constitution and through the ballot box, as we did yesterday.

We should deal with the few problems by holding our leaders accountable, not by amending our Constitution. (Applause) This proposal is too soon and goes too far. I urge you to support the committee and vote against the proposed amendment. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Young.

DELEGATE KIM YOUNG (Local 1112): Sisters, brothers, fellow delegates: Please support the democratic debate within our great Union. I move to divide the question as follows:

1(a) The members of a bargaining unit, by popular vote, through delegates representing them at a Convention or by any other method approved by the Executive Board, may select the members of a bargaining committee for its unit to represent the members of the unit in contract negotiations and determine their terms of office, subject to such financial and numerical limitations as may be imposed by the International Union and such other limitations as may be set out in this Constitution.

The bargaining committee for a unit, for its full term of office, must approve all agreements between the employer and the union that amends or augments the agreed upon contract.

- 2. In the event there is a regional bargaining committee established for the purpose of negotiating common items across bargaining units and there are local committees established for the purpose of negotiating items within each bargaining unit, the Vice President shall be required to consult with and receive agreement from the regional committee before agreement can be reached at any local table.
- 3. In no event shall any negotiated item in one bargaining unit adversely affect another bargaining unit.
- 4. The union will not sign an agreement that contains a "me too" clause.

President Bahr, I have a copy of the division language for your convenience.

PRESIDENT BAHR: Thank you. If the delegate will bring it up here, please.

You heard the motion. It is not debatable. It requires a majority vote. Since she just read it, I am

not going to take the trouble of reading it all over again. It essentially divides the proposal into four parts. Those in favor of the motion indicate by raising your hands. Down hands. Opposed by like sign. The motion is defeated. (Applause and cheers)

On Microphone 5, Delegate Poole, Vice President, Local 1084.

DELEGATE CLAIR POOLE (Local 1084): Committee, I have a question, two questions, for you.

Did the committee report this amendment as it was written?

CHAIR PELTIER: Yes, we did.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE POOLE: Did the maker of this amendment request that it be split?

CHAIR PELTIER: I guess we have a question as to when she requested it. She did, after the

report went out.

DELEGATE POOLE: Thank you.

PRESIDENT BAHR: Mike 3, Delegate Pappas.

DELEGATE JIM PAPPAS (Local 2336): Brothers and sisters, here we are again, and again, and again. Here we are again in the real world. This is the real world, where time and time again bargaining committees are ignored by National Officers in their hurry to sign agreements. This is the real world where commitments to bring issues back to the bargaining committees are made and then broken. The real world where contracts are changed, rearranged, modified, enhanced, and then called clarifications.

Yes, brothers and sisters, here we are again in the real world with the same old problems and the same old arguments. The other side says this proposal raises the very real prospect of negotiations being held hostage by a committee that can sometimes become polarized or politicized, which is a lot like Bell Atlantic bargaining, where we have had negotiations held hostage by vice presidents who are sometimes polarized and politicized. (Applause) Here we are again and again and again because every effort to fix this problem in the past has not been successful.

Brothers and sisters, their best argument against this proposal is my best argument in favor of this proposal. They do not trust you. You may polarize bargaining. You might hold bargaining hostage. You might politicize bargaining.

Yes, brothers and sisters, their biggest problem with this proposal is what you might do. I disagree. I believe you can be trusted to serve our members and our union. I believe you can be trusted to bargain good contracts, and I believe you will agree that enough is enough. I urge you to support this proposal. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 4, Delegate Stanley.

DELEGATE GLENN STANLEY (Local 6214): Mr. President, members of the Executive Board and fellow delegates, I rise to oppose this amendment to the CWA Constitution. This amendment changes four items under Section 3 of Article XVII, Collective Bargaining and Bargaining Committees.

The maker of this amendment proposes that the bargaining committees must approve all agreements between the employer and the union that amend or augment the agreed-upon contract. This is a change from "shall be consulted in the negotiation of."

This union already has a policy that the bargaining committee shall be consulted. This is very important for the fact that the committee is brought into the discussion and in most cases the committee did approve the changes. There are too many changes in the industries that we represent that all committees could not possibly keep up with and see how some contracts could affect other contracts.

We, in fact, hold contracts with companies that are in direct competition to each other. Maybe if we only bargained with just one employer this could be reasonable, but the fact that there are over 2,000 contracts held by CWA shows that this amendment would be impossible to do. Bargaining in CWA is year-round now, not just every three years. Mergers, take-overs, new subsidiaries, and federal law all have an effect on bargaining. This Constitution already states that the bargaining committee shall be consulted. The most important part of this is that the bargaining committee did have input. If this is not happening now, there is a simple solution. It happens every three years. We call it "elections." Our elected leaders are required to follow the policies and constitution of this great union, CWA.

Also, under the structure of CWA, all contracts are held in the name of National CWA, not by

individual bargaining committees. There has to be someplace where the buck stops. It stops with our elected leadership. This amendment would hamstring our elected leaders' ability in some cases to have discussions with the company. There could be cases where the companies would try to divide and conquer the bargaining committee or a bargaining committee could hold agreements hostage trying to work out special deals or to make someone look bad. There are very few times our elected leaders would put out an agreement that the bargaining committee had not recommended.

This amendment is not necessary. We already have a policy in place. It is already in the Constitution. Bargaining policy should be handled by bargaining committees, not through amendments to this Constitution. Amending this Constitution should be done with careful discussion and thought. Let's not change this Constitution by emotions or gut feelings. This policy has served us well. Remember, just last year at the 1998 Convention we formally interpreted Section 3(a) as requiring that bargaining committees "play an integral role in all forms of contract bargaining, be it initial, contract expiration, interim or extension bargaining."

Let me repeat that. The 1998 Convention formally interpreted Section 3(a) as requiring — I repeat, requiring — that bargaining committees "play an integral role in all forms of contract bargaining, be it initial, contract expiration, interim or extension bargaining." This is the policy now. This is the policy now. Let's follow this policy. If it is not done now, use your election process to fix it.

I urge you to vote against this amendment. This amendment is not good for CWA, it is not good for bargaining and, most important, it is not good for you and your members. Please join me in voting "no" on this amendment. Thank you. (Applause)

PRESIDENT BAHR: I hate to do things like this, because there is a delegate wishing to make an amendment. I also have a motion to close debate. I tell you this in advance, because the motion to close debate takes priority. But you should know that there is a delegate wanting to make another amendment to this.

The motion to close debate is not debatable. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. The motion to close debate is defeated. On Microphone 1, Delegate Simms.

. . . Cries of "No" . . .

PRESIDENT BAHR: Okay, hold it. I am partially blinded here from these lights. Could those two spotlights over here be dimmed or shut down? Let's do it over again.

All those in favor of closing debate raise your hands. Down hands. Opposed by like sign. The ayes carried. (Applause) Debate is closed.

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

PRESIDENT BAHR: We have two observers up here. Where are the observers? We could use three pairs of eyes.

Let everybody sit down or bend down or whatever. Let me see it again. We are going to do it one more time. Hold your hands up there until I say down.

Those in favor of closing debate raise your hands.

Down hands. Opposed by like sign. Down hands.

... Cries of "Roll Call" ...

PRESIDENT BAHR: You have three pairs of eyes that say the motion carried. In front of us is the proposal to report out Proposal No. 3. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is defeated. (Applause)

The Chair recognizes Delegate Lilja on Microphone No. 2 for a personal privilege.

DELEGATE BOB LILJA (Local 1104): Thank you, Morty. Prior to the start of this Constitution Committee report, I had decided in the best interests of the union and the employees to withdraw this proposal changing the per capita (applause and cheers) until I can come back to the Convention with a plan on how and where the budget can accommodate a change in per capita without any reduction in services and without layoffs. It is very easy.

PRESIDENT BAHR: You are abusing the personal privilege, which was reported to me that you wanted to say that you were going to withdraw it and why. Now you are making a speech and you are abusing the privilege.

DELEGATE LILJA: I can't help it. You know how that is. Thank you. (Laughter and applause) **PRESIDENT BAHR:** Microphone No. 1, Delegate Fikes.

DELEGATE KATHLEEN FIKES (Local 1123): I move to adopt Proposed Amendment No. 2. **PRESIDENT BAHR:** Is there a second to the motion?

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

PRESIDENT BAHR: Seconded from the floor. You may speak on your motion.

DELEGATE FIKES: Thank you, President Bahr. Cut me a break. I have never done this before. President Bahr, Executive Board, Delegates, Alternates and Guests: The amendment to prevent management from attending our conventions was presented by me in an effort to jealously guard three days out of an entire year for our union business. Several years ago, during a heated debate over the need for yearly conventions, a president from District 1 — Fritz Clark — made a passionate speech about the importance of our yearly "family reunion." It made an enormous impression on me that day, and I believe by the thunderous ovation it received, nearly everyone in the room felt equally impressed. From that day until this, I think of the Convention in that manner.

I believe we should be completely at home — comfortable enough to have healthy, heated debate and not concern ourselves with any managers hearing what I contend are the private details of our business. We disagree with each other over a wide range of issues. We are entitled to be strongly opinionated and we are.

However, there is something very gratifying knowing that our behavior toward each other is just between us. Of course, after 26 years I am not so naive as to think that managers don't get feedback from any of our meetings, whether it's my own small membership meeting or Morty's very large membership meeting. They know more than enough about us already. But hearing it second-hand versus sitting here experiencing it are two very different things. They already know where we are politically, but they have no right to the intimate aspects of our important family discussions.

The Constitution Committee asked me if this was personal. You bet your last dollar this is personal. Everything about our union is personal to me. (Applause)

There sits in this hall today an invited manager who said to my face that clerical work is really just monkey work. There sit managers we often underestimate in terms of their ability to dissect our politics, our weaknesses, and whatever chinks we have in our armor. We deserve the right to three brief days of respite from their eyes and ears.

Please note that the amendment speaks of companies, not elected officials. Managers, in my humble opinion, are at the very least our awkward dance partners and at their worst our natural enemy. I am convinced that there is not one manager that has CWA represented members working for him or her that has spent five minutes out of the last year — check that — out of the last decade thinking of ways to give our members better wages, better medical coverage, a truly safe workplace or real job security.

Wouldn't it be interesting if we could quantify how much time they have spent on thinking of ways to give us small wage increases while they get rich, managed care or worse, substantially inferior cash balance accounts or more carpal tunnel by not genuinely addressing the need for an ergonomically correct work environment.

If you want to include management in 365 days out of your year, God bless you. I have no disdain for union leaders who have friendly relationships with the managers they interface with. I seek a mere 72 hours of our brothers and sisters being together without them in our presence.

We really are much the same as a large family. We argue, we get angry, we are not always careful about how we express our differences. And I think that's just the way it should be. But not in front of the Hatfields, we being the McCoys.

I stand here proud to be a local president of the greatest union in the world, and I respectfully ask you to give strong consideration to this amendment. Thank you. (Applause)

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

DELEGATE BYRON H. CAPPER (Local 4217): I rise against this motion, because I believe that we should keep our conventions open and aboveboard and not behind closed doors. (Applause) I remember at the convention when you pointed out to the gallery and told AT&T that card check recognition was on their front door. I was very impressed and I believe that they were also very impressed. (Applause)

I don't see a need to restrict people to our convention, so I don't have anything prepared, but I just want to let you know I am against it. Thank you. (Applause)

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

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): I would like to amend this to scratch "not" and add the following: "However, corporate guests will be seated in an area designated as a corporate area unless said guest is invited to address this convention."

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor. You may speak on it, Mike.

DELEGATE FAHRENHOLT: Real simple, this is a public meeting. They are the public. However, as the lady said, there are corporate types who wander around here making their remarks, taking their notes, saying what's on their mind. If we put them in a separate area, we know where they are. We have them identified, and we can go talk to them all we want, and they are still in this public meeting. (Applause)

Also, in the event it is an employer who is an invited guest, he or she would be allowed on the podium. So that gives them the opportunity to be in the meeting, but in a controlled area where we know where each and every one of them is.

I would like for the ones that are here, particularly the ones from BellSouth, to stand up so we can see where they are now, because I would like to talk to some of them.

I guess they don't want to be identified, so if we put them in a corporate area, then they have to be identified. Thank you. (Applause)

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

DELEGATE RICHARD C. VERLANDER (Local 2201): Would this amendment, if adopted, preclude the President of the United States from attending our convention?

PRESIDENT BAHR: I think the maker of the original motion said it did not apply to elected officials.

You are entitled to a second question.

DELEGATE VERLANDER: Thank you, no.

PRESIDENT BAHR: No one else cares to speak on the amendment, so I put the amendment before you, that they be allowed to come, but be seated in a separate section. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. You did it again. (Laughter) Well, let's hold it up. It's a little hard to see from here because of these lights.

All those in favor of the amendment indicate by raising your hands. Down hands. Opposed by like sign.

Two of us see one way, one wants to see it one more time. So, let's do it one more time. All those in favor, indicate by raising your hands. Down hands. Opposed by like sign.

We are unanimous. It is defeated. (Applause)

We are back on the main motion. On Microphone No. 5, Delegate Schick.

DELEGATE TIMOTHY SCHICK (Local 31041): Have any representatives of employers with whom we have contracts spoken at this convention?

PRESIDENT BAHR: No. not at this convention.

You are entitled to a second question.

DELEGATE SCHICK: At any prior conventions?

PRESIDENT BAHR: Yes.

On Microphone No. 3, Delegate Wielgat.

DELEGATE DANIEL J. WIELGAT (Local 4277): Thank you, Morty. I rise in support of this amendment. The companies we all deal with every day do not invite us to their board meetings, nor do they invite us to any of their meetings when plotting to violate our contracts that violate our members. We cannot allow the companies' representatives to sit in our private meetings. It's none of their business what we discuss at our conventions. (Applause)

We need the time together, alone, to air our differences and philosophies so that we come out of here with a united front. When we meet with the company, we should all be on the same page, and they should not know which one of us thinks differently. We have to meet them on a united front.

Most of us deal with hostile companies every day, and for them to be invited into our private business is not good. It's not a good way for us to enter into negotiations. We have to stop giving them the insight into our philosophy, and stop them from sitting here at our conventions. Thank you. (Applause)

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

DELEGATE GEORGE A. GONZALEZ (Local 3108): Although, like the gentleman before me, I feel like we are at a slight disadvantage because I did not come prepared to speak with a prepared speech; however; I think that when you are right about something, it really doesn't matter.

I am going to tell you something. One of the things that we hate about the companies, the companies that we all have employees and members in, is the fact that they do things hidden. They do things like lying to us.

You know, we are better than they are. (Applause) We are not afraid of letting them see our process. We are not afraid of letting them see how we conduct our business. We are out in the open. We are proud of what we do, and we are making a big mistake if we start to play the same games that they do.

This is a draconian measure. We are going into the 21st Century. We need to go into the 21st Century proud of what we accomplish here. I can tell you, because there have been some management people from my area that have come here on several occasions, and also they were in Chicago, and I can honestly tell you that to the last person they left impressed. Because there is a belief out there among a lot of them that unions are nothing but a bunch of thugs, and that we don't have the slightest idea of what we are doing. I will tell you what, when they leave one of our conventions, they know we know what we are doing. (Applause)

I urge you to defeat this motion. Don't go back in time. Let's go forward. Let's show them that we are better than they are. (Applause)

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

DELEGATE PAM WYNN (Local 4309): I call the question.

PRESIDENT BAHR: A motion has been made to close debate. It's not debatable. All those in favor, indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed. The matter before the convention is proposed Amendment No. 2. All those in favor of Amendment No. 2 indicate by raising your hand. Down hands. Opposed by like sign. The amendment fails. (Applause)

Let me just say a word, now that the vote has been taken. I wish that every employer with whom we hold a contract, whether it's five people or 50,000, was in this hall today to listen to the President of the United States. (Applause) They can't get him to their board meetings. (Applause) It's now time for our memorial service.

IN MEMORIAM

PRESIDENT BAHR: Assembled here in Miami Beach, Florida for the 61st 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 six members of the CWA family who have passed from us.

VICE PRESIDENT BOARMAN: Joseph Bingel — Joe Bingel's life epitomized the commitment that sets the labor movement apart. For more than 71 years, Joe was a union member. His outstanding record of service culminated with his 1978 election as president of the International Typographical Union. He went on to serve three terms as head of the ITU, which is today the Printing, Publishing and Media Workers Sector of CWA.

Joe's involvement in the labor movement began early in his career as a printer. He began his apprenticeship as a teenager and in 1934 he was initiated as a journeyman into ITU Local 195 in Paterson, New Jersey. However, it was nearly two years before he actually began working in the craft because, as he often noted, he spent most of that time on the picket line during a strike against the Paterson Morning Call and Evening News.

After serving in a number of capacities for Local 195 and Local 6 in New York, Joe became an ITU representative in 1955. He joined the ITU executive board in 1968 as a vice president. During the years that he was president of the ITU, Joe was instrumental in helping facilitate the merger of the Mailers' Union in the ITU. Joe was also appointed to two terms on the federal advisory council on apprenticeship and training by Secretaries of Labor Bill Usery and Ray Marshall. Joe Bingel was 90 years old when he died last December. His outstanding career can aptly be

described as both a labor of love and a love of labor.

VICE PRESIDENT THOMPSON: Richard W. Hackler — Dick Hackler's CWA career spanned nearly four decades, a dramatic period in our history that saw CWA evolve into a true national union and expand into new and exciting areas of worker representation. Dick Hackler was there at every step along the way and his energy, commitment and solidarity played an enormous role in building this union. His work in the collective bargaining arena as an assistant to CWA's founding President Joe Beirne and subsequently to CWA President Emeritus Glenn Watts was instrumental in pushing the old Bell System toward national bargaining with CWA, a goal that was achieved in 1974.

In May of 1976, Dick was elected to the post of executive vice president to succeed the late George Gill. He was then elected to two terms by convention delegates. But even before coming to Washington in 1970, Dick Hackler had already made his mark on CWA.

He began his life in the union in 1946 when he was hired by the Western Electric Installation Division in San Francisco. He served CWA Local 9490 as a steward, area representative, vice president and eventually president before being named a CWA representative in 1953. Two years later, he became CWA's Northern California-Nevada director. He moved on to become assistant to the vice president of District 9, which then included California, Nevada, Oregon and Washington. In 1965 he was elected vice president of the district. After Dick left the Washington headquarters in 1980, he returned to his native Colorado and served as an assistant to the vice president of District 7 before retiring in 1985. When Dick Hackler passed away last November at the age of 72, we lost a union builder in the finest sense of the term.

VICE PRESIDENT RECHENBACH: Michael I. Handley — Mike Handley's uncompromising dedication to CWA, the union movement and to his family was complete in every respect. Those of us who had the privilege to know and work with Mike are left with many memories. With Mike, there always seemed to be a smile and a kind word. There was a strong devotion to community service. But our most vivid memory of Mike was his deep-rooted commitment to speaking out against injustice in the workplace. Mike was active in CWA for more than four decades, having joined the union when he went to work as a dispatcher with Southern Bell Telephone in 1948. He began his union career as a steward and rose through the ranks to become president of CWA Local 3805 in Knoxville, Tennessee. In 1966, Mike joined the union staff as a CWA representative working out of the Lansing and Detroit offices in Michigan. He became CWA's South Georgia director in 1972 and subsequently became assistant to the vice president of District 3. In 1978, Mike transferred back into CWA District 4 as administrative assistant to the vice president. Two years later, he was promoted to the position of assistant to the vice president and served in that capacity until his retirement in 1994.

In District 4, Mike was tremendously respected for his service as CWA's chief negotiator with Ameritech and for his ardent work in support of the Michigan state AFL-CIO. When Mike Handley died last May at age 74, we lost a great friend and a great trade unionist.

VICE PRESIDENT THOMPSON: Elizabeth Hays — Elizabeth Hays was one of those grand trade union pioneers who worked tirelessly to lay the early foundations and build the great union that is today's CWA.

In 1923, Elizabeth went to work as an operator for Pacific Telephone Company in Spokane, Washington. She was only 16 years old when she started her career — a reflection on a time when child labor laws and fair labor standards were still just a dream.

In 1937, Elizabeth became an activist in the growing campaign to form a union for telephone workers. A year later in 1938, her efforts — along with those of thousands of other workers throughout the country — culminated in the founding of the National Federation of Telephone Workers, CWA's predecessor union.

In those early days, Elizabeth served as the traffic representative for eastern Washington state. She would later dedicate enormous time and energy to massive organizing campaigns such as the one that brought union representation to telephone workers throughout the Washington-Idaho area. Her dedication to the union cause and her successes were widely known and by 1950, she had been elected vice president of a major CWA traffic division. She was appointed to the union staff as a CWA representative in 1951 and held that post until she retired in 1965.

Elizabeth died last October at the age of 91. We honor her memory as one of CWA's founding leaders.

Vice President J. Arthur Jamison — Art Jamison was another of those early trade union activists to whom all of us in CWA owe an enormous debt of gratitude. Art went to work for Mountain States Bell Telephone Company in his hometown of Phoenix, Arizona in 1938.

By the early 1940s, he had become a highly respected voice among his fellow workers on the need for a union. As a result, he founded and led his co-workers into Local 8519, which is today's CWA Local 7019.

Art's efforts on behalf of his fellow workers and his uncompromising commitment to the trade union cause resulted in his being appointed to the position of CWA representative in 1952. At various times, he served as an area director in Arizona, Colorado and Wyoming.

Art transferred to CWA's District 7 headquarters in Denver in 1965 and was named an administrative assistant to the District 7 vice president in 1979. Art retired from active service with the union in 1982.

Art Jamison, who died last December at the age of 80, was an inspiration to many, a respected leader and a dedicated trade unionist.

VICE PRESIDENT IRVINE: Raymond Joseph Murray — Ray Murray, through his work with the Western Electric installers during the pattern bargaining era of the late 1960s and early 1970s, was instrumental in helping CWA achieve national bargaining with the old Bell System.

From 1963 until his retirement from CWA in 1985, Ray was assistant to the national director of Western Electric Installation. CWA's founding president, Joe Beirne, and the union's executive board designated the Western Electric installers as the unit to establish a pattern for other Bell System units during negotiations, because the installers were considered a highly mobile, militant and nationwide unit.

Ray Murray's dedication to CWA and his commitment to fighting for the rights of the workers he represented were widely known and appreciated throughout the union. Prior to his service with the Western Electric installers, Ray had served as president of CWA Local 2591 in Pittsburgh which is now Local 13591.

Ray joined the union staff in 1961 and was assigned to an organizing project in Indianapolis. He eventually transferred to New York City as a CWA representative before moving to the Western Electric Installation unit.

When Ray passed away last January at the age of 77, CWA lost a good friend and union activist whose career was characterized by accomplishment.

. . . The delegation paused to remember those CWA Local Officers who passed from their midst since the last convention . . .

Joseph P. Stepanovsky, Local 1035, President

Robert McCutcheon, Local 4260, Treasurer

Susan Black, Local 4782, Secretary

Ronald Pratt, Local 4900, Vice President

Kelly Clark, Local 7911, Trustee

Dennis W. Laine, Local 14549/ITU23, Vice President

PRESIDENT BAHR: 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 legacy that will forever bring us closer together, a legacy of devotion to CWA and to the men and women 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 Joseph Bingel, Richard Hackler, Michael Handley, Elizabeth Hays, Arthur Jamison, Raymond Murray, 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.

... The delegates paused for a moment of silence while "Taps" was played ...

PRESIDENT BAHR: What I am debating here with Barbara, okay, now that we have got the lights on, is that the orders of the day call for a 30-minute recess, but at the same time we are expected to leave here about 4:30 to go to the H.E.R.E. rally. With your consent, we will just stay here until 4:30 and do the COPE Awards tomorrow. Is there agreement?

... The delegates responded in agreement with a single clap ...

PRESIDENT BAHR: The Chair recognizes the Resolutions Committee.

I forgot to dismiss the Constitution Committee. With the thanks of the Convention, thank you. (Applause)

The Chair recognizes the Resolutions Committee.

DELEGATE SHELLY M. HARTON (Chair, Resolutions Committee, Local 2201): Thank you, Mr. President.

The Chair would like to recognize Debbie Van Tasell.

DELEGATE DEBBIE VAN TASELL (Local 6327): If the delegates would please turn to page one of the Resolutions Committee Report, I will read Resolution No. 61A-99-1, entitled "Al Gore for President."

AL GORE FOR PRESIDENT

Of the array of candidates for President in 2000, none is a greater friend to CWA members and all working families or is better qualified to hold our highest office and lead America into the 21st Century, than Vice President Al Gore.

Even before his election to the vice presidency, Al Gore built a distinguished record of accomplishment in the U.S. Congress, first as a representative and then senator from Tennessee. Al Gore authored legislation that showed the great range of his interests and intellect — from nuclear arms reduction, to improving health services to the poor and homeless, to attacking air and water pollution, to funding a single computer network connecting our universities.

To President Clinton's great credit, he took full advantage of Al Gore's abilities, making him the administration's point person on environmental and education issues, on revitalizing communities, shaping telecommunications policy, and other important initiatives. He truly has been the most active and accomplished vice president in our history.

Al Gore often has voiced and demonstrated his support of organized labor and, in fact, he once held a union card himself. In his early days as a reporter for the <u>Nashville Tennessean</u>, Al Gore was a proud member of The Newspaper Guild, now an affiliate of CWA.

We have other special ties to Al Gore. During the legislative battle over telecommunications deregulation, the Vice President made it clear to the industry executives that any meetings at the White House on telecom policy would also include the president of CWA. Al Gore saw to it that Morty Bahr was there along with the CEOs as a member of the President's Advisory Commission on the National Information Infrastructure.

When the Sprint corporation brutally fired 250 Hispanic telemarketing workers at La Conexion Familiar, crushing their CWA organizing drive three years ago, Al Gore personally met with the workers and expressed his outrage. Then he and President Clinton moved to require compliance with labor laws as a standard for federal contractors such as Sprint.

When our NABET-CWA members were locked out by ABC, Al Gore canceled a scheduled network interview on election night, setting the example for virtually every other Democratic politician to boycott ABC broadcasts.

Al Gore has addressed our conventions and legislative conferences many times and, in doing so, he never fails to close without a ringing call to get on with the critical mission of organizing the unorganized.

So many times over the years, Al Gore has been there for CWA members. Today, and over the course of the coming election campaign, we will be there for him.

RESOLVED: That the Communications Workers of America will mobilize our membership and resources at every level in an all-out effort to elect Al Gore as the next President of the United States.

Mr. President, the Resolutions Committee moves adoption of Resolution No. 61A-99-1, entitled "Al Gore for President".

PRESIDENT BAHR: You have heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded from the floor.

Before I recognize the first speaker, I would just like to give you some interesting background. Al Gore was a full dues-paying member of The Newspaper Guild when he was a working reporter. He was a member of the New York Local because he worked for the New York Times while he was trying to organize the newsroom at the Nashville Tennessean. He received an

honorable withdrawal card when he left Guild's jurisdiction to run for office. I think it would be important for you to know that.

On Microphone No. 3, Delegate Joyce.

DELEGATE JAMES C. JOYCE (Local 51016): President Bahr, members of the Executive Board and my brothers and sisters in the CWA: I rise in support of this resolution.

I was one of the thousands of workers locked out by Disney/ABC for 11 weeks at the end of last year. During that time, when the company cut us off from our paychecks, canceled our medical insurance, and denied us normal access to our 401(k) savings, Vice President Al Gore was there to support NABET and CWA all the way.

On Election Day 1998, the day the lockout started, upon learning of our labor dispute, the Vice President cancelled the scheduled exclusive interview on ABC. He set the example for House and Senate Democrats to follow — not to appear on ABC television for the duration of the lockout.

The Vice President made personal appearances to our picket lines in Washington and at the Fiesta Bowl in Tempe, Arizona, to offer words of support. Al Gore was there for NABET during our time of need, and NABET and CWA need to be there for him during his campaign. In addition to Al Gore's support for NABET, the Vice President and this Administration have supported CWA and organized labor at large. At the CWA legislative conference this past April, the Vice President renewed his commitment to the right to organize without employer interference, to veto anti-worker legislation, to save Social Security, to level the playing field in the workplace by supporting increased funding and enforcement powers for OSHA and the NLRB, and to increase the minimum wage.

On a broader scale, the Vice President supports expanding the Family Medical Leave Act to committing millions of dollars for training in skill-shortaged industries, to passing the Patient's Bill of Rights, to supporting universal pre-K education, and to meeting the challenges brought on by a new generation of students which will be larger than the baby boomer generation.

It is clear that this union's support of Al Gore is not only the right thing to do, but is the imperative thing to do for working families everywhere.

In closing, let me remind you of the chant that Al Gore led us in in Chicago last year. That chant was, "Early to bed, early to rise; work like hell and organize." Well, I would like to propose that CWA revise that chant from now until Election Day in the year 2000. That new chant should be: "Early to rise, mobilize more; and work like hell to elect Al Gore." Thank you. (Applause)

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

DELEGATE KATHLEEN SIMS (Local 1188): What I would like to ask is, given the consideration of Al Gore before us, how does the Democratic Party's position on NAFTA and CWA's position as an international union combine?

PRESIDENT BAHR: We disagree with the Administration on NAFTA. You're entitled to a second question.

DELEGATE SIMS: That is all. Thank you.

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

DELEGATE JOHN J. EBELING (Local 14616): Brothers and sisters, I rise to support the resolution. Much of what I had planned to say has already been said by much more distinguished speakers than myself, so I will not repeat that. There are a couple of points that I would like to make.

The first one is the fact that AI Gore has probably been one of the most aggressive Vice Presidents in our time. Two of his projects that he has been very out front with are the environment and education. Believe it or not, he has been criticized very much about his stand, his positions on environment. As I look up here and see the sign, "CWA 21st Century," I can't help but ask myself: What could be more important for our children and our grandchildren and, during the course of the 21st century, our great-grandchildren than environment and education? AI Gore is not afraid to take a position. We should not be afraid to get out in front like our Executive Council has advised and support AI Gore.

That brings me to the next thing that I would like to bring up: education of our membership. It's fine to adopt this resolution, but if we go home and put the book away and forget about the resolution, that is not going to do the CWA any good and it's not going to do Al Gore any good. To me, voter education is a lot like medicine. The same prescription doesn't fit everybody, but in

this room we have some of the finest trade unionists and some of the finest political activists in the labor movement.

What our job has to be is to go back to our locals and take the subjects that are nearest and dearest to our members' hearts and expand on them and impress on them how important it is to elect Al Gore as the next President of the United States. (Applause)

When we finish doing that, we have to go to work on voter registration. Then we have to go to work on getting out the vote. In addition to that, that brings me to COPE and that brings me to money and that brings me to the articles that I have been reading in the paper how George W. Bush, Jr. has got more damn money coming in than he knows what to do with.

What are we going to do to help Al Gore? He needs money and every Democratic candidate needs money. When we make our contributions to COPE, we are not only helping Al Gore, we are helping all those Representatives and all those Senators, and they are going to be helping out Al Gore. That is going to be how we are going to take over the House of Representatives and that is how we are going to make Richard Gephardt the Speaker of the House. (Applause and cheers) Brothers and sisters, there is the cream of the crop in this auditorium. There is not a project that the CWA leadership and membership have ever embarked on where they haven't been successful. Let's make Al Gore the next President of the United States. Thank you. (Applause) **PRESIDENT BAHR:** On Microphone No. 2, Delegate Pete Szekely.

DELEGATE PETER SZEKELY (Local 31003): Thank you, President Bahr. I'm the Regional Vice President of the TNG sector and a working correspondent in the Washington Bureau of Reuters News Service. The reason I'm out of breath, I was just visiting my co-worker who was traveling with the President and I had to run back to do this.

I am going to abstain on the resolution supporting Al Gore for President, as will a number of other TNG delegates, and if the convention will indulge me a moment of personal privilege, I would like to explain why.

It is not because we necessarily oppose him or disagree with his policy positions. Indeed, I appreciate the support he has shown for working people and for the labor movement. Some of our delegates, however, are Canadian citizens who don't feel it is proper to involve themselves in American politics. And among the American workers we represent are United States journalists who are already covering the presidential election campaign.

I'm not just talking about the boys on the bus here. Many other TNG journalists will write an occasional story about some aspect of the presidential race. In fact, there is a good chance that in the next 17 months I will have occasion to write about this campaign, even though I am not a political writer.

Now, to effectively tell the world about this election, our members need to maintain impartiality and journalistic integrity. This is our stock and trade and it is because we don't want to compromise our standing to do our jobs effectively that a number of TNG delegates will abstain on this resolution.

Since Vice President Gore is a former journalist and a former Guild member, I have no doubt that he will understand. Thank you. (Applause)

PRESIDENT BAHR: Thank you. I'm going to take an extended privilege of the Chair. We have a delegate from Tennessee who I don't think we should shut out before we move the question. The Chair recognizes Delegate Rick Feinstein, Local 3808, Mike No. 3.

DELEGATE RICHARD S. FEINSTEIN (Local 3808): Thank you, Morty. I rise in support of this resolution. Who for a moment would think that a Tennessean wouldn't rise in support of this resolution? It was just four short weeks ago that we had the Marketing Conference in Nashville, Tennessee.

The reason I'm bringing that conference up is because the day before that marketing conference was up, the announcement came out that Al Gore was going to announce his candidacy in Carthage, Tennessee.

This resolution is talking about mobilizing, and what I like about this particular resolution is it says the Communications Workers of America will mobilize our membership and resources at every level and in an all-out effort to assist Al Gore to be the next President of the United States. At the Marketing Conference, after the agenda was set and after we were prepared to go through the business at hand, the call came to my office asking for our support in Carthage, Tennessee, which is about 60 miles east of Nashville, to get the support and get the people out there to help

Al Gore in his nomination or his announcement for his Presidency.

If you've ever tried to get 250 service reps going in one direction at the same time, you will understand the problem we may have had at this particular time. Let me say that the delegates at that Marketing Conference, after the agenda was adjusted and after we had told them what we wanted to do and what AI Gore wanted to do, people put their flight changes in, their personal things they were going to do on that last day of the conference, they changed it all. We had over 225 people down there representing CWA in support of AI Gore. So if you can mobilize that quickly that many people going that far in this convention, you should have no problem with this resolution in saying that we are going to go back to the communities, go back to the states, and go back to our membership, and tell them that this is what we want. Don't be ashamed of it. We are very proud of AI Gore. He has done one hell of a job as the Vice President. I can think of no other person. Even if we could hand-pick a candidate for President of the United States, it would be AI Gore.

Help us help Al Gore get elected. Thank you very much. (Applause)

PRESIDENT BAHR: Microphone No. 1, Delegate Gallegos.

DELEGATE SUE MORRIS-GALLEGOS (Local 9573): I call for the question.

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

Before the convention is Resolution 61A-99-1, Al Gore for President. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

Our next speaker is a good friend of mine and a good friend of CWA, Philip Bowyer. His remarks today represent yet another milestone for CWA. You have heard many references to the convergence of the information industry. This is a phenomenon that is not limited to just the United States or Canada. It is happening all over the world. In recognition of these changes, we approved a new name for the PTTI. It is now known as Communications International - PTTI. In September, I will participate in another historic meeting where we will approve the merger of CI with FIET, the international labor secretariat that represents white collar workers. The world is indeed changing and the organizations that represent us in the international labor movement are rapidly adapting to these changes.

To tell us more about these developments, it is my pleasure to introduce Philip Bowyer, General Secretary, Communications International. (Applause)

PHILIP BOWYER (General Secretary, Communications International): Morty, you will not believe my relief at being called now. I was sitting there in the back for most of the day. When Bill Clinton was speaking I was thinking "No, Morty can't do that to me. He wouldn't call me after this guy." (Laughter) So thank you very much for giving me breathing space, and the audience as well.

Morty, some very nice words have been said about you and about the CWA, about how it is the greatest union in the world. I would agree with that, except the Treasurer of my own union is sitting over there and he might go back and tell them that I have been saying somebody else is the greatest union in the world.

It is a union which is led by absolutely remarkable people. You know, you think Morty Bahr is a good leader, but I must tell you it is not just you who think that. When we have the convention which Morty referred to in September, he will be the President of the Telecommunications Workers throughout the world. He will preside over that meeting of telecom workers. I must tell you, he was elected unanimously in his absence because we were afraid if he was at the meeting he would actually refuse to do it. It was the only way we could make sure he was getting elected. He was the only person who actually would have objected to the election. You also have Barbara Easterling here who is the Chair of our World Women's Committee, a committee which brings together women communications workers from all over the world, from the 125 countries in which we are represented.

She has made a very, very important impact on our work. This year we launched, thanks to Barbara, a campaign which is a campaign to stop violence against women. I hope that the technicians can bring up this poster. This is the poster which we are using for that campaign. Now, you might look at it and say, "What on earth does that mean?" You have to remember that we work in so many different languages around the world we have to be very careful when we make posters like this. They have to be very simple.

One of the ideas of this poster was that people would say precisely, "Well, what is that?" When you look at it you will see there are various symbols there of ears and eyes and hands and the idea is to portray that violence against women can take all sorts of different forms. It can be physical violence, it can be violence by word of mouth, by hand and so on.

We are determined, along with Barbara, to send that message around the world. We are very pleased that, for instance, one postal administration now has agreed to issue this poster as a stamp so it will be sent throughout the world from that particular country. And we are trying to get more people to support that campaign. (Applause)

So we are very lucky in Communications International to be able to share with you this very distinguished leadership. Two years ago, our Congress changed the name of the organization from Postal, Telegraph, Telephone International to Communications International.

You know, sometimes these things are much more difficult to do than they look. We had that name since 1911. We are quite an old organization. People get very fond of names. They like the name. It was the one they had grown up with. The only problem was that it was really out of date. In the last convention where we tried to change it, there was only one person who claimed that he could still operate Morse telegraph and that was Morty Bahr. It was still there in our name. It was probably looking back on one of the more short-lived decisions.

As Morty said, in three months' time we will be holding a Congress where we will vote to create a new organization with a new name, so there will only have been one convention of Communications International. And I suppose I will be the only person ever to address the CWA conference on behalf of Communications International.

That conference also, besides changing the name, decided on certain priorities for the work of our organization. It decided, for instance, that we should concentrate our international work on the question of multinational companies to try and coordinate trade union reactions to those companies, many of your employers who now have spread their activity around the world and we have been able to do a great deal in that respect.

For instance, when our colleague, Bo Lawson — he is sitting here somewhere — is the President of the Danish Telecommunications Workers, a union which was organized in the Danish Telephone Company. But one day he phoned up to say, "Philip, we have been taken over. We are now owned by Ameritech." From that moment we were in touch with CWA. We were in touch with your people who represent workers in Ameritech and we have been able to create a worldwide alliance which takes in the Ameritech workers in the States, but also those in Denmark, in Belgium, in Hungary. And if the SBC merger goes through, we will extend that also to other workers in other countries.

We believe it is very important that wherever these companies go there is a trade union waiting — that there is a trade union ready and able to negotiate with those companies. It is important for the workers in the countries to which these multinationals go, but I believe it is also important for you as workers in the U.S.

If there is one person who frankly inspired that movement of ours throughout the world to try and come to grips with the question of multinationals, it was Larry Cohen. Larry has done an enormous amount of work in inspiring our unions throughout the world to look very seriously at the question of organizing. Organizing is not something which we can do. We are an international organization.

What we can do is to help our affiliates when they are trying to organize in those multinational companies. We can help, for instance, when people are trying to organize in Telefonica, a company which is spread now throughout Latin America, which is involved in Puerto Rico, where also you are present. That is a company which will now talk to us. They will meet the unions throughout the world. In that way we can try and assist you in your organizing efforts. Organizing is much more difficult in certain parts of the world. Unfortunately there are large countries around the world which simply get forgotten except when there is a crisis. Indonesia in Asia is a country with more than 200 million people. It is a very, very large country. There are more than 4 million public service workers who are excluded from the right to have trade unions. That includes all communications workers.

We have been working now with the communications workers in Indonesia, and this week as I speak to you we are organizing in Indonesia; organizing companies whose main task will be to bring into unions the 100,000 communication workers in Indonesia. (Applause)

We know sooner or later American companies where you are trying to organize will go into that country and we want to make sure that there is already a union there.

Now, this does work. It is not always that unions are strongly organized in the States and badly organized elsewhere. One of the worst anti-union companies in our view, telephone companies, is MCI. We have worked consistently with CWA to try and put pressure on MCI.

We worked, for instance, in Europe when they were trying to get the agreement with WorldCom. We actually got the European governments to impose certain restrictions on that merger. We are now working with unions in Brazil, another enormous market where MCI now owns the long distance telephone company. We are working with those unions because MCI did not just buy a long distance telephone company, it bought a company with a strong and militant trade union. We want to make sure that not only does that union succeed, but that MCI is forced to realize that unions do have a place in that company, not just in Brazil, but anywhere throughout the world. (Applause)

So these, Mr. President, are some of the priorities which we set for ourselves and which we have been working on since our last Congress.

As I said, we are now going further than that. I was very struck when sometime ago I visited the NABET picket lines outside the ABC facility in Washington and New York, and it struck me then, talking to those people and to others, that when we have companies like Disney, we cannot exert leverage over those companies in the same way we used to.

These are very big, diverse companies. Disney has enormous interests in the film industry, in publishing, even in commerce and retail, in the graphics industry and so on.

It is very necessary for us at the international level to try and put together coalitions of unions which can really face up to a company like Disney and exert leverage on a company like that. That is why, as Morty said, we have moved in the last two years to put together a merger of four separate international organizations.

Some people tell me we are crazy. Some people say one merger is bad enough. To try and put four together at the same time is probably an impossible dream. We are almost there. We are bringing together the workers who work in the retail areas, the commercial areas, the bank, the financial area together with us from communications, together with the graphical workers from around the world, together with the media and entertainment workers, the people who work at the creative end of this new information age where we think there is enormous room for unionization, enormous room for expansion. Yes, this is, if Linda Foley is still here, this is going to be an open organization, and we hope one day Linda will persuade the International Union of Journalists that they should also join in this effort to create a new international. It is going to be an organization with some 18 million members with more than 800 unions around the world. It will be operating in some 130 countries.

We want to make that organization a match that you can use to face up to the members that you have to negotiate with in all of your working life. We are confident that with your support we will make the right decision in September and from the first of January we will create that organization. (Applause)

But colleagues, there are certain things which I always think are much more important than even those questions. We are always faced in our work with people, with workers in countries where their conditions are not just worse than the conditions which we suffer from, but where their conditions are frankly unimaginable. We had in Central America our unions, for instance, in Honduras where the woman leader of that union after the terrible rains and monsoons, she was left with absolutely nothing, nothing except the clothes that she stood in. It was not just losing a union office, which was washed away, losing her home which was washed away, she was left with nothing.

As a union, you are leaders of this union. We are the first to come together to collect money so we can directly support those people in Honduras to rebuild their lives, to rebuild their unions. There are other countries which you rarely hear of. In Sarajevo there has been a civil war going on for years. It is one of the nastiest, most despicable wars you have ever heard of, for hardly no reasons.

Different groups of people have been fighting each other, and the one group that always suffers are the workers like our members. Earlier this year, we were in the situation where we contacted the capital of Sarajevo. The main telephone exchange in the capital had been bombed out by

rebels. We discovered later that our members actually stayed in that telephone exchange because they were scared to go out in the streets, they were scared to try and go home. They were scared because they had seen people being massacred on the streets and being cut up in different ways. It was awful.

We're there. We will go back there to Sarajevo and we will help them to build a new union and a new life. We will be there, Mr. President, because we can count on your support, and on the support of this great union, the Communications Workers of America. (Applause)

Building a new organization involves change for all of us, and for me personally it involves change. This is, as I said, probably the first time the Communications International General Secretary will address you, and it is also going to be the last time as General Secretary that I will get this opportunity to address you.

I believe that in the new organization we need a clear line of leadership; therefore, I am moving, as it were, to one side to allow the different General Secretary to head that organization. It is not purely our sentiment, by the way. They have 10 million votes; we have five million, and I can always count.

I do hope that the support which you have always given me, which your predecessors have always given me, you will also give to that new organization and the new leaders, because if you do, we can really make a difference. (Applause)

PRESIDENT BAHR: Philip just gave you a little idea of the work that has to be done around the world.

You know, we always talk about — "we" being the international labor movement, "we" being the only organization that is not contained by country boundaries — the fact that we have only one mission in life, and that is to make the lives better for workers all over this world as best we can. And through the International Trade Secretariats, that is one way that we can help do it.

So thank you, Philip, for being with us. He made the trip from Geneva. (Prolonged applause) I want to call on Barbara now for the purpose of introducing two guests.

SECRETARY-TREASURER EASTERLING: Thank you, Morty.

We are extremely honored today to have two very special guests with us. Together, our guests are from the outstanding team that manages and directs the activities of the Glenn E. Watts Center in Jerusalem.

Yossi Harel and Fayez Jaber are the Directors of the Watts Center, and they have joined us to share their achievements and dreams with this Convention.

For several years now they have been meeting with every labor group that visits Jerusalem to explain both the mission and the vision of the Watts Center. And after a meeting with Yossi and Fayez there is no way that you can walk away and not be impressed by what they are doing and what CWA has committed to invest in.

Let me tell you a little bit about them. Yossi Harel was born in West Jerusalem and was raised by a single parent, his mother. When he was 12 years old, Yossi's mother became ill and he began to work at a dairy to provide for his family. After working during the day, Yossi attended school in the evening.

I first met Yossi when CWA was considering an appropriate way to honor the career of CWA President Emeritus Glenn Watts. As the Director of the Arab Department of Histadrut, which is the counterpart of the AFL-CIO, Yossi was housed in a very dirty and dingy building with a small desk and a handful of chairs. The only picture on that wall was of a young soldier, who looked very much like Yossi.

When I saw that picture, I said to him, "That must be your son," and he said to me, "That was my son. He was killed during the fighting on the Lebanese border."

And I said to him, just blurted it out, "How could you possibly help the Arabs when they have killed your son?"

And he said to me something I have never forgotten, "Who better than I to know how important peace is in Israel." (Applause)

I said, "Then that's where the Watts Center will be." (Applause)

His Deputy Director is Fayez Jaber. He was born in East Jerusalem and, like Yossi, he was raised by his mother who was a single parent.

In 1965, Fayez was a union officer in Jordan. Strikes were illegal and jail terms were the result if you broke that law. But because of the depth of his trade union commitment, Fayez refused to

yield to this pressure and called a strike of drivers. He was subsequently arrested and imprisoned for his actions. In 1967, Fayez joined Histadrut and today he serves as the Deputy Director of the Watts Center.

Join me in a warm CWA Convention welcome for Yossi Harel and Fayez Jaber. (Prolonged applause)

BROTHER YOSSI HAREL (Director, Watts Center, Israel): Dear Sisters and Brothers. It is a pleasure to me and to my wife, Esther, to be here with you today in this great convention, so please accept my thanks for inviting us and greetings to you all.

My name is Yossi Harel, and I am the Director of the Histadrut in East Jerusalem, and the Director of the Glenn Watts Center. I came here with my Deputy, Fayez Jaber, who is an Arab Palestinian from East Jerusalem. By the way, I am an Israeli Jew.

We both, with other members of the team, work for the welfare of the Arab members of the union in East Jerusalem, who number about 16,000, and we extend also union protection to another 8,000 Palestinian workers who come to work daily in the Jerusalem district from the cities of the West Bank, now the Palestinian authority.

Our work within the Glenn Watts Center has special significance, because it deals not only with human rights and labor laws, collective agreements, cultural activities and youth activities and so on, but it deals directly in finding mutual ground to better understanding between Arabs and Jews in Jerusalem on the basis of mutual respect of the customs, religious feelings, language and coexistence.

Sisters and brothers, our success in the Glenn Watts Center in East Jerusalem goes back to a long tradition of not dealing in any way with political and religious issues, because these two subjects are very delicate and sensitive in our daily lives, due to the prevalent Israeli dispute. Vocational training is a major subject on our agenda, especially to the Arab women and girls of East Jerusalem. We are now in the process of constructing a suitable section in the facility for a computer class for the Arab girls in order to enable them to find a place to learn the smarter skills in a one-year course. That will be the first time in East Jerusalem. No doubt the CWA will consider helping us bring this vital project to reality.

Dear friends, many of those who spoke and speak about peace between Arabs and Jews, let me tell you, CWA practiced the peace by deeds, not by words, by care and donation, by practical support and generous assistance.

Once again, I repeat my thanks. And to the CWA members and leadership, a special thanks to the President, Morton Bahr, Executive Vice President Larry Cohen, and Secretary-Treasurer Barbara Easterling for all they did and do for us.

Finally, I wish to your Convention all the success in achieving for you a better life and continuous progress.

Thank you and God bless you. (Applause)

BROTHER FAYEZ JABER (Deputy Director, Watts Center, Israel): Brothers and Sisters, it is great honor to me to address you this day in your great convention. My wife Saideh and I bring to you the greetings of 200,000 Palestinians inhabitants from East Jerusalem where I come from. In that part of the city, we live with the contradiction that we are considered Israeli residents and not Israeli citizens. We are Palestinians carrying the Jordanian passport. We live in a city of an unknown sovereign future.

Besides the Israeli-Arab conflict concentrated about the future of East Jerusalem City, traces of so many decades of enmity and hostile actions one side to the other still control our attitude towards each other.

In such a complicated atmosphere, Yossi, as a proud Israeli, and I, as a proud Palestinian, have worked for many years in harmony to achieve better living standards for the working class people of East Jerusalem and for those who came to work in Jerusalem as foreign workers from the Palestinian authority areas.

Believe me, it is not easy to do so, but we have both the determination to overcome the difficulties, not leaving the workers as hostages in the hands of their employers in the hard times under the absence of vision, and also to create better knowing and understanding between the two different peoples of one city.

What has eased life for us is the generous contribution of the CWA in building the Glenn Watts Center to enable us to function in the appropriate way. In the center, Jews and Arabs meet

without ill feeling and suspicions and fear. They shake hands and smile to each other with pride and dignity.

It is true to say that the Glenn Watts Center is the only place in Jerusalem that cares for the Palestinians as human beings and tries to solve their social and private problems. Also, as non-members, the image of the Center of Glenn Watts is highly respected in the minds of people there.

As you know, a new government was recently formed in Israel under the leadership of Prime Minister Barak, the former Chief of Staff, and indications tell us that he is going to enter into serious negotiations with the Palestinians and the Arabs to put an end to this everlasting dispute between the peoples of the Middle East.

We all know that this can't be done without the direct interference of the American government at its highest levels. Therefore, I appeal to you to issue a convention resolution here addressed to President Clinton and Secretary of State, Mrs. Albright, to make their best efforts to help the parties involved to achieve peace for the sake of our people and to the generations to come. It is my opinion and belief that peace is more precious than a piece of land. The American nation is qualified to persuade, press, and achieve.

Wholehearted thanks to you and success to your convention. Gratitude for your assistance and for your hospitality and invitation. Thank you very much.

. . . The delegates rose and applauded . . .

PRESIDENT BAHR: Our next speaker, before we recess for the day, is a good friend. He has become a better friend since they had a general strike in Puerto Rico at the time GTE was purchasing the facility. Would you roll the film.

... A brief video depicting the telephone workers' GTE strike in Puerto Rico was played for the delegates . . .

PRESIDENT BAHR: GTE had not yet taken over the company. It was in the sale process. There had been a general strike and the Governor lost his cool. This film doesn't really show you the overreaction of the police, but you are able to get it over the internet, of snipers on the roofs of buildings around the strikers. And when I contacted the Governor — and I might say that during the negotiations he was quite gracious, not that he had a special interest but he kept advising me of the process of the negotiations. But, when I wrote to him and protested the overreaction of the police and the military, he was quite upset and continued to make mistakes.

When the general strike ended, the Governor announced that he was going to suspend the workers at the telephone company. Obviously, if they were going to get suspended, there was no reason to go back to work. (Applause)

Now, our International Affairs Director, Eduardo Diaz, was down there quite regularly working with the UIET. When I was advised of the situation — and I can tell you a lot of contacts had been made in between with many people who knew the Governor — but it so happened that that very evening I had been invited to a small dinner party at someone's home, at which the President was going to be.

Now, when you get the President around a dinner table with the list of things you have on our agenda, you know you only get about one shot. I used that one opportunity to get our brothers and sisters back to work in Puerto Rico. (Applause) And to his credit, at 7:00 the following morning the President of the United States called the Governor of Puerto Rico, and the suspensions were lifted and the people went back to work. (Applause)

And now that the Puerto Rico Telephone Company is owned by GTE, through our good offices — and at the beginning, being an intermediary between our colleagues in Puerto Rico and the labor relations people at GTE — I think you will hear from Brother Jose Juan in just a moment about their first negotiations with GTE being a huge success.

So it is with a great deal of pleasure that I present to you the President of the UIET, Jose Juan Hernandez. (Applause)

BROTHER JOSE JUAN HERNANDEZ (President UIET, Puerto Rico): Muchas gracias, Morton, amigos y amigas.

... Brother Hernandez' remarks to the Convention were translated from Spanish into English by Rick Kissell, a member of the AFL-CIO Translators' & Interpreters' Guild, Local 32100 of The Newspaper Guild/CWA, as follows: . . .

BROTHER HERNANDEZ: I extend to you from the warmest island of the Caribbean, the

beautiful island of Puerto Rico, very warm greetings from the two unions representing workers from the Puerto Rico Telephone Company, the UIET and the HIETEL.

I would like to take this opportunity to thank you for the solidarity extended to us by the CWA during our 41-day strike against the privatization of the Puerto Rico phone company. The Puerto Rico government put up for sale all public corporations, which employ a quarter of a million workers, including 6,500 phone workers.

I would like to take this opportunity to thank in particular Nestor Soto, President of UPAGRA, the Puerto Rico affiliate of The Newspaper Guild; Bernie Pita, President of CWA Local 3150 in Miami; and last, but not least, Morty Bahr, the President of the CWA and his Assistant, Dina Beaumont. Although we were unable to block the sale of the Puerto Rico Telephone Company to GTE, we did make some big achievements that are worth noting. We forced GTE to commit to no layoffs at all; to recognition of unions and existing collective bargaining agreements (applause); no rate increases for three years for their customers (applause); no contracting out. (Applause) And they committed themselves to providing free internet connection and service for every public elementary and secondary school throughout Puerto Rico. (Applause)

And finally, we forced GTE to raise its price paid for the Puerto Rico Telephone Company by \$133 million. (Applause)

During the struggle we managed to raise consciousness throughout the labor, cultural, civic, student, professional and religious sectors that resulted in a two-day general strike, the first in the history of Puerto Rico. We recently concluded negotiations with GTE for an early retirement window for workers who had worked for up to thirty-five years and were still unable to go on retirement.

At the outset of the negotiations GTE said they had only \$11 million for this. By the end of negotiations they had raised that amount to around \$90 million. (Applause)

GTE also raised pensions from 50 percent to 70 percent of salaries; agreed to a medical plan for retirees for \$305 a month; committed to providing \$10,000 in free life insurance for retirees with the option to raise it to \$50,000; and finally, GTE agreed to make lump sum payments of up to one year's salary. (Applause)

This struggle against the privatization of the Puerto Rico Telephone Company has also had high political costs for the island's governor. On December 13, 1998, a referendum was held in Puerto Rico regarding statehood. Governor Pedro Rosello lost it big time and publicly blamed the forces unleashed by the anti-privatization movement for its defeat.

On March 6th, New Jersey Governor Christy Whitman announced plans to strip public employees of their seniority rights. The CWA is fighting that, and I am sure you will win.

On June 11, 1999, Governor Rosello announced that he would not seek reelection, and his party's new candidate announced that the party would no longer seek further privatizations in the future. (Applause)

We workers have a duty to show the people and the workers who their real enemies are and to eliminate their influence in politics. As we say in Puerto Rico, I prefer a bad union to a good boss. (Applause)

But there are no bad unions. There are no bad countries. There are only bad leaders. And we can get rid of them through struggle and activism from the grassroots on up.

I noted with great pride that the National Anthem of Puerto Rico was sung here for the first time in the history of CWA. (Applause) This was very emotional for me. I can tell you that upon returning to Puerto Rico, I will do all I can to promote the affiliation of my union, the UIET, with the CWA. . . . The delegates rose and applauded . . .

BROTHER HERNANDEZ: Thank you very much, and like we say back home, "Struggle, yes. Surrender, no." Thank you very much. (Applause)

INTERPRETER RICK KISSELL: Spanish translation provided by a member of the AFL-CIO Translators' & Interpreters' Guild, Local 32100 of The Newspaper Guild/CWA. Look for the Union Label.

PRESIDENT BAHR: I will just state that as quickly as they affiliate with us, we would show our flexibility and have the next convention in San Juan. (Applause and cheers)

I want to thank the Platform Observers for today. Tomorrow's Platform Observers are Albert Abete, Vice President, Local 6132, and Nadine Cox, President, Local 9408.

The Chair recognizes Secretary-Treasurer Easterling.

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

SECRETARY-TREASURER EASTERLING: Local 3122, the Host Committee, their 50-50 Raffle, this is the winning number, and there are a lot of people missing to hear the winning number: 4959012. That number won \$238. The cooler of cheer was won by No. 8918214. Those two winners can go to the Host Committee table to pick that up.

We have two things this evening — the COPE Quorum Reception, and for the rally today, will you go out now immediately to catch the Zone B bus. It will take you to the Loews Hotel. They will have plenty of them for us. After the rally, they will have the other buses there, and we will be taken back to our own hotels. Thank you.

PRESIDENT BAHR: This was a real good day for the Communications Workers of America and our members. We stand in recess until 10:00 a.m. tomorrow.

. . . The Convention recessed at 4:46 p.m. . . .

WEDNESDAY MORNING SESSION

July 14, 1999

The Convention reconvened at 9:07 a.m., President Morton Bahr presiding.

PRESIDENT BAHR: Will the delegates kindly take their seats?

To open the Wednesday morning session, to lead us in prayer, it is my pleasure to introduce to you Reverend Father George of St. Patrick Catholic Church here in Miami Beach.

REV. FATHER GEORGE PUTHUSSERIL (St. Patrick Catholic Church, Miami Beach): Before we begin the prayer, I would like to say a few words.

Mr. Bahr was telling me that yesterday, when the President began his address to this congregation, someone got up from the audience and said, "Billy, I love you." I hope that as we stand here, God from on top looks down on us and says, "I love you all." (Applause)

O God, the source of our every beginning, gathered together from every part of this beautiful land, our country, we turn to You this morning as we begin this new day at our convention.

Your bountiful love and protection has brought us to this moment when we turn to You in humble submission, acknowledging Your true and indisputable primacy in the whole of creation.

Our praise and worship are due to You every moment of our lives, for You have showered us with countless blessings. In this land of plenty, where opportunities abound and where hope is seen in the face of everything good that we begin to do, we must more and more see Your blessing hand stretched out to us as we struggle with the duties of each day.

In good times or in bad times, in prosperity or in poverty, as we develop or decline, as we are present or absent at our labor or at our leisure, we marvel at the way You continue to be part of our lives. You have guided us in difficult times and directed us when we were wayward, led us by Your hand when we were blind to see and carried us in Your palms when we were not able to walk.

As the morning sun has brought us to a new day filled with new hope, we turn to you with trust and confidence in Your continuing guidance and protection in our lives. You made human beings the masters of Your creation, endowing them with the exclusive intellectual capacity that provides them with love, laughter and language.

From the very beginning of time You have continued to communicate through various ways and means, your constant love for the whole of creation. Today we look at You, God, as the source of all love. We also see the role of communication in expressing, showing and sharing that love. In our lives the sharing becomes possible because we are able to communicate with each other in so many different ways.

You have empowered the human mind to discover the wonders of Your creation and day by day we unravel the secrets of the universe and learn to communicate in more marvelous and sometimes mysterious ways.

Time has brought us to the threshold of a new millennium, when new hope dawns and where we delight in new dreams that will turn into reality. It is to You that we turn, so that Your guiding hand will lead us into the new millennium with the secrets of knowledge being open to us, that with Your assistance we will be able to help the whole world in communicating more efficiently, effectively and affectively.

Through our labors as we advance in connecting the whole world, we should never forget that the

greatest communication channel we need to establish in life is with You, our God and Creator. May Your blessing come upon this gathering so that, strengthened by the support of all here, every individual will be deepened with the spirit to serve the people around them and may they be not just workers of communication, but, rather, communicators whose discharge of duty enriches the lives of every one.

We also pray for our families that are not present here with us, that You, God, protect them and watch over them.

We also remember all our fellow workers who could not be present with us today, and we commend them to You.

Spread the mantle of Your love over us. Stretch the hand of Your guidance toward us and speak the words of wisdom into our hearts.

This we pray in Your name. Amen.

PRESIDENT BAHR: A couple of years ago, there was a movie that came out called "The Postman." Kevin Costner was the star, but they got it all wrong. There is only one Postman in the U.S. and his name is Moe Biller, President of the American Postal Workers Union. Nothing, and I repeat, nothing happens in the United States Postal Service until Moe says it is okay. Last year, I had the honor of speaking at his convention. I was the first CWA president since Joe Beirne back in the early '70s to speak at an APWU convention. It was an exciting occasion. This year, it is a pleasure to welcome him to our convention.

The APWU and CWA have a close working relationship, and Moe is one of my closest friends and colleagues in the AFL-CIO. I think those of you who are old enough to remember the first postal strike that resulted in the U.S. Government calling out the troops to try and move the mail was led by a younger Moe Biller when he was head of the union in New York.

He is a tireless fighter for workers' rights and one of the most well-known and respected labor leaders in America. Please welcome our close, dear friend, Moe Biller, President of the American Postal Workers Union. (Applause)

MOE BILLER (President, American Postal Workers Union): Good morning, everybody. Thank you, Morty, and thank you, sisters and brothers, for that warm welcome. I want to begin by congratulating Morty, Barbara Easterling, Larry Cohen, and the other CWA leaders for your reelection to another term of office. If I left out anybody's name, see me later and I'll give you my autograph. (Laughter)

Your great union has some of the best, brightest and most progressive leaders in the entire labor movement. I believe and know that they will lead you with vision and vitality into the 21st Century. I am honored and privileged to address this great assembly. Morty has given me a tough assignment today, that's what he thinks, since you heard from both Bill Clinton and John Sweeney yesterday, and that is a tough act to follow, but I will handle it, I believe, after 63 years in the Postal Union activity and beginning my 68th year in the trade union movement. My motto has always been, "The Struggle Continues," and I want to say a few words about CWA's continuing struggle to win a fair contract for passenger service employees at US Airways. First of all, I want to congratulate all of you on winning a new, expedited election vote from the National Mediation Board.

Of course, it is a shame US Airways management used the recent appeals court decision as an excuse not to bring good faith bargaining to a fair and just conclusion. It is also a shame that a year-and-a-half of hard bargaining was tossed out the window by US Airways management. It is a shame that those passenger service agents haven't had a pay raise in almost seven years. And it is a shame that this has happened despite the fact that 85 percent of US Airways passenger service agents have said "Union Yes!" to the CWA. (Applause)

But really, the shame is on Messrs. Wolf, Gangwal — appropriately named, Gangwal — and the rest of US Airways top management. However, since it appears that these jokers have no shame, it will be up to your passenger service leadership to turn out an even bigger vote than before. I understand that the ballots will be mailed out this Friday, so please be sure to tell your sisters and brothers at US Airways to once again say "CWA Yes!" and send the strongest possible message to management. (Applause)

When your union won the US Airways representation vote nearly two years ago, it was the largest union representation victory this country had witnessed in ten years. That victorious vote came after employer misconduct had tainted the previous votes.

Now, again, due to management intransigence, the whole process must be repeated, but I believe and know that CWA solidarity will prevail.

The American Postal Workers Union was especially inspired by your 1997 US Airways victory, because much of your strength and solidarity came from your activists based in Greensboro, North Carolina.

At that time, APWU was conducting our first ever private sector organizing drive in Greensboro, and we knew your victory would help our own cause. Moreover, our local APWU organizers were receiving fantastic assistance and encouragement from the CWA in Greensboro, especially from Sister Marilyn Baird down there. And Marilyn, I would like to meet you after I get through, just to thank you.

As it turned out, we did not win that initial organizing drive, but in January of this year, once again in Greensboro, we did win our first private sector victory when the postal contract drivers working for East Coast Leasing, Inc. said yes to the APWU.

Now we are in the middle of a tough battle to win a decent first contract for the East Coast drivers. If we can bring those talks to a successful conclusion, I believe we will see more and more workers in the private sector postal industry join our union family.

Once again, I want to thank Morty Bahr and Larry Cohen for allowing Marilyn Baird and her assistant in Greensboro to help us. Now that the US Airways re-run election is under way, be assured that you have the full solidarity and support of your brothers and sisters in the American Postal Workers Union. (Applause)

Two elections ago, I was honored to have Morty Bahr administer the oath of office at our American Postal Workers Union's installation of national officers. That night, I used CWA as an example of how unions can survive, thrive, and grow through merger. I noted how the CWA has brought into its fold many different telecommunications unions in recent years — the International Typographical Union, NABET, and The Newspaper Guild. I admired how they all have united to make CWA the single largest telecommunications union in the world.

I also said something else that night, and I will repeat it here now for all of you to hear. Hopefully, someday in the not too distant future, we can take the close working relationship between our two great unions one step further and merge the APWU and the CWA into the largest postal telecommunications union in the world. (Applause and cheers) That is something we should all work on in the coming years.

Once again, thank you brothers and sisters and may God bless you all. Thank you once again. . . . The delegates arose and applauded at length . . .

PRESIDENT BAHR: Thank you, Moe. If you remember our last speaker yesterday talked about working hard to merge his union in Puerto Rico with CWA and I said if we succeed there, we can have a convention in San Juan.

Now we are here and we have the first speaker today from one of the largest unions in America, talking about a merger and about the most exotic place I can think we can hold a convention where the APWU has members is on the island of Guam. (Applause)

I want to announce today's Platform Observers, Albert Abete, Vice President, Local 6132, and Nadine Cox, President, Local 9408.

The Chair calls the Secretary-Treasurer for the purpose of another introduction and the Pediatric AIDS Awards. Barbara.

SECRETARY-TREASURER EASTERLING: Before we begin our awards presentation for the Pediatric AIDS Foundation this morning, we have a short video for you to watch.

... A very moving video was shown of Elizabeth Glaser and her family's battle with AIDS and the Elizabeth Glaser Pediatric AIDS Foundation ... (Applause)

Before we begin our presentation this morning, I am very pleased to tell you that this year President Bahr was appointed to the Board of Directors for the Foundation. (Applause) We are honored to have with us today Kate Carr, who is the Chief Executive Officer of the Elizabeth Glaser Pediatric AIDS Foundation. She will join us in presenting the awards, and then I will ask her to update you on the activities of the Foundation.

This year, 486 locals participated in our charity of choice contributing a grand total of \$402,278. While we are very pleased with that amount, I must tell you we are somewhat disappointed as these figures are down from last year. There is no way I can begin to express to you how very important and worthwhile this program is.

Kate will tell you what your contributions have produced for children with AIDS, but at this time, both Morty and I urge all of you who are not involved in the program to please get involved and participate. CWA is the Foundation's largest single donor. We are proud of that, but we can be even more proud if we get 100 percent participation.

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

Now to the awards. The Ariel Glaser Award is presented to the local that contributed the most money in 1998. This year this award goes to CWA Local 13000, for a contribution of \$17,705. Our thanks and congratulations to the members. Would Local 13000 President, Joe Clinton, please come forward to accept the award. (Applause)

Our next award is the Hope Award, which is presented to the local that achieved the highest percentage of their quota. In 1998, that figure was 1078.87% and was given by CWA Local 9587. Our thanks and congratulations go out to all the members of Local 9587 for their dedication and support. I would like to ask Local 9587 President, Susan Greenwood, to please come forward and accept the award. (Applause)

We will make sure she receives it as well.

At this time, I am honored to introduce to you Kate Carr, Chief Executive Officer of the Elizabeth Glaser Pediatric AIDS Foundation. (Applause)

KATE CARR (CEO, Elizabeth Glaser Pediatric AIDS Foundation): Thank you so much, Barbara. Good morning, everyone. I have had the pleasure of addressing members of CWA in the past, most recently in Washington, DC, and before that in Portland, Oregon. I appreciate this opportunity to provide an update on the work of the Foundation. This year I am especially pleased to be with you as we observe our tenth anniversary.

Barbara has already stolen my thunder by mentioning two things. The first is that Morty Bahr has joined our Board of Directors this year and we are thrilled to have him. He is simply a wonderful addition.

The second is that since 1991, when Elizabeth first addressed your convention and you designated our charity, our Foundation as your charity of choice, you have contributed more than any other donor, a total of almost \$3 million to the Foundation. (Applause) And it is my honor to thank you for that.

It has been said that relatives are the family that we are born with, but friends are the family we choose. You have become a part of our family and we have become a part of yours.

I usually take some time to talk about the advances in research that have been made over those years, and there have been significant advances. More medications are now available for children and mother-to-infant transmission continues to dramatically decline. But as we look ahead to the next decade, the thing that seems most significant to us is that some of the HIV positive children we met as small children over the last ten years are growing up. They are graduating from high school, buying their first cars and going off to college and jobs.

If you were to come and visit our offices, you would find several photos of Brett Lykins, an 18-year old from Atlanta, Georgia, who has been a friend of the Foundation for the past ten years. We have watched him grow up and we were thrilled to receive a Christmas card from him this year with a picture of him in his new car that he had bought with money he saved from his after school job at Blockbuster Video. Just a normal high school senior, except that Brett has AIDS. Then this spring, we received another card in the mail from Brett, this one was a high school graduation announcement. It said, "If you listen very carefully, you can hear my mother's fingers uncross."

All of the research advances that we have made during the last decade were translated right there in those 12 words: Brett was graduating from high school, something his parents thought for a long time would never happen, because Brett was not expected to live this long, never mind being able to attend school and live life like any other 18-year-old.

But all news is not happy news. All too often, a phone call comes in to the office that one of the kids we've known for years is failing — or worse, that they are no longer with us. These days are very hard to get through. While more and more drugs are now available for children, many of the kids build up resistance to these drugs and sometimes run out of treatment options.

Even though we've come a long way in educating the public during these last ten years, many

families still decide to keep their HIV status a secret, fearful of the discrimination that they could face if their friends, neighbors and in some cases even their families knew the truth. Each year at our "Kids For Kids" event in New York City, we hold a press conference and a child with HIV speaks about their experience living with this disease.

This year it was a very unhappy occasion, as we met a young girl, eight years old, who I will call Samantha. She came to us through her doctor, and she was anxious to tell her story for the first time. But on the day of the event, as she thought about what would happen after she went public, she decided that she just couldn't do it. We have such great sympathy for this very, very young child who had to make such a big decision, and we couldn't help but feel sad that this world is still a place where HIV means you have to keep a secret.

So while it is gratifying that there is progress, it is also important to remember that these success stories and progress reports can be seen by the public as an end; that this is now a manageable disease. It can indeed turn into complacency by the public. People see the progress that has been made and they think we have the answers to this mystery; that it is time to move on to something else. Yet the opposite is true. We have some of the answers to this mystery, but it is only the tip of the iceberg. We still have a very long way to go.

This past weekend, the U.S. Women's Soccer team won the gold medal at the World Cup, and we came together as a nation to cheer them on. That team fought a lot of battles to win that championship, not the least of which was staying in the game mentally with the media spotlight shining on them so brightly. It would have been very easy to understand if they had run out onto that field last Sunday a little overconfident or maybe even a little scared. Sometimes we look so forward to winning we think that the game has already been won before it has even started. But they didn't. They played hard for those 120 minutes, including two overtimes, and they finally clinched the game in a shoot-out. In our fight against pediatric HIV and AIDS, we are not even in overtime yet. There are still many minutes left on the clock. And though it is nice to read the news reports about some of the advancements that are being made, it is also very important to remember that we still have a long way to go.

Since HIV was first identified in the 1970s, over 47 million people have been infected with the virus around the world, of whom 14 million have died. Last year we saw the biggest annual death toll worldwide from AIDS — 2.5 million people died, including 500,000 children. Even here in the U.S. where death rates are plummeting, we are seeing a dramatic increase in infection rates for women of childbearing years and for adolescents.

These figures are simply staggering. Today we are still without a vaccine, a cure, and in developing countries we lack affordable treatments. But we still have reason to hope. One of the most successful programs we are funding is our Elizabeth Glaser Scientist Award, a five-year grant that is given to a select few of the best and brightest scientists in the world. The CWA supports this program and has made a commitment to our Elizabeth Glaser Scientist Award of \$100,000 a year for five years. This program is designed to bring together a team of the most renowned researchers in the field with a shared goal of bringing about a generation of children born free of HIV/AIDS. This year there was a study published in "Nature Medicine," detailing the breakthrough work conducted by three of our Elizabeth Glaser Scientists — Mike McCune, Jerry Zack and Rich Kohn.

This study showed that the thymus, which is the major source of new T-cells — T-cells fight infection in the body — and was long thought to be dormant, is still functioning for adults. When anti-retro viral drugs suppress HIV, the thymus can help reconstitute the immune system. Now, I am not a scientist, and I know that many of you are probably not scientists, and maybe you haven't even thought about a thymus or knew you had one, but this important breakthrough news is the first hopeful evidence that the HIV-ravaged immune system may be able to rebuild itself following treatments with anti-HIV drugs. (Applause)

The collaboration of these scientists came about as a result of conversations at our annual think tank. You might think that collaboration is a normal occurrence, but in science it is not. Scientists normally toil alone, single-handedly, in their labs. This work would never have happened if it had not been for the fact that we bring them together to talk about their work, to share their progress, and to think about ways they could work together to advance progress in this fight, and, of course, without the funding that we are able to provide for our scientists.

I hope all of you feel proud of the contribution you are making in this important work and in

making the lives of children with HIV and AIDS a little better.

One of the children your funding has directly helped is Joey DiPaulo. Joey is a 19-year old who has just finished his freshman year in college. He is the same age as my daughter Jenny, and in so many ways just like her — a normal teenager, if you know what I mean. But he also has AIDS. I want to read a letter that we received from Joey's mom after they attended our "A Time For Heroes" event in Los Angeles this year. The letter wasn't really written just for us at the Foundation; it was written to each of you as well. His mother Carol wrote: "As the mother of a child with AIDS, your hard work and dedication have blessed me with the opportunity to see Joey grow up, something I was told I would never see. The monetary support you have given toward research is the reason I still have him to laugh with, talk with, hold and love. I pray that the need for this important work would end today, but as long as the need to save lives continues, I thank God for all of you at the Elizabeth Glaser Pediatric AIDS Foundation."

This is a powerful gift you have given Carol, and to many mothers across the world in the past ten years. As a foundation we will continue our work, and we will continue our commitment to collaboration. If she were here today instead of me, Elizabeth would tell you that we simply cannot quit now. We must press on until we see an end to mother-to-infant transmission and a generation of children born free of HIV; until we have more affordable and better treatments and therapies that will improve the lives of children with HIV/AIDS.

And, finally, we must press on until we have an effective vaccine. With your help we can provide a lasting gift to the children of our world, the gift of healing, the gift of life.

On behalf of Brett, Samantha, Joey and countless other children, thank you from the bottom of our hearts for being a part of this, and God bless you all.

... The delegation arose and applauded ...

SECRETARY-TREASURER EASTERLING: You should be very proud of yourselves. You know, from time to time many of you encounter vendors that contribute to a variety of charities that CWA is involved in. Morty and I felt it was important that we give recognition this morning to a group of people called the Principal Financial Group - CWA Focus Marketing Team, who met recently and decided to give \$10,000 to CWA's Pediatric Foundation. (Applause)

Kate mentioned this 19-year old boy, Joe DiPaulo. Because of our participation in the Pediatric AIDS Foundation ever since Elizabeth Glaser addressed our Convention in Toronto, I have been able to follow a number of these youngsters and have seen them virtually year to year.

I want to tell you just one incident about Joey. He is a youngster from Staten Island, New York. About six years ago when he was 13, Elizabeth asked me to come out to Santa Monica early for a news conference. The news conference included Oscar De La Hoya, the lightweight champion of the world, and then ideally Sandy Koufax. Joey was the third speaker, and I was the wrap-up. You know, it's like being called on to speak after Bill Clinton, because Joey told the press how he was affected, but his punch line was — and here is a 13-year old kid — that he was going to spend the rest of his life going from school to school talking about safe sex. Now I ask you, how do you follow that? (Laughter)

But one other story. There was another youngster who had just graduated from high school, and sent a card to all the folks at Pediatric AIDS. I was out there for the board meeting. The card said, "If you listened closely, you could hear my mother's fingers uncrossing," and I think in those few words it tells you what the families live with from year to year.

So thank you so much, Kate, for being here with us. (Prolonged applause)

PRESIDENT BAHR: Would the Appeals Committee come to the platform?

While they come to the platform, I want to talk to you about something. You all received a handbill this morning. You received it as you came back to the hotel last night after having dinner. There were about 30 or 40 or 50 delegates there. I have it with me. This was done deliberately to create confusion and dissension.

Now, I am very happy that Vice President Mancino told me a little while ago at a district meeting this morning that they put this issue to bed, but because people saw fit to bring you into this, I think you are entitled to know what the facts are. (Applause)

I would be careful about what I say because this convention has no authority over labormanagement relations, just as we don't over a contract that we hold with an employer. It would be an unfair labor practice for us to be involved in the convention in the contractual relations that CWA has with the staff union. You remember, and I tell you this as a backdrop, in my keynote address where I spoke about the reduction in income and that we have six unions and we respect and deal with them in the fashion that we expect all of your employers to deal with us — in honesty and good faith and justice. (Applause)

So when I looked at this in the lobby last night, I turned to one person who was in that group who was a keynote spokesperson/representative for Ms. Riordan, and I said, "Didn't you ask to meet with me on Sunday?"

He said, "Yes."

"Didn't I tell you that she is on the payroll?"

He said, "Yes."

"Didn't I tell you that the President of this union is the only one who can fire someone?" He said. "Yes."

I said, "What is this all about?"

In addition, there is no one in this room who, if you thought you were discharged, wouldn't go in the first place — that we tell our members to go to — the union. The staff union President and officers are just as upset about this as I am because, had she gone to the President of the union, she would have found out two things: One, that we were already meeting on her grievance while we were here and that we agreed to continue discussion after the convention. Secondly, he told me that he told her she was not off the payroll.

I am glad, as I said, they worked it out. I want to make it very clear that the President of this union will never react to attempts to intimidate or threaten him in any way. (Applause)

The members of the Appeals Committee are: Patricia Chronic, President, Local 1022; Jerry Schaeff, President, Local 4322; Pamela Gomes-St. Aubin, President, Local 9576; William Lambdin, President, Local 51021; and Rocky Barnes, President, Local 3680, Chair.

The Chair recognizes the Chair of the Appeals Committee.

DELEGATE ROCKY BARNES (Local 3680, Chair, Appeals Committee): Thank you, President Bahr

The Appeals Committee convened July 7 through July 11 at the Fontainebleau Hilton Hotel in Miami Beach for the purpose of receiving and disposing of appeals in accordance with the CWA Constitution and the Internal Appeals Procedures of the Union as established by prior Convention and/or the Executive Board.

The Committee was available to meet with interested parties on July 10 and 11 between the hours of 2 p.m. and 6 p.m. Outside of these hours, the Committee was available by appointment. Before we begin our report from the Committee, I would like to thank the Committee Members, Pam, Patti, Bill and Jerry for their hard work and the time they have devoted to these appeals. Also, the Committee thanks Doug Thompson, Administrative Assistant to the District 2 Vice President, for his support and work in assisting the Committee.

Committee member Jerry Schaeff will read Appeal No. 1.

DELEGATE JERRY SCHAEFF (Local 4322): APPEAL NO. 1

On March 5, 1999, Keith Edwards, Vice President of Local 1105, appealed the decision of the CWA Executive Board not to arbitrate Grievance #E1359-97. The appeal was filed on behalf of member Jay Dunn, who was terminated.

The Grievant, Jay Dunn, was employed at Bell Atlantic North as a Service Representative and had 14 years service at the time of his termination. He was terminated on November 3, 1997, for Violation of the Code of Business Conduct, which included unauthorized access of customer account records and Local Usage Detail List (LUD).

The file shows a customer complaint led to a security investigation which determined the grievant had accessed his own account record and the account records and local usage detail lists of his brother's girlfriend, and those of a co-worker. The file clearly shows there is no dispute of these facts and, regardless of intent, Mr. Dunn admits to accessing these records.

Because of the facts involved, the Committee agrees an arbitrator would conclude the company had just cause. Therefore, the Appeals Committee recommends the decision of the CWA Executive Board be upheld and the appeal be denied.

. . . Cries of "I so move" . . .

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: We have a second from the floor. There are no delegates at a mike. All those in favor of the committee recommendation on Appeal No. 1 indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

CHAIR BARNES: Committee member Bill Lambdin will read Appeal No. 2.

DELEGATE WILLIAM LAMBDIN (Local 51021): APPEAL NO. 2

On May 28, 1999, 2nd Vice President Todd Erickson of Local 7200 appealed the decision of the CWA Executive Board not to arbitrate the dismissal of Teleconference Specialist Rushon Finlay. Finlay was an employee of AT&T for approximately 2-1/2 years when he was fired on November 20, 1997. AT&T charges that Finlay "abandoned" his post during a teleconference call without checking with the help desk (in violation of Company policy) and returned 5 to 10 minutes later again without checking in with the help desk. Nothing in the record refutes this claim. On its own, this strikes the Committee as a relatively minor infraction of Company policy. However, Finlay had been disciplined on three previous occasions, including a three-day suspension.

Finlay and Erickson contend the real reason Finlay was dismissed was his role as a job steward. While of obvious concern to the Committee, nothing in the record refutes the paper trail of progressive discipline the Company established leading up to Finlay's dismissal.

Second Vice President Erickson appeared before the Committee and was helpful in explaining the workplace procedures. After careful review, the Appeals Committee recommends that the decision of the CWA Executive Board be upheld and the appeal be denied.

... Cries of "I so move" ...

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Delegate Erickson, Microphone 4.

DELEGATE TODD ERICKSON (Local 7200): President Bahr, delegates, retirees and guests, brothers and sisters, this is a case about an AT&T shop steward being fired for going to the bathroom for four minutes. Only four minutes. There was no service trouble with this teleconference call. There were no customer complaints.

Other teleconference specialists were on the call when union steward Rushon Finlay went to the bathroom. Union steward Rushon Finlay was an executive shop steward. Rushon had many runins with AT&T management as a union steward. It is our belief that management retaliated against an outspoken union steward.

Brothers and sisters, there is a long history in the AT&T operators and teleconference business units of workers having difficulty getting off the clock to go to the bathroom or receiving discipline after the return

There was not adequate coverage to the workers on the policy of taking short reliefs to go to the bathroom. This should not qualify as a triggering incident for firing. This should not qualify as a code-of-conduct discipline.

I urge the delegates to support fired union steward Rushon Finlay and overturn the Appeals Committee decision. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 5, Delegate Unger.

DELEGATE LAURA UNGER (Local 1150): I just have a question about what the other code-of-conduct violations were.

PRESIDENT BAHR: Committee.

CHAIR BARNES: Twice, about four months before the triggering incident, he was disciplined and received code-of-conduct violations for playing games at his computer console.

About a year previous to that occasion, he was disciplined for taking a personal call on duty. A total of three.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE UNGER: I think that just about does it. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 5, Delegate Anesi.

DELEGATE TOM ANESI (Local 7214): President Bahr, were there any grievances filed regarding AT&T pursuing his union activity work?

PRESIDENT BAHR: Committee.

CHAIR BARNES: According to the file, the committee tried to determine if there had been

grievances filed on the prior three alleged violations of code of conduct. The local union did not process grievances on those.

The grievance before the committee had nothing to do with retaliation for a job steward, so that is the best answer we can give you at this time.

PRESIDENT BAHR: You are entitled to a second question, Tom.

DELEGATE ANESI: Thank you.

PRESIDENT BAHR: Microphone 5, Delegate Hough.

DELEGATE GARY HOUGH (Local 6325): Have any other employees in this work group ever been terminated for taking restroom breaks?

CHAIR BARNES: Due to the information provided in the files, there is no way this committee knows if any other employee in the work group had ever been disciplined. We had a file pertaining to the facts of the case of Mr. Rushon Finlay. That is not a good answer, but we do not know.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE HOUGH: No others.

PRESIDENT BAHR: There is nobody else on the microphone.

All those in favor of the committee recommendation on Appeal 2, raise your hands. Down hands. Opposed, by like sign. The committee is reversed. (Applause)

Would Delegate Erickson come to the motions mike and move that the grievance of Rushon Finlay be arbitrated? (Applause)

DELEGATE TODD ERICKSON (Local 7200): I move that the decision of the delegates to overturn . . .

PRESIDENT BAHR: Just a plain, straight motion. **DELEGATE ERICKSON:** I move that we arbitrate this.

PRESIDENT BAHR: That's it.

... The motion was duly seconded ...

PRESIDENT BAHR: It is seconded from the floor. (Applause)

I take from your applause that the motion is approved and so ordered. (Applause)

The Chair recognizes the committee.

CHAIR BARNES: Committee member Patricia Chronic will now read Appeal No. 3.

DELEGATE PATRICIA CHRONIC (Local 1022):

APPEAL NO. 3

Keith Edwards, Vice President of Local 1105 has appealed the Executive Board's decision denying the arbitration of Member Lisa McDonald's termination grievance. The appeal before the Committee is timely and proper.

After a customer complaint, the results of a security investigation indicated that Lisa McDonald had violated the Company's Code of Business Conduct on several occasions. She was dismissed from Bell Atlantic on November 24, 1997.

The file indicates that Ms. McDonald both accessed the telephone accounts and issued service orders on the accounts of personal friends.

The Company claims that Ms. McDonald violated Company policy by not obtaining supervisory approval before accessing the accounts, and also by not following company practice in the issuing of orders for new service at an address with unpaid final bills

While Ms. McDonald claims that she did, in fact, follow Company policy with regard to the final bill locations, there is no way to prove it. The Company, however, can prove that Ms. McDonald did access the specified customer records and issued the service orders.

After careful consideration, the Committee determined that Ms. McDonald did violate the Code of Business Conduct on at least six occasions, and that an arbitrator would rule that she was terminated for just cause.

Neither Ms. McDonald nor a representative of her Local came before the Committee to present additional information. It is the recommendation of the Appeals Committee that the Executive Board be upheld and that the appeal be denied.

... Cries of "I so move" ...

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

. . . The motion was duly seconded . . .

PRESIDENT BAHR: There is a second from the floor. No delegate cares to speak on it.

All those in favor of the committee's recommendation indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

The committee.

CHAIR BARNES: Committee member Pamela Gomes-St. Aubin will now read Appeal No. 4. **DELEGATE PAMELA GOMES-ST. AUBIN (Local 9576):**

APPEAL NO. 4

On June 29, 1999, Marsha Bays appealed the decision of the CWA Executive Board not to arbitrate CWA Local 2203 Grievance #2203-9-3/98 (Bell Atlantic Company Grievance #98-01421-Termination).

Ms. Bays, the grievant, was employed by Bell Atlantic as a cable splicer with more than 21 years of service. She was terminated on March 5, 1998, for violation of the Company's Code of Business Conduct.

The file shows that Ms. Bays made a statement in a "team building meeting" on February 27, 1998, that was considered by those present to be racist, in that it called for action similar to that of the KKK. The file also shows that a formal warning was given on July 15, 1997, for racist remarks made to coworkers and customers, generating complaints from both.

Because of the facts involved in this case, the Committee agrees with the CWA Executive Board and recommends that this appeal be denied.

PRESIDENT BAHR: You heard the recommendation on Appeal No. 4.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: No one is at a microphone. All those in favor of the committee's recommendation, indicate by raising your hand. Down hands. Opposed by like sign. The committee's recommendation is adopted.

The Committee.

CHAIR BARNES: Since new information has recently been provided to the Vice President of District 6 concerning Appeal No. 5, the Vice President has notified the committee that he intends to arbitrate the grievance which is the subject matter of Appeal No. 5. (Applause) Therefore, this appeal is withdrawn.

Committee member Bill Lambdin will now read Appeal No. 6.

DELEGATE WILLIAM LAMBDIN (Local 51021): APPEAL NO. 6

On November 17, 1998, Local 1058 Executive Vice President Kenneth D. Bishop appealed the CWA Executive Board's decision not to arbitrate Grievance #97-094A, the termination of Michelle Lambros.

Ms. Lambros was a Senior Records Clerk for AT&T with four years of service when she was terminated on April 28, 1997. The grievant had begun a disability absence four months previously. When she was cleared to return to work by a company doctor on April 14, 1997, she failed to do so. The company twice advised Ms. Lambros that she was required to return to work by a certain date or provide a satisfactory explanation of the reasons for her absence. Ms. Lambros did not respond to the company official making the return demand.

Local 1058 contends that the documentation provided was sufficient to show that Ms. Lambros' attendance problem was caused by her medical condition. Further, it contends the company failed to protect the grievant under appropriate disability requirements. However, Local 1058 did not address the company's interpretation that the grievant in effect resigned by failing to respond properly to return to work instructions.

The Committee met with Local 1058's Executive Vice President Kenneth Bishop on Saturday, June 10, 1999. The discussion was useful and added to our understanding of the issues. However, after careful reflection and full consideration, the Committee is persuaded by President Bahr's response to the appeal: "Arbitrators consistently hold that an employee, when given contradictory medical instructions by their own and company physicians, must follow the company's instructions to report to work."

Nothing on the record or in our interview with the appellant indicates Ms. Lambros complied with this principle. Therefore, the Committee upholds the decision of the CWA Executive Board and recommends that the appeal be denied.

PRESIDENT BAHR: You heard the recommendation.

. . . The motion was duly seconded . . .

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

Microphone No. 4, Delegate Bishop.

DELEGATE KEN BISHOP (Local 1058): I rise today to urge you to overturn the ruling of the Appeals Committee and sustain the appeal of Ms. Lambros.

As indicated in the committee report, Ms. Lambros was on disability December 16, 1996, after being treated in an emergency room. She remained on disability through the period of April, when the company, through her failure to come back to work, said she had to come back to work, which was in conflict with her treating physicians. The one physician that was treating her said she could come back and work half days. The other physician said he didn't want her back at all. On April 28, 1997, Michelle was terminated. She not only filed a grievance, but she filed a complaint with the New Jersey State Department of Labor Board of Review Private Plan. After the third step of the grievance hearing, the company agreed to hold the grievance until the end of the litigation.

On March 3, 1998, the Department of Labor in New Jersey rendered the following rule: "In this matter, the report of the examining physician is in conflict with that of the treating psychologist who did not release the claimant as able to work until December 22, 1997. The claimant remained under medical care and treatment to at least that date, and her credible testimony supported by the certification from her doctor, is sufficient to establish that she was unable to through December 21, 1997. Hence, she is entitled to Private Plan benefits through that date, subject to the exhaustion of benefits.

"The self-insured employer is ordered to pay the claimant Temporary Disability benefits under the plan for the period April 15, 1997 (applause) through December 21, 1997, subject to the exhaustion of benefits.

"It is further ordered that a Statement of Compliance with this Order be sent to New Jersey Department of Labor, Bureau of Private Plan, Private Plan Compliance Section, Claims Review Unit in Trenton. New Jersey."

Now, we have always been told we cannot arbitrate benefits, but we went to a third party and had it adjudicated. They ruled in her favor. She was in compliance with the plan. The employer was not. (Applause)

What is before you today is: Did the company have just cause to terminate her on April 27, 1997? And I submit to you, because of the ruling that the employer was not in compliance with their own benefit plan, that she was unjustly terminated; and therefore, she should be returned to employment. So I have asked this body to overturn the appeal of the committee's report and adjudicate her claim under the provisions of our contract arbitration. (Applause)

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

DELEGATE JAMES ALLEN (Local 6215): To the committee, was there a third doctor's opinion sought in this issue?

CHAIR BARNES: The company submitted her information to an outfit in Maine which backed the company's position.

. . . Cries of "Boo" . . .

CHAIR BARNES: Now, to the best of our knowledge, the company did not have a third doctor examine her.

DELEGATE ALLEN: So, the only thing we have that she was not disabled is the company's word on this issue?

CHAIR BARNES: It's a little more complicated than that, although I would look to the President before we discuss her confidential medical records in this public forum. There was a second clearance for the grievant, for Ms. Lambros, that shared the same opinion that she could return to work.

PRESIDENT BAHR: On Microphone 4, Delegate Murphy.

DELEGATE CHARLIE MURPHY (Local 1058): Much of what I am going to say you have already heard before, but I rise today to ask for you to give justice to one of our members, Michelle Lambros. Sister Lambros was a four-year service employee working for AT&T. On April 28, 1997, she was terminated for allegedly violating the AT&T benefit plan. The local immediately filed a grievance

At the third step of the grievance procedure, the company had yet to prove to us what part of the plan she had violated. It was put on hold while Michelle litigated her case before the New Jersey

court system — I am unaccustomed to doing this, so I'm a little nervous.

Brothers and sisters, I cannot deny that Ms. Lambros did not return to work when directed, but it is time that we take a stand and stop — I repeat, stop — letting doctors on the company payroll and nurses in AT&T Disability Management make decisions that affect our members' lives, both medical and psychological, just to save a dollar (applause and cheers), a dollar that will be used to purchase non-union companies and force our members off the payroll and take our work away from us. (Applause)

The union and the company agreed at the third step of the grievance to put the third step of the grievance on hold while the lawsuit was litigated. On March 3, 1998, the court in New Jersey ordered AT&T to pay Michelle her back benefits, but the company failed to return her to the payroll. On March 9th the National Union was notified that the grievance had been denied. I ask you to give Michelle Lambros her "day in court" in her union and vote to overturn the Appeals Committee decision and arbitrate Michelle Lambros' case. Thank you. (Applause and cheers) **PRESIDENT BAHR:** On Microphone 5, Delegate Wood.

DELEGATE JANICE WOOD (Local 9000): President Bahr, my question is for you. When you made your ruling in this appeal, were you familiar with the Susan Santamaria and Gregory Carr cases where we arbitrated the company demand for them to return to work against the decision of their union doctors and in which their termination was overturned by arbitrator William Levin? **PRESIDENT BAHR:** I am not sure, Janice. If it was in the file, I would say yes. If it wasn't — I just don't remember. I handle so many cases and this is quite a ways back, as you see the date, and I have to respond honestly. I just don't remember if that was in the file.

You are entitled to a second question.

DELEGATE WOOD: I have no second question. Thank you.

PRESIDENT BAHR: Okay. The Appeals Committee report on No. 6. All those opposed indicate by raising your hand. (Laughter) Come on, I am giving you a shot here.

I caught you up. You are not listening. All those opposed indicate by raising your hand. The Appeals Committee is reversed. (Applause and cheers)

The Chair recognizes Brother Bishop at Microphone 1.

DELEGATE KEN BISHOP (Local 1058): I make a motion that the Michelle Lambros' grievance be arbitrated. (Applause)

PRESIDENT BAHR: You have heard the motion. From the applause it is seconded. The motion is adopted.

I want you to know that the Appeals Committee worked extremely hard on all of these. Please join me in thanking them. (Applause)

Now that the Appeals Committee report is completed, for the sake of Grievants Lambros and Finlay, I hope our record is broken. (Applause) The record I am talking about is for the past ten years, as far back as I want to look, every single time the convention reversed the Appeals Committee we lost the case. So I hope our record is broken and that these two members are returned to work. (Applause)

Our next guest is the Chair of the Democratic National Committee, Joe Andrew. When I invited Joe to attend the convention, he responded to me immediately. We are very pleased to have him. But in recognition that approximately 20 percent of our members are registered Republicans, and I often hear from them, in an effort to build bridges with the Republican Party, I also invited the Chairman of the Republican National Committee, Jim Nicholson, and told him I had extended the same invitation to Joe Andrew. He didn't even respond to our invitation. He probably didn't want to stand here and try to explain why the Republican Party supported the TEAM Act and all of their other anti-union positions.

But each of us needs to work hard to encourage our Republican members to get involved in their party and change their anti-union positions or finally give up on that party. (Applause) We are delighted to welcome DNC Chairman Joe Andrew who has an outstanding 20-year record as a Democratic Party activist. He is also a respected lawyer and published novelist. He helped

as a Democratic Party activist. He is also a respected lawyer and published novelist. He helped revitalize the Indiana Democratic Party after the devastating elections of 1994, and he is doing a great job in his short term as chair of the DNC. He addressed our legislative conference in April and we are very happy to have him with us today.

Please welcome DNC Chairman Joe Andrew. (Applause)

JOSEPH ANDREW (Chair, Democratic National Committee): Wonderful, wonderful. Thank

you and good morning.

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

Wait a minute, wait a minute. Not loud enough. This is the Communications Workers of America, isn't it? Good morning.

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

Everybody can go out to get a cup of coffee, use the restroom right now, but make it quick and come back because we are going to make a lot of noise in here this morning, aren't we? (Applause)

I want you to know that not long ago all the pundits and the prognosticators, all those experts out in Washington, DC, were writing the Democratic Party's obituary. They said Democrats were out of steam, out of cash, out of ideas and out of luck. They said the party of the New Frontier, of John F. Kennedy's New Frontier, had circled its wagons, packed up camp, turned around and headed back home.

They were wrong.

They embarked on an onslaught of investigations and subpoenas in an organized attempt to bankrupt the Democratic National Committee.

I am here to tell you the simple fact that we are here and ready to fight for working families in fifty states in the United States of America. (Applause)

Thanks to the leadership of President Clinton and Vice President Gore, a great team at the Democratic National Committee and every single woman and man in this room, the Democratic National Committee for the first time in a generation is out of debt and on the playing field. (Applause)

For a party that at one point had more than \$16 million in debt, driven up because of the Republican in Congress investigation, we have a surplus now, and we are in better position than we have been going into any Presidential election in two decades.

That is because of you. That is because of your hard work and because Americans all over this country have reached deeper into their wallets to express their support for the things that Democrats stand for by sending them a check.

Now, in 1960 we had our convention in Los Angeles, and we are going back there again next year. And in 1960 we nominated John F. Kennedy to be our President, and he spoke at that convention of a New Frontier, of new challenges.

When we go back there, we have got to talk about the next frontier, a frontier that all of you are on the edge of celebrating in this convention here today. It is a frontier not of geography, but of ideas. It is a frontier not of physical hardship, but you have a creative challenge. It is a frontier not of "suppose" but of "propose," a time to dream, a time to build, a time to create.

As we move into that next frontier, we must be the people that conjure up new ideas, embrace new people, work with new technologies. We Democrats must always be the party of what is next.

Here's what's next. We are going to win control of general assemblies in state legislatures all over America with your help. (Applause) We are going to win governors' offices all over America with your help. We are going to win back the United States Senate with your help. We are going to capture the people's House, the United States House of Representatives, with your help. (Applause)

How is this for a two-word motivational speech: Speaker Gephardt. (Applause) We are going to keep a Democratic family living at the other end of Pennsylvania Avenue where a good Democrat named Bill Clinton has fought for and persevered against opposition to assure the best economy in a generation.

Now, when all that happens — and I want you to write this down — Republicans are going to have one hell of a Y2K problem. (Applause)

Now, it's not going to be easy; nothing important ever is. But we can do this together if we stay true to the values of working families that gave our party life.

This is a big election. The calendar and the closeness of all the races make it a big election. It's also a big election because there are big decisions that have to be made, and on so many decisions the choice really comes down to this simple thing. If we stand on the edge of that next frontier, the choice is: Will America move forward, or will we turn back? Move forward or turn back?

I'm sure it's the same question that must have been asked by the first Americans on the first frontiers, who pressed their way across the Bering Straits into Alaska at a time before history itself began; the question that sent shivers to the more faint-hearted members of Christopher Columbus' crew; the question Washington asked his troops at Valley Forge; and the question Dr. King asked the people in Montgomery: Do we move forward or turn and go back? I know where we stand. If you believe America must move forward, if you believe America must not turn back, then I ask you to stand with us, to stand with the Democrats. (Applause) Now, we have a name for people who want to go back to the old failed policies of the past, and it's a bad name, an X-rated name. If there're any children out here in the audience, please put your hands over your ears right now. Those people who want to go back, you know what we call them? The worst thing possible: Republicans. (Applause)

We've got a name for people who want to move forward, who want to work harder, who want to do better. We are called Democrats. It's really as simple as that. (Applause)

The failed policies of the past are with the fat cats and country clubs. The future is with the men and women in the union halls. (Applause) Let them have all of their slick special interests. Let them have their \$36 million and their exclusive country clubs. You give me a union that is willing to fight and I will show you victory. (Applause)

Democrats want to move forward on the economy. After years of hard work, we have helped American people clean up the wreckage of the 1980s, a trickle-down economy that nearly bankrupted our nation, adding more to the national debt during the 12 years of Reagan/Bush than had been accumulated over the entire 200 years before that.

In this room today we have the women and men who have built the mightiest economic engine the world has ever seen — with more jobs, higher wages, stronger growth, lower inflation. I know it's time to look back with pride at what we have all together accomplished and say, "We have never had it so good," but Democrats must say, "We can do it better. We must do it better." Amazingly, our friends in the Republican party look at America's remarkable economic engine and they want to throw it in reverse. They want to go back, back to a time when those trickledown economics took us from being the largest creditor nation in the world to being the largest debtor nation in the world; back to a time when deficits stretched out as far as the eye could see; a time when factories were closing, families were hurting, serious people were writing serious books about the decline and fall of America's economic might, treating us like another has-been nation.

We must not allow them to drag America back to the economic policies that divided our people, bankrupted our treasury, hamstrung our potential. We must move forward with a new economic policy built on new ideas and a proven record of success, of fiscal discipline, targeted tax cuts to help folks get an education, to raise their children, to save for retirement, to create new jobs. And to do this we must fight for a raise in the minimum wage. (Applause)

If not now, then when? If not us in this room fighting for it, then who? That is the question that Democrats ask, and the answer is the Democratic economic philosophy that has given us the longest peacetime prosperity in the entire history of America.

Perhaps most importantly, if we master this new economy that we have all done so much to create, we must also move forward on education. We must have a system of public education that allows every American to reach the fullest of their God-given potential. We must not allow Republicans to drag America back into this surrenderist education policy that takes badly needed taxpayer dollars over here from our public schools and moves them to elite private academies or to some giveaway program called vouchers. We cannot let that happen. (Applause) Americans know we must fight. Republicans throw up their hands and say, "Turn back." Democrats want to roll up our sleeves and move forward because Democrats are the hard workers in America. Democrats are the smart workers in America. Democrats are the Communications Workers of America, and that is why we are going to win. (Applause) We must move forward on health care. We have worked hard to expand coverage, to control costs and maintain excellence, but the Republicans want to take us back. They oppose simple efforts like trying to make sure we cover poor children despite the fact that having fewer visits to an emergency room for a kid saves us money. We cannot let Republicans drag us back. We have to fight on the environment. We remember all those dark days in the 1980s when beaches right here in Florida were closed. Republicans said that it was inevitable; that waste

would wash up on our shores; that it was the price of progress, the price of economic growth because a strong economy and a clean environment could not coexist. We should not let Republicans drag us back there to those days.

We have to have an environmental policy that generates jobs and at the same time reduces pollution — that marries our mastery of technology with our reverence for nature.

We have to move forward on crime as well. Democrats are fighting to make sure we can hire a hundred thousand new police officers and put them on our streets and communities all over America. For the first time in history, we have taken on the NRA (applause) — go ahead, give a round of applause for that — the Washington gun lobby that has for too long controlled too many votes in Congress because, as we all know, you can't spell "Republican" without an N, an R, and an A. The fact of the matter is this: We never want to deny a legitimate hunter or sportsman the right to buy or own or use a gun as millions of law-abiding Americans do every day.

Democrats want to prevent young people under the age of 21, as well as fugitives, felons and stalkers, from illegally obtaining guns. This is not about gun control. This is about gun safety. This is about too many children and too many police officers outgunned by assault weapons; too many heartbroken parents asking this simple question, "How could this happen here?"

Republicans want to go back. They want to go back to a time when crime was like the weather, something we all talk about but nobody does anything about. The Republican politicians are so cowed by the NRA, you can almost hear them moo. The fact of the matter is, we have got to stand up against those special interests and we have got to move forward on every one of those issues.

The bottom line is this: Republicans have become the cranks of American politics, that bitter old guy who lives down the street who yells at all the kids to get the bike off the lawn. In the midst of undeniably good times, they still see an enemy under every bed, a crack under every sidewalk, a cloud behind every silver lining.

I can picture their bumper stickers now on the back of every big foreign car they drive: "The G.O.P. - The Grumpy Old Party." (Applause) Look, they have no new ideas. They are just trying to swipe ours and call them their own.

That is the great divide in American politics today, the Grand Canyon. They are the party of pessimism. Republicans believe America is doomed and sinking deeper. We believe America is great and getting greater. Republicans want to tune out and turn off; we want to step in and move forward. They preach intolerance; we demand inclusion.

Now, it is not enough to have the winning arguments, the right values, and the best plan for America. We have to win elections. We need a plan. That is what the DNC has, a plan to make the Democratic National Committee the most formidable organization in the country.

People often just think of a national political party as a bank. That is part of our role, to raise dollars and put them into campaigns and state parties and county organizations. The DNC has to be more than a bank. It has to be a data bank, a phone bank, a blood bank for the new lifeblood of politics, ideas and information.

We have developed a 31-point plan of action called "America 2000" that has this simple goal: to make sure that we have the volunteers and the technology and the voter files and a party that is focused and disciplined about winning elections.

Now, one of those points I want to raise for you is this. We have an initiative called a "Campaign Store" that has allowed us to put together an operation where any candidate can dial a single 1-800 telephone number or go on a website and find all kinds of things they need to win a campaign. And we can get there by bulk purchasing, whether it's computers, office supplies, long distance services. We will have already saved Democratic candidates \$10 million going into the elections in 1999 and 2000 if that "Campaign Store" works.

I think we should borrow a page from Governor Jesse Ventura from Minnesota and sell our own action figures. I am here right now to announce the Morty Bahr action figure and the Barbara Easterling action figure. Stand out of the way, GI Joe and Barbie, Morty and Barbara are here. (Applause) You pull the string on the back and it says "Early to bed, early to rise; work like hell and organize." (Laughter and applause)

If that goes over well, we may even sell those despicable and horrible, morally depraved Teletubbies from the "Campaign Store." All of this is funny, but it is serious, too. We have to hold Republicans accountable when they do those crazy things. When they say a

fictional cartoon character is dangerous because it might be gay, or some Americans are not fully American because they are immigrants, we have to hold them accountable for that craziness. When they endanger the recovery by rolling the dice with risky tax cuts, we have got to hold them accountable for their carelessness. When they say that women are not hard-working enough to deserve equal pay, we have to hold them accountable for that nonsense. (Applause) When they say that women are not smart enough to make their own decisions about reproduction, we have got to make sure they pay a heavy price on Election Day. (Applause) I am proud of what we have set out to do. It will ensure that in every state, every district, every election, Democrats can run campaigns that are both high-tech and high-touch, campaigns that fuse the innovation of Silicon Valley with the intimacy of Main Street, that combine the sizzle of Hollywood with the steak of the local union hall. That is how we are going to win. We are going to win because all those Republican candidates for President are a Democratic political consultant's dream. Let me tell you about a couple of them.

I am from Indiana where Dan Quayle is from. In Indiana we say Dan is more of a punchline than a President. (Laughter) Pat Buchanan has returned this year. He is the most progressive candidate of '99 — that is 1899. Pat Buchanan is back.

Lamar Alexander is back as if he never left. I don't know how anybody can vote for him. He is giving plaid a bad name. (Laughter)

John Kasich has left the race. I'm not sure anybody noticed. That's the guy who had so much enthusiasm a lot of people thought he was on Viagra. (Laughter)

New Hampshire Senator Bob Smith has announced he is running for President as an Independent. Do you believe this? He is leaving the Republican Party because he does not think it is conservative enough. That is a fact that is so funny I don't even need a joke about it.

The departure of Kasich and Smith means that Orin Hatch has moved from 12th place to 10th place. He seems to have the big momentum there, coming on strong.

Steve Forbes, who has the bank account of Bill Gates and the personality of MS-DOS, has run before too, but this time around he has promised the radical right that he will trade his flat tax economic policy for their flat earth social policy.

Those guys are one motley crew. It is no wonder they want to send in the Red Cross. (Applause) It is too bad for Lizzy Dole that the first woman elected President is going to be a pro-choice Democrat. (Applause)

Then there is George "W" Bush. You know, voters know astonishingly little about this guy beyond the monogram on his shirtsleeve. We all know it takes more than just a middle initial to win the hearts of middle America. The Republicans want to announce this guy for the presidency. Well, ladies and gentlemen, you are looking at the fly in the ointment. Because we are going to send "W" back to Texas with his silver spoon in his mouth. (Applause)

George W. Bush is someone who simply refuses to answer any questions about anything that he stands for. He claims to be different than his party, but as soon as he gives a speech, all that we learn is that George W. Bush's compassionate conservatism is the exact same thing as Newt Gingrich's "Contract With America," only reprinted on new pastel paper. He is working with his gang from Texas, Tom DeLay and Dick Armey, to lead a U.S. Congress into a far right-wing quicksand.

Conservative compassion is like being a right-wing moderate. You cannot have it both ways. It is simply a wolf in sheep's clothing, ladies and gentlemen. It is the same old thing, just new packaging. And I know you will not let him get away with it, will you? (Applause) Because there is only one thing you need to know about George W. Bush: He supports Paycheck Protection, the most anti-working-family initiative in the history of America. That alone ought to disqualify him from being President of the United States. (Applause)

Now, George Bush's motto might well be "I'll get mine, you'll get yours, and the hell with everybody else." The Republican motto seems to be "We're all in this alone."

That is not the Democratic motto. It is not America's motto. America's motto is, "You can pull out your wallet, pull out a dollar bill, look right there on the eagle — and you know, you should never hold money out to a Chairman of a national party — look at that dollar bill. It says "e pluribus unum" right there. From many, one.

We are one nation under God, and we are one nation by God. We Democrats will never, never let Republicans go back to the politics of division where they pit blacks against whites, old against

young, north against south, always looking for those Republican issues to divide us by region, by race, by gender and by generation. We Democrats have to answer them.

We are one people, one nation, with one common destiny. That destiny is to move forward to a future so broad, so bold, so bright, that even the most visionary of our founders may not have been able to dream it. That is our next frontier.

Now, pass that dollar up here to me. If that is the future you want, if that is the next frontier that you want to conquer, then we need your help. The other side has money enough. They always do. They have mastered the politics of personal destruction. They always do. If you think that we are going to let the folks who tried to shut down the government, who tried to overturn a presidential election, who tried to cripple Medicare and cut Social Security in the White House and the Congress and the state houses of this country without a fight, then you are sadly mistaken. Because, by God, with your help, we are going to fight them until hell freezes over, and then we are going to fight them on the ice. (Applause and cheers)

They are going to need every single one of their corporate lobbyists and their right-wing pressure groups, because we have something much more powerful on our side. The first three words of the Constitution of the United States of America, "We the people." (Applause)

We have the people on our side. (Applause) And "we the people" say America should not turn back; that America is moving forward; that all of us together should be welcome in America, because everyone is welcome in the Democratic Party. We don't care whether you are black or white, red or brown or a nice shade of purple, you are welcome in the Democratic Party. (Applause)

We don't care whether you pray at a church or a temple or a synagogue or just around the kitchen table at your home, you are welcome in the Democratic Party.

We don't care whether you walked into this room or whether you rolled into this room, you are welcome in the Democratic Party.

We don't care what gender you are or what gender you want to hold hands with. As long as you want to hold hands, you are welcome in the Democratic Party. (Applause)

And we don't care about the size of your bank account, just the size of your heart. And we don't care about where you are today, just where you dream you want to be tomorrow. That's the Democratic Party that is "we the people" that will win victory in November with your help. Thank you and God bless.

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

PRESIDENT BAHR: Thank you very much, Joe. We look forward to working with you for Victory 2000.

At Microphone No. 1, Delegate Fahrenholt.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): I would like to make a motion that we suspend the rules of the day and complete the business.

PRESIDENT BAHR: The motion has been made to suspend the rules, which called for a lunch break, and go right through. I might just add that we probably have about two hours of work, give or take.

It is not debatable. All those in favor, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted, and we will not break for lunch. So, feel free to have somebody go out and bring the pizza in, and you will probably watch me eat it up here.

Would the Resolutions Committee come to the platform?

The Chair recognizes the Resolutions Committee.

DELEGATE SHELLY M. HARTON (Local 2201, Chair, Resolutions Committee): Thank you, Mr. President. The Chair would like to recognize Ray Myers.

DELEGATE RAY MYERS (Local 13000): Would the delegates please turn to page 4 of the Resolutions Committee Report. I will read the resolveds of Resolution 61A-99-4, entitled "We Support Census 2000."

WE SUPPORT CENSUS 2000

More than 285,000 census takers and support personnel will be needed to account for the anticipated 118 million housing units and 275 million people across the United States. But it isn't its size that makes Census 2000 important. It is all the things that we will learn about ourselves that will help America succeed in the next millennium.

The federal government uses census numbers to allocate over \$100 billion in federal funds

annually for community programs and services, including education programs, housing and community development, health-care services for the elderly, job training and many more. State, local and tribal governments use census information for developing social service programs, community action projects, senior lunch programs and child-care centers. The U.S. Congress uses the census totals to determine how many seats your state will have in the U.S. House of Representatives. Likewise, states use the numbers to allocate seats in their legislatures.

The individual census data is held confidential for 72 years and by law, the Census Bureau cannot share our individual records with any other government agency, including welfare agencies, the Immigration and Naturalization Service, courts, police, and the military. RESOLVED: That the Communications Workers of America joins the U.S. Census Bureau in its goal of a complete and accurate count in Census 2000, particularly among those population groups that have been traditionally under-counted in the past.

RESOLVED: That CWA will publicize its endorsement of Census 2000 through our publications, urging the members and the public to cooperate.

RESOLVED: That the Locals will actively encourage participation of the members and their families and will reach out to retired members and others to encourage them to participate in the process as census takers.

DELEGATE MYERS: Mr. President, the Resolutions Committee moves adoption of Resolution 61A-99-4, entitled "We Support Census 2000."

. . . The motion was duly seconded . . .

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

On Microphone 3, Delegate Lugo.

DELEGATE JUDY LUGO (Local 6186): I am here to urge all our delegates to please vote for this resolution.

I come from an area which was always grossly under-counted, where the census takers have a hard time trying to get people to answer these questions, where we have a lot of people who are not legal residents or U.S. citizens, and their information is not taken. They won't answer questions, yet, they use the services that we have.

I have a daughter who just hired on with Southwestern Bell and just joined the union, and she is also a census taker. She told me the hard time she has with preliminary work out in the field. A lot of people will not answer the door, because they are afraid this information is going to be given to Immigration and that Immigration is going to come and send them back to Mexico.

So I urge that people get out there and urge other CWA members to please, please become census takers, get out there, speak to the people, talk to them, let them know this information will not hurt them in any way, and that services that are badly needed are counting on the census takers and the numbers we get. Thank you. (Applause)

PRESIDENT BAHR: No other delegates at the microphones. All those in favor of 61A-99-4 indicate by raising your hands. Down hands. Opposed, by like sign. It is adopted. Committee.

CHAIR HARTON: Thank you, Mr. President. The Chair would like to recognize Ray Myers. **DELEGATE MYERS:** If the delegates would please turn to Page 5 of the Resolutions Committee report, I will read the resolveds of Resolution 61A-99-5, "Strengthening Social Security."

STRENGTHENING SOCIAL SECURITY

The Social Security system is the most successful social program in American history. For more than 60 years, Social Security has delivered benefits to retirees, disabled workers and the surviving families of workers who have died. It is a social insurance program that provides comprehensive income protection to all Americans.

Social Security provides more than half of the income of two out of three older Americans. In fact, one in three older Americans rely on it for 90% of their income. Even with the protection of Social Security, 11% of older Americans find themselves below the poverty line. Without it, fully 50% would fall into poverty.

Social Security provides proportionately better benefits to those who have found themselves out of the workforce at some point in their lives and to those whose lifelong reliance on low wage employment leaves them with no private pensions and little or no savings. Women and people of color have been direct beneficiaries of this progressive design.

Thirty percent of Social Security recipients are not older Americans, rather 6 million are disabled workers no longer able to earn a living and 7 million are surviving family members of workers who have died. Social Security provides a floor of income protection to insure their dignity and economic security.

Despite common misconceptions about the health of the system, Social Security has never missed a payment in more than 60 years. Now as our nation considers measures to insure the future of this critical program, Social Security is threatened by dangerous reform ideas proposed by ideologues that have never supported the program and would destroy it, all the while claiming to save it for future generations.

There are many proposals to replace the existing Social Security system with private accounts. Proponents of privatization cite the historic success of stock market investments. It is generally recognized, however, that despite the trend, there have also been periods during which stock values have plummeted. A person beginning to receive Social Security after such a downturn would face substantial reductions in benefits. At the same time that these proposals would tie benefits to successful investments, they would also reduce guaranteed benefits, do away with disability and survivor benefits, raise the age of retirement and reduce or eliminate protections against inflation.

Wall Street clearly sees its economic interest in the opportunity to manage billions of dollars for Social Security assets. In fact, a State Street Bank executive told the Washington Post his industry could expect fees totaling \$240 billion in just the first 12 years of a privatized system. Despite the success that many workers have enjoyed through their savings plan investments in the currently booming stock market, we must recognize the threat such proposals would pose to all of our futures. Social Security benefits provide a guaranteed floor of retirement income for all Americans, whether or not they enjoy additional private pension benefits or have been able to put money into savings.

RESOLVED: That Social Security should continue to provide a foundation of economic security for American workers and their families.

RESOLVED: That the Social Security system remains viable. While there is a need for an infusion of funding for the long term, the system can be maintained with minimal adjustments and without fundamental changes that would endanger the value of the program to all Americans. RESOLVED: That Privatization is a dangerous and unnecessary structural change that will threaten the future solvency of the system.

RESOLVED: That payroll tax surpluses have been intended to bolster the financial strength of the Social Security program and should be kept to that goal. Resulting unified federal budget surpluses must not become a trough from which to finance tax preferences, unnecessary spending or tax cuts.

Mr. President, the Resolutions Committee moves adoption of Resolution 61A-99-5, entitled "Strengthening Social Security."

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the motion. Seconded from the floor. On microphone 3, Delegate lones

DELEGATE MICHAEL JONES (Local 3108): President Bahr, Executive Board, Brothers and Sisters, I rise to support Resolution 61A-99-5, entitled "Strengthening Social Security." Florida is a state in which many retirees live. Many of our residents depend heavily upon Social Security benefits. Not only is it retirees who depend upon this income, but additionally more than six million disabled Americans depend on Social Security income. This is due to the fact that they are unable to earn a living wage.

My own mother and sister are examples of disabled workers, unable to earn wages. They are stricken with carpal tunnel syndrome, a disabling condition that most of us at this convention are familiar with. We have represented so many of our members who have been affected by this condition.

Without Social Security, my parents would be dependent on me, due to their limited income, with limited savings and no pension plan.

For over sixty years, Social Security has provided a very valuable and much needed service. Even with Social Security benefits, 11 percent of Americans now fall below the poverty level of earnings. Imagine what percentage would fall below the poverty level without Social Security

benefits.

We pride ourselves on being a community-minded union. We must be the conscience for society. We need to take care of those who are unable to provide for themselves.

Strengthen Social Security so that all of us, our children and future generations, have that much needed helping hand that Social Security provides. Say no to privatization. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Summerlyn.

DELEGATE CAROL SUMMERLYN (Local 2202): Ninety-one percent of older Americans receive Social Security Retirement benefits. Two-thirds of them rely on Social Security for at least half of their income. Because many Americans have insufficient pensions and savings, Social Security has increasingly provided the greatest support for Americans in their retirement years. We as a union must continue to work with the President and congressional leaders to ensure that Social Security is properly funded. The wrong changes in Social Security will have a devastating impact on retirees' economic security and their ability to lead independent, comfortable lives. We need to be sure that proposals that threaten Social Security guarantees are defeated. We each must be actively involved in the debate over Social Security's future. We cannot turn our backs on older Americans who paved the way for us. Please support this resolution. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Heath.

DELEGATE BARBARA HEATH (Local 3310): I call for the question.

. . . The motion was duly seconded . . .

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

In front of us is 61A-99-5. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. Down hands. It is adopted.

The Committee.

CHAIR HARTON: The Chair would like to recognize James Clark.

DELEGATE JAMES C. CLARK (Local 4640): If the delegates would please turn to Page 6 of the Resolutions Committee report, I will read the resolveds of Resolution 61A-99-6, entitled Preserving and Enhancing Medicare.

PRESERVING AND ENHANCING MEDICARE

Medicare, the social insurance program created in 1965 to provide health security for our senior citizens, works. Over those three decades, Medicare has provided affordable health insurance for the nation's senior citizens without the problems that plague health insurance for younger Americans. Medicare is virtually universal among the population it was intended to serve — a goal our system of employer-based coverage has been unable to achieve for working Americans. Medicare controls costs.

For last year and this year, taken together, Medicare's costs essentially are unchanged. Over the same period, health plan costs in the private sector have jumped about 15%. Its administrative costs account for only 2% of total program expenditures, compared to average administrative cost of 14% in the private sector. Medicare controls costs because it has market clout. Covering 40 million Americans, it sets terms for provider reimbursement rates; it does not negotiate as we must in our separate private sector plans. Indeed, the dynamics Medicare creates in the market place are exactly what today's managed care companies hope to emulate.

If Medicare is to remain successful at providing true health security to so many of us, then changes must be made to the program. The package of benefits must be modernized to assure Medicare beneficiaries access to the best quality care available, including up to date drug therapies and preventive care. The Medicare Trust Fund must be strengthened to assure coverage for the coming influx of baby boomer beneficiaries.

Medicare has worked so well for so long because of four general principles that undergird its design. First, it is universal, covering about 40 million senior citizens and people with disabilities. Medicare covers the rich, the middle class and the poor among us equally. It covers healthy individuals and those who are ill. It covers seniors now, and younger people are guaranteed coverage in the future.

The second important principle is guaranteed benefits. The uniform benefits package covers everyone in the program, regardless of age, health status or income.

The third principle is affordable and equitable contributions and costs. Contributions to Medicare

come from a payroll tax on both workers and employers. The contribution is linked to income, assuring ability to pay. Likewise, the risks or costs of the program are spread across the entire population. Thus, every Medicare beneficiary is assured that they will never have to pay more than they can afford for the care that they need.

Finally, the principle of public accountability has assured the program's survival. Because it is universal, everyone has a stake in the program. Because it covers everyone in every state, county, city, town and rural post office, either as a beneficiary or contributor, it is accountable to each and every one of us to deliver on its promises.

Medicare was designed to assure that all senior citizens, regardless of income or health status would have health insurance, and that this vulnerable segment of our population would have universal coverage through a program of social insurance. If any of these principles are lost, then the Medicare program will be in jeopardy for future generations.

RESOLVED: That CWA will actively participate in the debate over Medicare for current beneficiaries and for future generations.

RESOLVED: That CWA will advocate and protect the key principles of the Medicare plan — universality, guaranteed benefits, affordable and equitable contributions and costs, and public accountability.

RESOLVED: That CWA supports President Clinton's proposal to designate 15 percent of the federal budget surplus over the next 15 years to shoring up the Medicare Trust Fund in order to ensure the Fund's solvency until at least 2027.

RESOLVED: That CWA supports adding a prescription drug benefit to the Medicare program in order to provide seniors affordable access to this important component of modern medical care. RESOLVED: That CWA will oppose efforts to privatize the Medicare program through so-called premium supports, vouchers, or any system of incentives or penalties designed to drive senior citizens out of the universal Medicare program.

RESOLVED: That CWA will oppose efforts to split apart this important social insurance plan by raising the eligibility age or imposing income eligibility requirements.

Mr. President, the Resolutions Committee moves adoption of Resolution 61A-99-6 entitled "Preserving and Enhancing Medicare."

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the motion. Seconded from the floor. Mike 3.

DELEGATE REX MILLER (Local 2001): President Bahr, Executive Board, Brothers and Sisters, and our distinguished guests: Today I stand in support of Resolution 61A-99-6. Although I may be several years from Medicare myself, I do know first-hand of the tragedy that purchasing prescription drugs has on seniors.

My mom would be considered one of the lucky ones, because she receives Social Security Survivor Benefits from what my dad paid until the day he died. The early years following my dad's death, she was covered for prescriptions by my CWA contract. However, over the last several years, through moderate raises, her monthly social security benefits have grown to \$919. These increases have disqualified her from our coverage, a modest income, which many believe to be sufficient; however, what most don't realize is, her prescription drug purchases averages \$900 a month. I believe we'd all find it difficult to survive on the remaining \$19 each month.

Medicare was designed not just for my mom, but for all seniors to achieve adequate health insurance coverage. However, if Medicare is to remain successful at providing health security, changes will need to be made to the program. This is why I stand in support of Resolution 61A-99-6, especially President Bill Clinton's proposal for prescription drug benefits. Not just for my mom, but for all the moms and dads within our union, our communities, and our great nation. Don't stop thinking about tomorrow. (Applause)

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

DELEGATE CLAUDE CUMMINGS, JR. (Local 6222): I rise in support of this resolution, "Preserving and Enhancing Medicare." In many cases Medicare is the only assurance that our senior citizens are guaranteed health insurance. This also guarantees younger people, like me, care in the future.

Working men and women that have paid into this plan and become disabled are guaranteed health care. Both employees and employers pay into Medicare via payroll taxes. Medicare covers the rich, middle class, and the poor among us equally. It covers healthy folks as well as those

who are ill. Let's not jeopardize the loss of any of these principles and lose Medicare for future generations. I urge you delegates to support this resolution. (Applause)

PRESIDENT BAHR: I have a motion to close debate, but I would ask the maker of the motion to close debate for tolerance, so we can hear from the retired member, Rita Biondo on Mike 3.

DELEGATE RITA BIONDO (Local 16100): Thank you, Morty. I would just like to speak a few

minutes to all the distinguished guests and all the members. I want to speak on this resolution, because, being a member of retired people over 65, I know how important Medicare is to all of us, and not only that, there are so many that are disabled, even those who retire early, and they have a pension, some of them have become disabled and did not even know that they were entitled to Medicare and Social Security. Once they got Social Security, they got Medicare.

It's very important in our budgets to be able to have this, and especially today with our employers cutting back on our pensions or not even giving us increases in the pensions, Medicare becomes more and more important as prescription drugs go up and up and up.

So, I would appreciate it if you would support this resolution and all the enhancements that are in it. I didn't come prepared with a statement, but I did want to at least give my opinion. It's very important. Please support this resolution. Thank you. (Applause)

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

DELEGATE JIM SCHULTZ (Local 9408): I call for the question.

PRESIDENT BAHR: Motion has been made to close debate. All those in favor, indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

Before us is 61A-99-6, "Preserving and Enhancing Medicare." All those in favor, indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the Committee.

CHAIR HARTON: Thank you, Mr. President. The Chair would like to recognize Wilhelmina Banks

DELEGATE WILHELMINA BANKS (Local 1110): If the delegates would please turn to Page 7 of the Resolutions Committee's report, I would like to read the resolved of Resolution 61A-99-7 entitled "The National Labor College."

THE NATIONAL LABOR COLLEGE

For decades, CWA has been a leader in recognizing the importance of continuing education in opening doors to personal enrichment and empowerment. This institutional commitment has taken many forms and is demonstrated by the large number of CWA officers and staff who have pursued degree programs even as they worked full time and were active in the union. CWA is committed to the promotion of labor education and higher educational opportunities for all working people. Currently President Bahr serves on the Board of Trustees of The National Labor College and we have 104 CWA members enrolled in their degree programs.

The George Meany Center for Labor Studies, by establishing The National Labor College, has advanced the cause of labor education and increased access to college studies for workers. The National Labor College's current efforts to establish its viability as an independent, degree-granting institution and to achieve full accreditation as the same are necessary and important to achieving our stated goals.

RESOLVED: That CWA strongly endorses The National Labor College's ongoing application for full accreditation as an independent, degree-granting institution and reaffirms its continuing commitment to support the College.

RESOLVED: That the 61st Annual Convention of the Communications Workers of America reaffirms our support of the value of continuing education and encourages all CWA activists to consider enrolling in the excellent programs offered by The National Labor College.

Mr. President, the Resolutions Committee moves adoption of Resolution 61A-99-7 entitled "The National Labor College."

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It's seconded from the floor.

On Microphone No. 3, Delegate Howell.

DELEGATE JULIE HOWELL (Local 6395): I rise in support of this resolution. Even though I have a college degree, I have chosen to continue my education by currently earning a paralegal certification from an accredited college while working full time and serving as union president. I

truly believe that each of us has an opportunity to better ourselves through continuing education. By gaining accreditation at The National Labor College, the labor movement has another avenue to a meaningful, accredited degree-granting institute. Education is the key to opening the door for opportunity.

Brothers and sisters, I urge you to support Resolution 61A-99-7. Thank you. (Applause)

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

DELEGATE HOPE AVALOS (Local 9421): As a student enrolled in the degree program of The National Labor College, I rise to speak in support of Resolution No. 7 to endorse The National Labor College of the George Meany Center.

As one of the many CWA members who have benefitted from this important resource, I know that CWA support is critical to the growth and expansion of The National Labor College. This is a college degree program designed to provide the knowledge and skills that help union activists better represent our members. It offers classes in contract negotiations, administration of pension funds, organizing, labor history, safety, collective bargaining, labor law, political action, and many other subjects. It is geared to and designed around the time constraints of union activists. The staff is dedicated to the success of the program and the students.

Brothers and sisters, I strongly urge the CWA to endorse The National Labor College by adopting Resolution No. 7. Thank you. (Applause)

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

DELEGATE DON R. DUNN (Local 3310): I move to close debate, please.

PRESIDENT BAHR: A motion has been made to close debate. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

Before the Convention is Resolution 61A-99-7, "The National Labor College." All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. The Chair of the Committee.

CHAIR HARTON: Thank you, Mr. President. The Chair would like to recognize Dennis Martin. **DELEGATE DENNIS MARTIN (Local 7470):** If the delegates would please turn to Page 8 of the Resolutions Committee's report, I will read the resolveds of Resolution 61A-99-8 entitled Economic Policy Resolution.

ECONOMIC POLICY RESOLUTION

Finally, mainstream working families are sharing in the economic recovery. Unemployment and underemployment for most demographic groups are falling. Overall, the real median wage (adjusted for inflation) is climbing again. The lowest-paid workers — the bottom 20% of wage earners —have seen real wage increases of 6% in the last two years, thanks to tight labor markets and increases in the minimum wage.

But the effects of the recovery are still uneven. While overall unemployment was 4.3% in early 1999, the unemployment figure for those with a high school education or less stood at 11.4%, and underemployment for this group was 21.7%. For African-American men, the unemployment rate has not fallen as it has for other groups. The welcome rise in real wages has tended to bring the bottom up, but 35.6 million people, including more than 14 million children, still live below the poverty line, and the income inequality gap has widened into a gulf. Concentration at the top has intensified: The combined wealth of the top 1% of U.S. households is greater than that of the bottom 95%.

As has become the pattern over the last twenty years, increased productivity and economic good fortune has not brought widespread prosperity. Instead, most of the money generated has ended up in a few hands. Most of the bounty of the booming stock market accrues to those who are already wealthy. Eighty-six percent of gains generated by the stock market from 1989 to 1997 accrued to the wealthiest 10% of households; the other 90% of us split the remaining 14% of stock market growth. While many of us do have some stake in the stock market, our standard of living depends on negotiated wages and contract benefits. For a working class family, a 5% decline in the value of their home has far more impact on their level of wealth (or, more likely, debt) than does a 50% increase in the stock market.

Fueled in part by massive grants of stock options, CEO pay continues to top even its previously stratospheric heights. Business Week reports that the average CEO of a major corporation made

\$10.6 million in 1998, 419 times more than an average blue-collar worker. In a breathtaking display of excess, Michael Eisner, CEO of ABC's parent company Walt Disney, denied a fair contract to NABET/CWA members at ABC this past year while he exercised his stock options to take home \$595 million. Imagine that kind of money being put to productive use instead, like hiring teachers, nurses, firefighters, or police officers. Eisner's \$595 million is enough to create 11,900 jobs at \$50,000 a year-or 30 of those jobs in every metropolitan area in the U.S. But instead of adding to the general prosperity, huge corporate profits and sky-high stock prices fuel merger mania and line the pockets of executives with merger bonuses and golden parachutes, while doing little to provide security for workers. The gains that workers have been able to make during the expansion result not from corporations sharing the wealth, but from the tight labor market and increases to the minimum wage. As the economy inevitably slows, we know that we cannot rely on corporations to sustain wage growth. What has proven effective is minimum and living-wage laws and union organizing.

Along with lower unemployment, increases to the federal minimum wage in 1996 (from the 1991 rate of \$4.25 to \$4.75) and 1997 (to \$5.15) helped raise real wages for the lowest-wage workers. Contrary to conservative economic theory, which holds that raising the minimum wage is actually a disservice that puts more low-wage workers in the unemployment line, these recent increases raised the wages of nearly 10 million workers and did not create significant job loss among this group. Even so, today's minimum wage, when adjusted for inflation, remains 19% lower than its peak in 1979. At the same time, the percentage of workers who are earning poverty-level wages has increased since 1979, from 24% to 29%. The percentages are higher for African-Americans (38%), Hispanics (47%), and women (35%). The average low-wage worker is not a middle-class teenager earning pocket money; he or she is an adult who provides more than half of his or her family's earnings. For these working poor, another increase is due.

Another boon to low wage workers has been the success of "living wage" campaigns, which require companies that receive certain public contracts or subsidies to pay living wages and benefits. In the last decade, labor-community coalitions have won living wage victories in over 30 cities and counties. Campaigns are now underway in Philadelphia, Albuquerque, St. Louis, Denver, Cleveland, Miami, Pittsburgh, Buffalo, San Francisco, Marin County, CA, Somerville, MA, Missoula, MT, Manhattan, KS, Montgomery County, MD, Alexandria, VA, and Austin, TX. Ultimately, true improvements to workers' standard of living comes through organizing. Not only do union workers out-earn nonunion workers by 32%, but union wages help close the pay gap faced by women and people of color. African-Americans with union jobs earn 45% more than their non-union counterparts; Hispanics earn 54% more; and all women earn 39% more. The difference in benefits is even greater: Nonunion workers receive only 45% as much as union workers in health care and other insurance, and only 35% as much in retirement and savings benefits.

Too many workers who want the advantages of unionization are denied the right to organize by employer coercion and intimidation. Even the minimal protections offered by our weak labor laws are routinely flouted by employers. Employers also use their power to organize production to undercut our solidarity. Increasingly, use of contractors, permatemps, and offshore plants impedes the ability of the unionized sector to raise wages without risking job loss, making organizing even more difficult. New campaigns are underway to bring these tactics to light and bring community pressure to bear on corporate scofflaws who deny workers their right to choose a union. Restoring the right to organize will restore the ability to raise real wages.

RESOLVED: That the Communications Workers of America will work on behalf of an increase in the federal minimum wage from \$5.15 and \$6.15 by September 2000.

RESOLVED: That CWA will join with community allies to support living wage campaigns that require the recipients of public dollars to provide a decent standard of living to their employees. RESOLVED: That CWA will promote fair share wage policies by encouraging our members to participate in shareholder resolutions and other corporate governance activities that limit excessive executive compensation.

RESOLVED: That CWA will continue to work with local Jobs with Justice coalitions to protect and expand workers' right to organize through Jobs with Justice Workers' Rights Boards.

Mr. President, the Resolutions Committee moves adoption of Resolution 61A-99-8 entitled "Economic Policy Resolution."

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

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

On Microphone No. 3, Delegate Leedy.

DELEGATE GENE LEEDY (Local 2276): I proudly stand to speak in favor of CWA's Economic Policy Resolution.

This resolution is about economic justice. It speaks to the traditional values for which CWA has always stood, including a reasonable minimum wage for working Americans, a decent standard of living, and a fair share of economic profits. It also correctly states that true improvements in our standard of living ultimately come through unionism.

Think about what it would be like if the conservatives in Congress got their way. The current crop of conservatives in Congress see nothing wrong with widening pay discrepancies in this country. They see nothing wrong with golden parachutes and lavish stock options for the richest Americans, while the very poorest Americans can barely put food on their tables.

The resolution notes, for example, that CEO pay at today's major American corporations now exceeds \$11 million per year. This is just a fraction of the real compensation that is being provided at the top. A number of executives in the telecommunications industry last year were reported to have received stock options as high as \$280 million, or enough money in stock options alone to pay for nearly 9,000 front-line workers making \$30,000 per year.

At the same time, the top executives are taking these humongous payments for themselves, the conservatives they support in Congress cannot find it in their hearts to provide even the smallest increases in the minimum wage. To them, the concept of a decent standard of living for working Americans is virtually meaningless.

This is the kind of compassionate conservatism that today's conservatives really stand for. It is not the kind of true compassion that working people want.

Now, let me specifically address some of the points contained in this resolution. I am sure I do not need to remind you that the minimum wage in this country has hardly been increased at all in the last ten years. The current minimum wage of \$5.15 is not even one dollar higher than it was eight years ago in 1991 when the minimum wage was \$4.25.

This was supposedly one of the best periods of wealth building in America. Yet, the conservatives fought giving a fair share to the people at the very bottom. You would at least think that huge corporate profits and sky high stock prices could in some way be shared with the people in our society who have the least.

Similarly, the resolution's support for living wage campaigns is intended to help ensure that economic policy in America favors the concept of reasonable living standards. One way to do this is to ensure that public contracts are mandated to pay reasonable wages and benefits. It is only right. I will say again, it is only right that CWA stand fully behind this important principle.

Your consideration in this resolution would be appreciated. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 3. Delegate Hoppe.

DELEGATE KIM HOPPE (Local 4039): Mr. Chairman, Members of the Executive Board, Delegates, Alternates, Members, and Guests: I rise in support of Resolution 61A-99-8, the Economic Policy Resolution.

In these days of economic prosperity, the lions' share continues to flow to those least in need. The 29 percent of workers who are earning poverty level wages are not the ones reaping the benefits of this economic growth period. They are the ones who are working two jobs and still finding it difficult to feed and clothe their families, finding it nearly impossible to locate adequate and affordable health care, and continually struggling to simply obtain the basic necessities of life. While we continue to raise the standard of living by organizing the unorganized, we can assist a large percentage of our nation's working poor by successfully assisting with the implementation of an increase in the federal minimum wage to \$6.15 per hour.

Furthermore, in our own communities, we can initiate or participate in living wage coalitions. Bringing a living wage campaign to a successful conclusion has the potential of elevating the quality of life of some of our working poor to even a greater level than those receiving the benefit of an increased federal minimum wage.

In my community, Kalamazoo, Michigan, there currently is a living wage campaign. From its inception, Local 4039 has been an active participant in a coalition comprised of community

groups, neighborhood associations, members of the clergy, various community leaders, elected officials, and labor unions.

It has been and continues to be an uphill fight. And now, in Michigan with its Republican governor, Republican-controlled house, and Republican controlled senate, there is legislation pending which would prohibit, I repeat, prohibit, local municipalities from enacting any ordinance that would require employers to pay their workers more than the federally mandated minimum. It would also invalidate the existing living wage ordinances in Detroit and Ann Arbor.

Though our adversaries are substantial, I've always taken great pride in the fact that our union, the Communications Workers of America, while fighting for our own members, has always taken the additional steps necessary to better the lives of all working men and women.

I urge the delegates of this convention to support Resolution 61A-99-8. We need to work together to turn these times of economic prosperity into times of economic justice. Thank you. (Applause) **PRESIDENT BAHR:** On Microphone No. 1, Delegate Morris-Gallegos.

DELEGATE SUE MORRIS-GALLEGOS (Local 9573): I move that we close debate, please. **PRESIDENT BAHR:** A motion has been made to close debate. All those in favor, indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

Before the convention is 61A-99-8, Economic Policy Resolution. All those in favor, indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

I would just add my urging that when you have time you really read the text of the resolution. There is enough good information in there to enable you to really talk with great knowledge about the issues of the day.

The Chair recognizes the Committee.

CHAIR HARTON: The Chair would like to recognize Debbie Van Tasell.

DELEGATE DEBBIE VAN TASELL (Local 6327): Thank you. If the delegates would please turn to Page 10 of the Resolutions Committee's report, I will read the resolveds of Resolution No. 61A-99-9 entitled "Democratic Communications."

DEMOCRATIC COMMUNICATIONS

A counterbalance is needed for the current commercial radio system which has entirely abandoned localism and public service and become merely a money-making machine for large and distant corporations. There is no reason why thousands, or even tens of thousands of low-power "micro-radio" stations could not exist in neighborhoods, apartment houses, communities and small towns throughout the U.S. No reason except the FCC's extremely restrictive policies which favor the large, wealthy corporation.

The existence of thousands of unlicensed micro-radio stations around the country has shown that such stations can exist without causing interference to others. The FCC calls these stations "pirates". But the real "pirates" are those who have tightly monopolized the public spectrum for their own profit making purposes, and who have largely eliminated local programming, especially local civic programming of any kind.

99.99% of the American people are legally barred from using radio and TV to communicate to their fellow citizens. This situation was greatly aggravated by the Telecommunications Act of 1996, which allowed for a massive consolidation of radio and TV into the hands of a few wealthy corporations. Can such a state of affairs be consistent with the First Amendment? Should freedom of press via broadcasting truly belong to those very few who own a press, or in this case, a government broadcast license?

Today, radio in the United States has moved away from the vision of its pioneers as a force for democracy. Owned by a tiny number of huge multinational corporations, the radio outlets in this country seem to have one purpose only, to deliver audience to paying advertisers. Those advertisers want people to buy, yet they show little, if any, concern with the life and needs of working people.

RESOLVED: That we desperately need a system of worker-oriented, community-based local radio stations, controlled and operated by the people in the communities they serve. RESOLVED: That CWA urge the FCC to craft a plan for allocating spectrum space to communities which is simple, straightforward and easy to use.

Mr. President, the Resolutions Committee moves adoption of Resolution No. 61A-99-9, "Democratic Communications."

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

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

On Microphone No. 3, Delegate Louie Rocha.

DELEGATE LOUIE ROCHA (Local 9423): Again, President Bahr, I correct you in the pronunciation of my last name. It's Rocha.

PRESIDENT BAHR: Rocha, I will remember that, Louie.

DELEGATE ROCHA: CWA officers, convention delegates, and guests, I rise in favor of the Democratic Communications resolution. Some of the reasons why I strongly urge you to support this resolution to legalize and formalize what is know as "pirate radio" are:

Radio programming available today in our communities has become almost totally controlled and owned by corporations — corporations that are expanding their empires at a fast pace. The radio programs found on the airwaves increasingly are saturated with commercialism, anti-union working programming, or right-wing talk shows.

There is an opportunity at hand to keep a portion of the low power FM radio band within our communities' control. This opportunity will allow the poor or minorities or all of us workers to have radio programs that empower us. It will take FCC approval and CWA should go on record endorsing this effort.

As a DJ programmer for an all-volunteer radio station, one of the few non-commercial, non-profit, 100 percent listener supported radio stations in the country, I am able to reach hundreds of CWA members and thousands of workers and their families in Silicon Valley and surrounding communities.

More importantly, this precious community radio station allows me to reach people at home, at work, or in their cars with labor and progressive issues. This was done through the Reagan and Bush assaults against labor and minorities. My radio program also allowed me to get out the "no" vote against California's Proposition 226 and speak out on corporate greed at home or afar, and to end gang violence at home. These are just a few issues I have covered. We are not radio pirates.

If this resolution is enacted and the FCC approves, any of you in this room could some day hear workers talking to workers about organizing or mobilizing on the radio stations across this country.

Thank you for your support. Reporting for KKUP 91.5 FM, the People's Radio, this has been "Low-rider Louie" coming at you from the 61st Convention of CWA, the union leading the way into the 21st Century. (Applause)

PRESIDENT BAHR: Thank you, Louie. On Microphone No. 3, Delegate Kinchius.

DELEGATE KATHLEEN A. KINCHIUS (Local 9415): Brothers and sisters, I was not originally planning to speak on this resolution. My Secretary-Treasurer, Bill Harvey, was scheduled to speak. Unfortunately, events which you will come to understand have unfolded that force me to give his speech to you.

Sisters and brothers, there is no such thing as a "free speech radio" in America today. Local 9415 represents the workers at KPFA Radio in Berkeley, California, the flagship station of the Pacifica Foundation.

KPFA is one of the few listener-sponsored radio stations left that accept no funding from corporations and regularly report on labor and community issues that affect our members. For 50 years KPFA has pushed the envelope in the area of free speech so that other people in broadcasting, both public and commercial, can be freer in what they can report.

Now, for over three months, our brave members at KPFA have been locked in a struggle with their parent organization, the Pacifica Foundation, over the exercise of free speech. We hope to ultimately be successful in this dispute, but as KPFA has pushed the envelope for other public and commercial radio stations, "micro radio" can further push the envelope for KPFA and all of our members in the broadcasting industry.

I am going to read to you now, diverting from his speech, reports that have come across on what is going on in Berkeley as we speak. Dozens of protesters were arrested yesterday by over 50 Berkeley police in riot gear in a massive five-hour protest inside and outside of KPFA. Pacifica has taken local KPFA programming off the air, shortly after 6:00 p.m., and substituted taped programs from the archives by an engineer brought in from Los Angeles. The takeover

operation was supervised by a Pacifica Western station manager who, a year and a half ago, canceled all of KPFA's community programmers and installed a nearly all-music format, "The Sounds of Texas." The last words heard on KPFA were those of KPFA's news co-director, Mark Mericle who, by the way, is one of our stewards, describing Flash Points host Dennis Bernstein, another CWA member, being dragged out of the studio by armed security guards who have been inside KPFA for a month. Bernstein could be heard in the background.

More than 500 people blocked both downtown Berkeley streets leading to KPFA, and several dozen along with KPFA staff people, refused to leave the building. They were arrested, sometimes with painful armholds used, and taken to the nearby police station where most were cited and released.

Brothers and sisters, this is still going on at 5:00 a.m. Berkeley time, and I understand there is going to be another demonstration where over 1,000 protesters are expected.

Micro radio is a good thing for labor and the community. Through micro radio, we can get the word out to all of our members and potential members free of censorship. By doing so, we promote freedom of speech through the rest of the radio spectrum.

I strongly urge your support of this resolution. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Richard Wagner.

DELEGATE RICHARD WAGNER (Local 1183): There is no question that the media — radio, TV, and newspapers — are controlled by big corporations now. About the only outlet that we can get any access to is public broadcasting, and even there we have to watch it.

I had a case of this situation in the last election where the Attorney General for the State of New York lost a very close election — 20,000 votes. They attacked the Board's recordkeeping and everything, and the only station that gave us any access was the public radio station, WNYC.

I believe we should support public radio to the best of our ability. Thank you. (Applause)

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

DELEGATE GWEN JONES (Local 3950): I call the question.

PRESIDENT BAHR: Motion has been made to close debate. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

Before us is 61A-99-9, "Democratic Communications." All those in favor indicate by raising your hands. Down hands. Opposed by like sign. The motion is adopted. The Committee.

CHAIR HARTON: Thank you, Mr. President. The Chair would like to recognize Debbie Van Tasell.

DELEGATE VAN TASELL: Thank you. If the delegates would please turn to Page 11 of the Resolutions Committee report, I will read the resolveds of Resolution 61A-99-10 entitled "Violence at Home and at Work — A Union Issue."

VIOLENCE AT HOME AND AT WORK - A UNION ISSUE

Domestic violence at home and attacks on women in the workplace are serious and complex issues deeply rooted in cultural, social, economic and organizational factors. It becomes worse where there is growing economic and social instability.

Because of the personal, professional and economic implications of violence in the home, on the job and in society, unions have a continuing responsibility to act on behalf of their female members, to prevent and to solve this problem.

The experts are in agreement. Silence is the main contributing factor to the perpetuation of domestic violence. It is an evil that must be brought to light, openly discussed and dealt with in order to find solutions which will break the cycle of abuse in the family and in the workplace. The Executive Committee of Communications International, our International Trade Secretariat, at the direction of their women's committee, has taken the lead in combating domestic violence. CWA, as a major affiliate, joins them in this notable endeavor.

RESOLVED: That CWA join with Communications International in urging all its members to support the campaign to end domestic violence at home and in the workplace as a demonstration to its female members that this sort of abuse will not be tolerated.

RESOLVED: That CWA will support the campaign to end domestic violence by educating, training, building coalitions, supporting public awareness campaigns, and appropriate legislation and its enforcement.

Mr. President, the Resolutions Committee moves adoption of Resolution 61A-99-10 entitled

"Violence at Home and at Work — A Union Issue."

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

On Microphone No. 1, Delegate Perkey.

DELEGATE JAMES A. PERKEY (Local 7102): Thank you, President Bahr. Fellow CWA members, I would like to make a friendly amendment, a motion to amend this. I would like to see the word "woman" replaced with just "member," since violence at the workplace and at home is not — I repeat, not, brothers and sisters — just a female problem. It is a non-gender issue. (Applause) So, I would like to see this amended. Thank you very much. (Applause)

PRESIDENT BAHR: The motion is to strike, wherever the word "woman" or "female" appears, it should be stricken and that there be no gender identified.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It's obviously seconded.

On the amendment, Microphone No. 3, Delegate Mercado.

DELEGATE LUPE MERCADO (Local 9421): I rise in support of this amendment. CWA is a union that prides itself on the diversity that comprises its membership, and I assure you that the problems our members encounter are not selective in whom they attack.

As the reach-out coordinator of my local, I have met male and female members that live in a violent environment. These are men and women who are intelligent and very creative with the stories they come up with when asked how they got the bruises or black eyes.

These intelligent and creative members are too embarrassed to admit that their domestic partner or spouse abuses them physically or mentally, almost on a daily basis, sometimes to the point of causing them to lose their job due to the embarrassment of showing up beaten up again. With this amendment, CWA — I will quote Mr. Bahr — "can make life a little easier for our members," unquote. Regardless of gender, people are people. I urge you to support this amendment. (Applause)

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

DELEGATE SHERRI L. STEEN (Local 7800): I rise in favor of this amendment as well. It's important to recognize that our brothers as well as our sisters can be in a situation that is one of violence. I am lucky to be here today. I myself was a victim of domestic violence, and I would just urge all of you to support this amendment. (Applause)

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

DELEGATE PHIL HANNEMAN: (Local 9511): I move the previous question.

. . . The motion was duly seconded . . .

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 we vote, what this amendment does is strike the word "female" on Line 5, and the word "female" on Line 15. All those in favor of the amendment indicate by raising your hand. Down hands. Opposed by like sign. The amendment is carried.

On the resolution as amended. On Microphone No. 3, Delegate Gatto.

DELEGATE KAREN GATTO (Local 13550): President Bahr, Executive Board, Brothers and Sisters: I rise in support of Resolution No. 61A-99-10, "Violence at Home and at Work - A Union Issue."

Unions have a continuing responsibility to act on behalf of their members, to prevent and to solve domestic violence at home and attacks on women in the workplace, which are serious and complex issues deeply rooted in cultural, social, economic and organizational factors. Where there is growing economic and social instability, the issue grows with more severity. Silence is the main contributing factor to the perpetuation of domestic violence. This is an evil that

must be brought to light, openly discussed and dealt with in order to find solutions which will help us put an end to this abuse in the family and in the workplace.

I urge us all to support and adopt Resolution No. 61A-99-10. Thank you. (Applause)

PRESIDENT BAHR: Let me correct myself on the amendment. In Line 1 we need to also strike two words, "on women." So it will read, "and attacks in the workplace." On Microphone No. 3, Delegate Roberts.

DELEGATE CRYSTAL ROBERTS (Local 4302): Sisters and brothers, I stand before you to urge

your support for this resolution, because domestic violence is a serious problem in our society. More than six million American women are victims of domestic violence each year. More than 90 percent of all domestic violence victims are women who are abused by their male partners. Contrary to what you may think, domestic violence is not just something that happens behind closed doors at home. It is a serious workplace problem as well. Some 70 percent of working women who have experienced domestic violence have been harassed on the job.

Because domestic violence is such a pervasive problem, it is time for all of us to speak out. It is time to break the chain of silence that all too often only perpetuates this serious problem and puts battered victims at even greater risk.

Our International Trade Secretariat, Communications International, has embarked on a major worldwide campaign to raise our voices and help bring an end to this cycle of violence.

CWA's active participation in this worldwide campaign will be essential to its success.

Sisters and brothers, this is a union issue and it is time to speak out. Together, we can make a difference. I urge your support for this important resolution. (Applause)

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

DELEGATE BARBARA L. HEATH (Local 3310): I call for the question.

. . . Cries of "Second" . . .

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.

Let me say, before I take the vote, those of you who have prepared remarks and would like them entered into the record, if you bring them up to the end of the counter here to my left, they will appear in the record on this subject.

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

DELEGATE BARBY E. SAUNDERS (Local 9586): President Bahr, Executive Board, Delegates and Guests: I rise in support of this resolution. As Director of the Member Assistance Committee in my local, I have had first-hand experience in domestic violence at home, whereby one member had to kill her husband or be killed. Again, I support this resolution.

PRESIDENT BAHR: Before us is Resolution No. 61A-99-10, "Violence at Home and at Work - A Union Issue," as amended. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

Now, please join me in thanking the Resolutions Committee for a real bang-up job. Thank you all so very much. (Applause) With the thanks of the Convention, the Resolutions Committee is discharged. (Applause)

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 will present certificates to them in appreciation for the services that they have given to CWA and our members.

We last did this in 1996, and it is always gratifying to see the list of CWA leaders who have this kind of longevity. We want to honor them now.

Barbara, the way we should do this — let's get everyone from the District and then we will present each of them with a certificate.

From District 1:

Evelyn Allen, Vice President, Local 1000.

Mary Quirk, President, Local 1001.

Estelle Guercio, Secretary-Treasurer, Local 1001. She is not here.

Dorothy Roskelly, President, Local 1002, who is not here.

Marie Scheuermann, Secretary-Treasurer, Local 1009.

Sandy Richards, President, Local 1012. Sandy is not here.

Michael Travali, Secretary-Treasurer, Local 1022, who is not here.

Fritz Clark, President, Local 1111, not here.

Bob Flavin, President, Local 1170, is not here.

Dan Keating, President, Local 1298.

And this is one I added — Morton Bahr, Local 1177, because we forgot me the last time. With your election of me Monday, between my service as Local President, Vice President and President, I have 34 years as elected officer. (Applause)

. . . Applause as the delegates from District 1 were presented with their 30-year service awards . . .

PRESIDENT BAHR: No one from District 2.

District 3: Michael A. Tartagliio, President, Local 3111, who is not here. (Applause) And Charles

"Charlie" T. Cathey, President, Local 3673, who is not here. (Applause)

District 4:

John Kidd, Local 4401.

Edward M. Lowdenslager, President, Local 4773.

Carrol Hostetler, President, Local 4802.

Jane Baxter, President, Local 4818.

. . . Applause as the delegates from District 4 received their 30-year service awards . . .

PRESIDENT BAHR: District 6: Tom Breidenbach, Local 6390, who is not here. And Ronnie Gray,

Local 6228. (Applause)

None from District 7.

District 9:

Marge Terflinger, Local 9400.

Michael Hartigan, Executive Vice President, Local 9400.

Robert Smith, Treasurer, Local 9400.

Ronald Cawdrey, Vice President, Local 9400.

Judy Perez, Executive Vice President, Local 9400.

Carmen Hernandez, Local 9400. Now that's what you call a team.

H.C. Cotner, President, Local 9412.

Jan V. Phillips, Local 9576,

Joseph Champa, Local 59053/N53.

... Applause as the delegates from District 9 received their 30-year service awards ...

PRESIDENT BAHR: In the Printing Sector:

George Mulvey, Secretary-Treasurer, Local 14125/276, who is not here.

Marjorie Fenley, Secretary-Treasurer, Local 14900/439, she is here.

Velma Adamson, Secretary-Treasurer, Local 14715/118, not here.

Alphonse Michaud, Secretary-Treasurer, Local 14122/51, not here.

Rex McCurdy, Secretary-Treasurer, Local 14618/158, who is not here.

Stanley Swenson, President, Local 14122/51, who is not here.

We do have Marjorie Fenley, Secretary-Treasurer, Local 14900/439. We will give it to her.

. . . Applause as the Printing, Publishing & Media Workers Sector were awarded their 30-year certificates . . .

PRESIDENT BAHR: And from The Newspaper Guild CWA: Thomas R. Hiltz, Admiral Officer, Local 31032. (Presentation - Applause)

Please join me in congratulating all of these brothers and sisters for at least three decades of service to the members of our union.

The Chair recognizes the Secretary-Treasurer for the COPE Awards Program.

SECRETARY-TREASURER EASTERLING: Before we do the COPE Awards, let me give you some of the announcements which are kind of building up on here, and some of them I don't want to leave for the end because they are drawings that have been held and places that you have to go to pick up the prizes.

The Retired Members COPE raffle. Nearly \$2,800.00 was raised by ticket sales, and the winners are, for the camcorder, Leroy Easen, RMC 6316, St. Louis. That's a Retired Club Member; \$500, Mary Jo Rocchio — she is President of Retired Members Club 9509; and \$250 was won by Tiny, and we all know who Tiny is. (Applause)

Many of you have asked if he will try to make the <u>Miami Herald</u> picture available to all the delegates and alternates. We are working to do that, and we will try to have that picture done and mailed out to all the delegates and alternates. We are not sure we can, but if we can, you are going to get it.

Mike Harbold — this is the Olympics Raffle — the winners are: Third Place, \$250, Ralph Nesler from Independence, Missouri. Second Prize of \$500 is Mary Johnson, Local 2101, Baltimore, Maryland; And First Prize of \$750 is Everett Land from Houston, Texas. Please see Bob Asmussen, Local 2108, for a check.

The winner of the CWA watch offered by Union Friendly Systems, Inc., for COPE, is Al Luzzi from

CWA Local 1101. You can pick up the watch at the Secretary-Treasurer's booth in the exhibit area.

The Mary Rayder Home in St. Louis, where we bring all of our soap and shampoo items from the hotels to the convention every year, have a box in District 6. John Ebeling or Tom Newport near the front of the convention center will be available to take that from you.

Finally, I think it is important that we announce — you know, many times we have love affairs, but this is a coast-to-coast love affair that ultimately culminated in marriage. The President of Local 3104, Donnie LaRatonda, from Florida, and Ernie Mistratta who is now the retired Executive Vice President from 9588 in California. They are both here and I know you want to congratulate them. Thank you. (Applause)

All of you who were notified that you were getting a COPE award and were asked to come to the podium and because of the rally it was delayed, you should now come to the right side of the stage because we are going to be giving the COPE awards out.

Today we honor all of the locals that achieved 100 percent or more of their CWA-COPE quota in 1998. In 1997 we announced our "\$2 Million By 2000" CWA-COPE program with the goal being that we would be raising \$2 million a year in CWA-COPE contributions by the year 2000. Since that program began, we are getting steadily closer to reaching that goal. I am proud to report that in 1998, the second year of our CWA-COPE "\$2 Million by 2000" program, you raised \$1,599,186.89. That is \$24,139.76 more than in 1997.

Our goal is within reach. We just have to remember that the best way to raise CWA-COPE dollars is to use the tools and the training that you have gotten through our organizing and our mobilization programs. We have the materials you need to enable you to talk to your co-workers about CWA-COPE, and be able to convince them that this program is vital to the well-being of themselves and their families. So much is at stake for working families over the next three years. In 1998, we came within six seats of taking back the House of Representatives. We held onto the 45 seats we had in the Senate, even though the experts predicted otherwise.

Now we face the most important election of this generation, the election that will carry us into the next millennium. In the year 2000, we must take back the House of Representatives and make Gephardt our Speaker. And in the year 2000, we must take back the U.S. Senate and make Ted Kennedy the Chair of the Senate Labor Committee. (Applause)

And above all else, we must elect Al Gore President of the United States in the year 2000. If we do that, we know that working families all over this great country of ours will continue to benefit from the economic and social policies that have been so good to them under the leadership of President Bill Clinton. Your continued participation in CWA-COPE and the work you do in signing up new members in the CWA-COPE program will ensure that all of these goals are achieved. An essential part of our CWA-COPE fund-raising program is the very fine work being done by our CWA Retired Members' Clubs. They stand by ready, willing and able to assist your local in any state or local election campaign. Use them. As I have said so many times before, they are CWA's greatest resource.

During the 1998 calendar year, a record number, 45 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.

CWA 61st ANNUAL CONVENTION MIAMI, FLORIDA - JULY 1999 100% CWA-COPE RETIREE CLUBS

LOCAL	CLUB NAME	PRESIDENT
1031	Retired Members' Club	Doris Shirk
1104	1104 Retiree Club	Leo Dick
1122	Western New York Council Retirees Club	Rita Biondo
1150	Retired Members' Club	Marie Jordan, Acting

1301	Retired Members' Club	Charles Daly
1365	Retired Members' Club	Audrey R. Buchanan
2101	Retired Members' Club	Michael Vivirito
2105	Retired Members' Club	Gig Maugans
2201	Retired Members' Club	Robert Hickman
2202	Retired Members' Club	Sarah Wheatley
3060	CWA Retired Members' Council	Bobby Sparks
3106	Retired Members' Club	Latecia Stark
3109	Retired Members' Club	John W. Hater
3111	Coast Retired Members' Club	Louise Sung
3204	Atlanta Metro Retired Members' Club	Ben Boland
3205	Retired Members' Club	Martha Stewart
3263	NE Atlanta Retired Members' Club	Thomas Marks
3310	3310 Gold Card Club	Shirley Sorrell
3603	CWA Local 3603 Retired Members' Club	Irene Hargett
3902	Retired Members' Club	D.E. Kines
4320	CWA/Retired Members' Club	Mary Jane Pacifico
4322	Retired Members' Club of Dayton	Annie Flack
4340	Retired Members' Club of Cleveland	Anne Macko
4603	Retired Members' Club	Julian Modjeski
4640	Retired Members' Club	Joan Jensen
4690	Retired Members' Club	Roger Cotts
6132	Retired Members' Club	T.O. Parsons
LOCAL	CLUB NAME	PRESIDENT
6143	Retired Members' Club 6143	Daniel Anderson
6222	Retired Members' Club	Lura Lynn
6301	Springfield Retired Members' Club	Louise Grissom
6314	Retired Members' Club	Richard Rraus
6320	Greater St. Louis Retiree Club	Bud Brinkman
7200	Retired Members' Club	Ann Cummings
7777	Retired Members' Club	Dorothy Cosgrove

7906

9400

Retired Members' Club

Retired Members' Club

Marge Cassell

Richard Bepler

9410	9410 Retired Members' Club	Becky Hague
9418	Retired Members' Club	Carolyn Kauffman
9423	Retired Members' Club	Lorraine Wetle
9510	Retired Members' Club	Chuck Holt
13000	CWA Retired Members' Council	Jack Caldwell
13057	Retired Members' Club	Thomas Kirker
13059	Retired Members' Club	Diane Kondratenko
14170	Retired Members' Club	Mel Manheimer
14503	DTU #18 CWA Retirees Group	Ed Amaimo

SECRETARY-TREASURER EASTERLING: I want to congratulate all the Locals and staff who participated in our CWA-COPE fund-raising efforts in 1998. Without your support and your hard work, we wouldn't have as successful a CWA-COPE program as we have today. Our three most successful fund-raising programs are still the prestigious CWA-COPE QUORUM, the Platinum Quorum and the Triple Quorum. We have 2,800 CWA-COPE QUORUM members, 1,270 Platinum Quorum members, and the Triple Quorum now has 842 members. I urge all of you who are not members to join one of these quorums today. They are quite a prestigious affair. The list of Locals that achieved 100 percent of their CWA-COPE quota in 1998 was distributed this morning and will be incorporated in the official convention proceedings.

CWA'S 61ST ANNUAL CONVENTION MIAMI BEACH, FLORIDA - JULY 1999 100% LOCALS

LOCAL PRESIDENT

1000	linda	Mania
1000	LIHOA	Menie

- 1006 Mary L. Carroll
- 1010 Michael Massoni
- 1013 Delores Brown
- 1020 Frank Cannamela
- 1022 Patricia A. Chronic
- 1040 Carolyn Wade
- 1043 Melissa Brown
- 1051 Maryanne Shields
- 1058 Charles Murphy
- 1060 James J. Costigan
- 1061 Bruce G. Fabian
- 1062 Brian P. Reilly
- 1069 Joan Schramm

LOCAL PRESIDENT

- 1071 Domenica Stabp
- 1077 Ruth Jackson-Barrett
- 1078 MaryAnn F. Brown
- 1080 Gail Mason-Massey
- 1081 David H. Weiner
- 1082 Linda Bailey
- 1083 Mary E. Harrington
- 1084 Doris Walker
- 1085 Richard A. Dann
- 1086 Linda McCannsel

- 1087 Carol Bernard
- 1088 Sherry Seeds
- 1089 Ronda Wilson
- 1100 Gail E. Murcott

LOCAL PRESIDENT

- 1101 Ed Dempsey
- 1102 Frederick J. Bergren
- 1103 Robert McCracken
- 1106 Richard B. Halliday
- 1107 Anthony Caprara
- 1108 George C. Welker
- 1110 G. Finnigan-Einterz
- 1111 Fritz J. Clark
- 1114 Frank J. Lattimore
- 1115 Thomas L. Bailey
- 1116 James J. Devine
- Roger L. Chenez 1117
- James P. O'Hare 1118
- 1120 Glenn A. Carter
- Donald J. Loretto 1122
- 1124
- Lyle J. Decillis
- 1127 Michael G. Bain
- 1128 John E. Lyford
- 1129 Warren M. Adams
- 1141 Joan Mahoney
- 1150 Laura J. Unger
- 1152 Mary Mazzeo
- 1168 Debra Hayes
- 1177 John J. Blasi
- Arthur Cheliotes 1180
- 1183 Richard Wagner
- 1188 Mohammed M. Khan
- 1250 William Sharkey
- 1301 George R. Alcott III
- 1370 Robert A. Morais, Sr.
- 1377 Raymond Cloutier
- 2001 Donald R. Burford
- 2002 Roger Collier
- 2003 Mark S. Smith
- 2004 Ronald L. Gaskins
- 2006 Doris A. Armstroug
- 2007 Richard D. Mabrey
- 2009 Lowell Damron
- 2010 Clara M. Linger
- 2011 Linda Aman
- 2100 Gail Evans
- 2101 Maria M. Burv
- 2105 James E. Farris
- 2106 Barbara J. Mulvey
- 2107 Ray L. Pomeroy
- 2108 Dennis L. Serrette
- Charles F. Fouts, Jr. 2109
- 2110 Barbara J. Davis
- 2150 Mary A. Alt

- 2201 Richard C. Verlander, Jr.
- 2202 Louis J. Scinaldi
- 2203 Phillip C. Hart
- 2204 David V. Layman
- 2205 John Smith
- 2206 Eugene C. Bloxom
- 2222 Kenneth A. Rucker
- 2252 Robert M. Brace
- 2260 Thomas A. Thurston
- 2272 Gerald F. Pultz
- 2275 Linwood M. Grimes
- 2276 Harold E. Leedy
- 2277 Russel S. Wells
- 2300 Willie Leggett
- 2336 Joanne C. Bell
- 2382 India L. Winstead
- 2390 J. I. Ketner
- 3061 C. D. Lea
- 3101 Michael R. Amos
- 3102 Shelley L. Hayes, III
- 3103 Ann C. Duck
- 3104 Donald A. LaRotonda
- 3105 Susan J. Crews
- 3106 William Lyn DeLoach
- 3108 Michael D. Jones
- 3109 Ralph H. Fenn Jr.
- 3110 John Holdsworth
- 3111 Michael Tartaglio
- 3112 C. E. Ryan
- 3113 John Schaich
- 3114 Michela Burch
- 3115 Hollis Burdette
- 3120 William J. Tracy
- 3121 Regina Ross
- 3122 William I. Knowles
- 3151 Donna DeLoachley
- 3171 Edward A. Botting
- 3174 Dan H. Ryals
- 3176 Robert B. Campbell
- 3177 Theresa M. Gedmin
- 3201 Roger L. Todd
- 3203 Robbie Casteel
- 3204 Monroe M. Smith
- 3205 Terri Wilkins
- 3207 Judith R. Dennis
- 3209 Danny O. Harvey
- 3212 L. N. Wofford
- 3215 H. J. Kelley, Jr.
- 3217 Diann J. Hartley

- 3218 J. R. Thackston
- 3220 T. G. Ravita
- 3250 Columbus H. Grizzle
- 3263 Leon A. Gusek, Jr.

- 3277 Donald F. DeBruyn
- 3280 Johnny Wood
- 3301 Norman E. Purvis
- 3304 Thomasson Smith
- 3305 Jeff Wolf
- 3309 Steven N. Miller
- 3310 Joanne Smith
- 3312 James T. Griffey
- 3314 Richard Long
- 3317 Glen Damron
- 3321 Ted Bilbrey
- 3371 Phillip D. Coldiron
- 3372 Dale Holman
- 3402 Ronald Hernandez
- 3403 Walter J. Bagot
- 3404 William Pierce
- 3406 Judy Bruno
- 3407 Terry Derouen
- 3410 Michael J. Fahrenholt
- 3411 Terry H. Laurent
- 3412 Danny C. Naquin
- 3414 Jon G. Bartlett
- 3450 Roy E. Jones, Jr.
- 3490 Joe L. Pierce
- 3504 Danny Smith
- 3505 C. R. Scott
- 3509 J. D. Staples
- 3510 E. D. Chisolm
- 3511 Dearld Dear
- 3513 Carl C. Henderson
- 3514 Larry Dearing
- 3516 Carl Madden
- 3517 Carl Ray Oliver
- 3518 Oscar Denton
- 3519 Richard Scruggsyaw
- 3601 Carol Calloway
- 3602 A. T. Foust
- 3603 Steven D. Stancil
- 3605 Mark Demaegd
- 3607 Raymond D. Riffe
- 3608 Danny Nelson
- 3609 Paul C. Huggins
- 3610 Ricky Wike
- 3611 Paul C. Jones
- 3613 J. M. Rowell

- 3615 Mike W. Davis
- 3616 George Melton
- 3617 Eva Peguese Gay
- 3618 Mark Demaegd
- 3650 R. R. Bartlett
- 3672 Gary McClure
- 3673 Charles T. Cathey
- 3680 Rocky A. Barnes
- 3681 Ronald X. Knight

- 3682 Alton Hanford
- 3683 David Burleson
- 3684 Warren D. Livingston
- 3685 R. H. Harris
- 3695 F. D. Haskett
- 3702 Joe K. Thomas
- 3704 Denny M. Lynch
- 3706 Shirley Y. Brazell
- 3708 D. A. Poston
- 3710 Paula E. McLeroy
- 3716 M. D. Genoble
- 3719 F. B. McKerley, Jr.
- 3802 David C. Grow
- 3803 A. D. Greene
- 3804 Jackie Ellis
- 3805 Darrell H. Wolfe
- 3806 K. A. Scott
- 3808 Richard S. Feinstein
- 3871 Ralph E. Hicks
- 3901 H. T. Carter
- 3902 Sonja N. Abbott
- 3903 E. S. Jones
- 3904 W. H. Walker, Jr.
- 3905 Luther Christian
- 3906 J. M. Hughes
- 3907 A. L. Sarradet, Jr.
- 3908 Robert L. Cotter
- 3909 Fancher Norris
- 3910 L. R. Palmer
- 3911 Terry J. Pitts
- 3912 Robert Dyl
- 3950 A. G. Jones
- 3971 William R. Folmar
- 3972 Ray J. Richardson
- 3976 Harold Stogsdill
- 3990 K. C. Wrav
- 4008 Carl Richter
- 4009 Greg Streby
- 4010 Theresa A. Ryan
- 4011 Gloria L. Llamas

- 4013 David R. Ormsby
- 4017 Gary Odom
- 4022 Larry J. Malski
- 4032 Jack R. Witt
- 4033 Philip L. Odren
- 4035 Phil Slater
- 4038 Gregory Faust
- 4039 Kim Hoppe
- 4040 Ken Winterstein
- 4050 Billy H. Bates
- 4070 Gregory J. Gutowski
- 4090 M. F. Klein
- 4100 Douglas Jager
- 4101 J. S. Bouback

- 4103 T. R. Hammon
- 4107 Janet Rich
- 4108 Bill Bain
- 4109 Tom Sanderson
- 4202 Judy Bolin
- 4209 Marlene George
- 4212 Elizabeth R. VanDerWoude
- 4214 Betty J. Moore
- 4216 Mabel Huff
- 4217 Byron Capper
- 4252 Lanell Piercy
- 4260 Beth E. Johnson
- 4270 Joe Birch
- 4300 S. P. Pagani
- 4302 Sherrie Sallaz
- 4309 Gregory Riemer
- 4310 Cathy Mason
- 4318 Pete J. Dudash
- 4319 Ronald D. Honse
- 4320 Jack Huber
- 4321 Charles H. Rowe
- 4322 Jerry W. Schaeff
- 4323 William D. Rice
- 4325 M. R. Gavin
- 4326 E. J. Griffin
- 4340 Ed Phillips
- 4351 Keith Adamsouder
- 4352 Thomas L. Powell
- 4354 Geoffrey Cole
- 4370 John E. Holland
- 4371 Tami Drollinger
- 4372 Zane C. Campbell
- 4373 Sam Miller
- 4375 Barry W. McCoy
- 4377 Ron Smalley

- 4378 David P. Brandeberry
- 4379 Aaron M. Draime
- 4385 Cynthia R. Armstrong
- 4386 Leonard E. Smith
- 4400 William M. Timmerman
- 4470 Mike A. Timmerman
- 4471 Bill Rathgaber
- 4473 Johnnie B. Kidd
- 4474 John C. Bassett
- 4475 Gerald Calvert
- 4486 Jeffrey Brown
- 4488 Roger A. Brooks
- 4510 Carolyn Powell
- 4527 Richard L. Smathers
- 4530 Robert Glover
- 4600 Mary J. Avery
- 4603 George R. Walls
- 4611 Richard D. Hinderholtz
- 4620 Richard D. Jorgensen
- 4621 Randal M. Kehoe

- 4622 Roger K. Neubauer
- 4623 David A. Klawitter
- 4630 Garv A. Mullikin
- 4640 James C. Clark
- 4641 Gene McKahan
- 4642 Gary R. Grassel
- 4646 Nancy Lego
- 4670 Ron Vechinski
- 4671 Michael Oliver
- 4672 David L. Stachovak
- 4674 Edward J. Zych
- 4675 Edward Shell
- 4690 L. L. Shepler
- 4700 Patrick G. Gorman
- 4703 Maurice L. King
- 4711 Thomas E. Martin
- 4770 Gary T. King
- 4773 Edward Lowdenslager
- 4780 Roland J. Michael
- 4782 Ann Bohlander
- 4790 P. E. Vukovich
- 4795 Albert H. Offutt
- 4800 Nancy L. White
- 4818 Jane Baxter
- 4900 Dodie Ditmer, Admin.
- 4998 Glen G. Hamm
- 6007 Elvin C. Crites, Jr.
- 6009 Jerry Butler
- 6012 Dean Franklin

- 6015 Bill H. Torbett, Jr.
- 6016 Barry Gardner
- 6050 Ralph L. Jeffrey
- 6100 John R. Briscoe
- 6101 Bill Gressett
- 6110 Eliseo Torres, Jr.
- 6113 David A. Rawson
- 6118 W. G. Crockett
- 6127 Clay Everett
- 6128 Bill Utterback
- 6132 Ray Flores
- 6137 Larry J. Vandeventer
- 6139 Phillip Perkins
- 6143 Ralph Cortez
- 6150 Ray Kramer
- 6171 Michael Simmons
- 6174 Glenda G. Turnbo
- 6177 Harrell W. Brock
- 6178 Brenda S. Malone
- 6200 Jimmy Cook
- 6201 Denny Kramer
- 6202 S. R. Wilkins
- 6203 Jack Maxey
- 6206 Charles E. Kohl
- 6210 Mark J. Ewig

- 6214 Glynne R. Stanley
- 6215 Joseph D. Williams
- 6218 Jimmy L. Powers
- 6222 Burgess J. Etzel
- 6225 Ron M. Plumlee
- 6228 Ronnie Gray
- 6229 Dennis W. Dobbs
- 6290 Ron Linnell
- 6301 Sandra L. Grogan
- 6310 Tony Ellebracht
- 6311 Mark K. Van Dolah
- 6312 Jack Foster
- 6313 S. R. Wood
- 6314 Mark E. Franken
- 6316 Lynnett Jenkins
- 6320 Michael Neumann
- 6321 Harlin G. Turner
- 6325 Edward Pinkelman
- 6326 Cecelia M. Peltier
- 6327 Pamela K. Jarman
- 6333 David A. Litzenberger
- 6350 Robert K. Huss
- 6372 Ralph I. Nesler
- 6373 Michael Johnson

- 6374 Michael D. Figg
- 6375 Kim Douglas
- 6377 Earline Jones
- 6390 Tom W. Breidenbach
- 6391 K. W. Flanagan
- 6395 Julie Howell
- 6401 Debbie Snow
- 6402 Robin L. Bailey
- 6406 Larry D. Eberle
- 6407 Janet C. Gardner
- 6409 Terry Highfill
- 6410 George Collinge
- 6411 C. M. Paugh
- 6450 Judy A. Sterns
- 6477 Charles R. Jarnevic
- 6500 Gilda Grant
- 6502 Gary D. Gray
- 6503 Bill Glisson
- 6505 E. H. Strange
- 6507 Alma Diemer
- 6508 John S. Graham
- 6573 David M. Young
- 6733 Donna Bentley
- 7001 John Keogh
- 7009 Christopher Roberts
- 7011 Jude McMullan
- 7019 Joseph A. Gosiger
- 7026 Michael E. McGrath
- 7032 Lawrence D. Shelton
- 7037 Robin A. Gould

- 7050 Kathleen N. Fuentes
- 7055 Lawrence Sandoval, Chair
- 7060 Larry Larson, T-Admin.
- 7070 Mike Hernandez
- 7072 Estella Madrid
- 7090 Dennis E. Aycock
- 7096 E. D. Johnson
- 7101 Burnell Frieden
- 7102 Sarah L. Downing
- 7103 Kenneth J. Mertes
- 7107 William C. Mayland
- 7108 Miriam B. Tyson
- 7109 Gayle G. Tellin
- 7110 Francis J. Giunta, II
- 7115 John K. Graham, Jr.
- 7117 Anita K. Purcell
- 7170 Yvonne Winther
- 7171 Dennis R. Dunbar
- 7172 Caroll L. Herndon

- 7173 John Nedved
- 7175 Carolyn D. Sallis
- 7176 Tod Walker
- 7181 Nancy Moser
- 7200 Mary L. Taylor
- 7202 Howard G. Haiman
- 7203 Gerald J. Finn
- 7205 Douglas J. Ardoff
- 7206 David J. Stoltman
- 7212 Dave J. Clement
- 7213 Scott T. Bultman
- 7214 Thomas N. Anesi
- 7219 Robert S. Pompe
- 7220 Harold J. Dupree, Jr.
- 7250 James P. Kovar
- 7270 Alan E. Piker
- 7272 Patrick Doyle
- 7290 A. C. Mumm
- 7301 Stephanie J. Reidy
- 7303 Dee L. Olson
- 7304 Daniel Byars
- 7400 Rick L. Sorensen
- 7401 Neal E. Kelley
- 7470 Dennis Martin
- 7471 Brad L. Fisher
- 7476 Mark Kostovny
- 7500 David A. Clauson
- 7503 Richard Prostrollo
- 7504 Rolland C. Kludt
- 7505 Ronald A. Bawdon
- 7506 Larry D. Peterson
- 7601 Toni L. Joy
- 7603 Virginia Schiggel
- 7610 Michael D. McKinnon
- 7621 Lynn L. Muehlfeit

- 7670 David S. Moore
- 7702 Ronald K. McKim
- 7704 Gail M. Metcalf
- 7705 Lee B. Linford
- 7708 Darlene S. McClean
- 7716 Larry P. McCormick
- 7717 Eugene W. Heuman
- 7743 Dohn W. Ross
- 7750 Jerry L. Jensen
- 7755 Joseph Petersen, Chair
- 7777 Sharon Cordova
- 7790 Charles L. Mitchell
- 7800 Patti E. Dempsey
- 7803 Kenneth J. Horn

- 7804 Richard W. Godwin
- 7810 Bill D. Jenkins
- 7812 Kenneth C. Harding
- 7816 Alfred Bopp, Jr.
- 7818 Madelynn C. Wilson
- 7904 Rodger E. Bauer
- 7906 Joseph F. McMahon
- 7908 Margaret A. Sorensen
- 7955 Linda Rasmussen
- 7970 Alvin L. Still, Jr.
- 9400 Marjorie Terflinger
- 9404 Bernard V. Chiaravalle
- 9407 Rick Becker
- 9408 Nadine Cox
- 9412 H. C. Cotner
- 9413 John D. Doran
- 9414 Mitch Crooks
- 9415 Kathleen Kinchius
- 9416 Joanie Johnson
- 9417 Barbara J. Spradlin
- 9421 Greg C. Ball
- 9423 Louie H. Rocha Jr.
- 9426 Linder Bolden
- 9430 Ellie Benner
- 9431 Leon L. Wurzer
- 9432 Richard W. Morris
- 9505 Ed M. Venegas
- 9509 Judith L. Beal
- 9510 Nita Moreno
- 9511 Ronald S. Smith
- 9550 Linda D. Porter
- 9515 Gloria Castillo
- 9576 Pamela Gomes-St. Audin
- 9587 Susan Greenwood
- 9588 Mike Crowell
- 9590 R. C. Starr
- 13000 Joseph V. Clinton
- 13100 Susan Uff
- 13101 W. Speakman, IV
- 13500 Sandra Kmetyk

- 13550 Karen Gatto
- 13552 Gerald M. Mickey
- 13570 Steven Corbisiero
- 13571 Richard Evanoski
- 13572 Ray A. Kissinger, Jr.
- 13573 David G. Miller
- 13574 Ray Stevenson
- 13585 Verden Latchford, Jr.
- 13591 Joseph J. Nowark

- 14142 Kathleen Sieminski
- 14169 Joseph J. Cannizzaro
- 14322 Daniel Jackson
- 14330 William D. Weaver II
- 14404 Joan Forman
- 14406 Linda A. Morris
- 14410 John Rice
- 14413 Louise Harvey
- 14423 Earl Sigley
- 14424 Gerald Stevens
- 14427 C. L. Thompson
- 14430 Robert C. Maida
- 14431 Michael Phelan
- 14434 Joseph Kelly
- 14438 Maurice E. Rinehammer
- 14440 Trina J. Marquis
- 14446 James Fisher
- 14448 Dennis W. Rogers
- 14514 Thomas Cowman
- 14516 Douglas Willis
- 14549 Robert A. Santner
- 14616 John J. Ebeling
- 14620 David A. Griffith
- 14715 James Gilbert
- 14719 Douglas Yarrington
- 14734 Brian A. Telander
- 14745 Roberto I. Espinosa
- 14752 John C. Mullen
- 14800 Robert M. Super
- 14802 Ronald W. Mickel
- 14803 Garv Knauff
- 14813 Edward Hess, Jr.
- 14815 L. J. McCready
- 14830 Ronald G. Miller
- 14831 Joseph E. Collins
- 14834 Raymond W. Corl
- 14836 Stanley Mounts
- 14837 Walter J. Lesnefsky
- 14921 Jerry K. Ahue
- 54412 Linda Dielman
- 57045 Robert J. Buresh
- 57407 Russell Corey
- 59054 Dennis Csillag
- 59057 Gena Stinnett

SECRETARY-TREASURER EASTERLING: Congratulations again to the officers and members

of the 100 percent Locals for such an outstanding performance.

Before I announce the winners of this year's Convention Awards, I want to ask all the winners to gather for a photo session just off the stage to my left when these proceedings are over. The first award is presented to the Local that contributed the most CWA-COPE dollars last year. We are happy to present this Special Local Award to Local 1301, which contributed \$56,128.70. (Applause) The President of Local 1301, George Alcott, is not here, but Brian Harvey will accept it in his absence. (Applause)

The next award goes to the Local that contributed the highest percentage of its CWA-COPE quota in 1998, and we are delighted to present this award to Local 1301, which raised 8853.10 percent of its quota. Again, Brian Harvey will accept for George Alcott, the President. (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 1998. The winner of 1998's Sweepstakes Award is District 3. (Applause and cheers) District 3 raised 249.50 percent of its quota in 1998. Congratulations to Vice President Jimmy Smith, the District 3 Staff and Locals. The next award is presented to the Local that achieved the highest percentage of membership participation in the CWA-COPE PCC checkoff program in 1998. This special Local Checkoff Achievement Award is presented at this Convention to Local 7072, which achieved 100 percent of membership participation in the 1998 CWA-COPE PCC checkoff program. (Applause) Congratulations to Estella Madrid, the President of Local 7072, even though she is not here to accept it. The Vice President, John Thompson, will accept it. (Applause)

The next award goes to the Local that had the largest number of members signed up on CWA-COPE PCC checkoff in 1998. We are very pleased to present this award to Local 1101 which had 2,596 members signed up on CWA-COPE PCC checkoff. (Applause) Congratulations to President Ed Dempsey. Jim Trainer from 1101 will accept the award.

We now present the Distinguished President's Award for outstanding achievement in raising voluntary or "FREE" dollars. This award goes to the Local that met its quota with the highest percentage of voluntary dollars in 1998. It is a pleasure to present the President's Award to Local 1301 (applause), which raised 8853.10 percent of its 1998 quota, again, Brian Harvey accepting. (Applause)

The next Distinguished President's Award is presented to the Local that met its quota with the most voluntary dollars in 1998. The President's Award goes to Local 1301 which raised \$56,128.70 — all voluntary dollars. (Applause)

We will now present two CWA-COPE QUORUM Achievement Awards for 1998. The first award goes to the Local that had the most members in the CWA-COPE QUORUM in 1998. It is a pleasure to present this award to Local 3204 with 64 members. President M.M. Smith, please come and accept this special award. (Applause)

The second QUORUM award is presented to the District that had the most members in the CWA-COPE QUORUM in 1998. We are proud to present this award to District 3 with 803 members. Jimmy Smith, Vice President, accepting. (Applause)

We will now present two Special District Annual Achievement Awards. The first of these awards is presented to the District that achieved the highest percentage of membership participation in CWA-COPE checkoff in 1998. We are delighted to present this award again to District 6, which had 12.60 percent of its membership on checkoff at the end of calendar year 1998. Ben Turn, Vice President, accepting. (Applause)

The second Annual Achievement Award goes to the District that raised the most CWA-COPE dollars in the calendar year. We are proud to present that award to District 6 (applause and cheers), which raised \$393,686.25. (Applause)

We will now present our two Platinum Quorum awards. The first Platinum Quorum Award goes to the Local that had the most PQ members in 1998.

We are pleased to present this PQ award to Local 6222, Houston, B.J. Etzel, President, with 57 members. (Applause)

The second Platinum Quorum award is presented to the District that had the most PQ members in 1998. We are proud to present the Platinum Quorum Award to District 6 (Applause and cheers), which had 337 members. Ben Turn. (Applause)

Now it gives me a great deal of pleasure to present the Special State Awards. Those awards go to the states in which all locals are 100 percent in CWA-COPE. They are:

Arizona, Larry Larson, Staff. (Applause)

Louisiana, Booker Lester, Staff. (Applause)

New Mexico, Lawrence Sandoval, Staff, Larry was not there, so Bill Thornburg accepted for him. South Carolina, Jerry Keene. (Applause)

South Dakota, J.R. Garrison. (Applause) Bill Thornburg will accept that award.

We now present our two Triple Quorum awards. The first award goes to the local that had the most Triple Quorum members in 1998.

With 101 members in the Triple Quorum for 1998, I am pleased to present that award to Local 1301. Again, Brian Harvey is accepting for his president. (Applause)

The second Triple Quorum award is presented to the district that had the most Triple Quorum members in 1998. We are very pleased to announce the number of 186 members, and that was done by District 6. (Applause and cheers)

Now for a recap of the districts' CWA-COPE performance in 1998.

District 3 raised 249.50 percent of its quota, while District 6 came in second, but very close, with 249.20 percent of its quota. Districts 2 and 7 came in tied with 170.10 percent. They were followed by District 1, with 108.9 percent. And District 9 finished last, with 89.8 percent. So that gives District 9 something to shoot for.

The district that increased its percentage of quota over 1997's record is District 4. Congratulations. Jeff Rechenbach. (Applause)

And now for the final awards of the CWA-COPE program. When the CWA Executive Board adopted the "\$2 Million by 2000" program in February of 1997, all of the elected officers and the non-represented staff pledged one-half of one percent of their salaries to CWA-COPE. In recognition of this commitment to COPE the 400 Plus and 500 Plus Clubs were created, and to reward those CWA officers and staff for contributing over \$400 and \$500 a year to CWA-COPE, a club pin was created as an emblem of their generosity, and you may have seen some of those on folks around here.

In 1998, those clubs were opened up to rank and file CWA members, and I am very pleased to report that today we have forty-five 400 Plus Club members and twenty-six 500 Plus Club members, and each of these people will receive their pin in the mail.

But that's not all. Our records indicate that in 1998 we had six CWA members who contributed more than \$1,000 to CWA-COPE. In recognition of this spectacular support for our political fundraising program, we have created the 1000 Plus Club, and this beautiful pin to go along with it. I will now present the very first of these 1000 Plus Club pins to District 4's Vice President Jeff Rechenbach, who gives one percent of his salary to CWA-COPE. (Applause, cheers and whistles)

I know you are not going to believe this — I don't believe it myself (laughter) — but I get the second pin. (Applause)

Our third winner is Local 3310 Vice President Karen Mitchell. (Applause) She had to leave last night, but we presented the pin to her during the Quorum Reception, and she was very, very impressed by it. It is a big thing for a local person to do something like that.

Now, we have a few other folks. Local 6215 has our fourth and fifth honorees. President J.D. Williams and Executive Vice President Carroll Magee. (Applause and cheers)

Our final honoree is Vice President Ruby Jensen from Local 6222. (Applause)

This concludes our CWA-COPE awards program. Let's have a big round of applause for all our winners and honorees. Thank you. (Applause)

PRESIDENT BAHR: It is my pleasure now to present the awards for General Excellence to the top winners of CWA's local newsletter journalism competition.

While our CWA News and headquarters publications do an excellent job from a national perspective of keeping our members informed and mobilized, our local editors reach our union brothers and sisters on a much more personal level.

When members fight for a new contract, when they achieve an organizing victory, when community coalitions win state or local legislation to benefit working families, it's the local union that is directly involved. And it's the local union newsletter editor who is closest to the story and the participants, and who can bring to life a dramatic presentation to inspire local members. Our annual journalism contest is one way that we promote and recognize excellence among local union newsletters. Our local editors have demonstrated exceptional effort to produce publications with a high degree of readability and credibility.

A total of 75 newsletters submitted entries in one or more categories of this year's contest. Competitors represented a substantial cross-section of the union's diverse membership — from telephone, public sector and health care to printing and publishing, Newspaper Guild and broadcast units.

Several awards have already been presented in District or Sector meetings, including first place: For Best Layout and for Best Human Interest Feature — "Communique," CWA Local 1180, Dorothy Benz, editor. (Applause)

For Best Opinion, "Local Spirit," CWA Local 1150, Laura Unger, editor. (Applause) For Best News Reporting, "Local 57 News," NABET-CWA Local 57, Gena Stinnett, editor. (Applause)

For Best Original Cartoon or Graphic, "United to Win," CWA Local 9410 — Carl Russo, cartoonist and Mark Gruberg, editor. (Applause)

For Best Front Page, "Scan," TNG-CWA Local 213, Brendan Howley and Maureen Argon, editors. (Applause)

This year's winners were selected by Peter Perl of <u>The Washington Post</u>, Dena Bunes, Washington Bureau Chief for the <u>Orange County Register</u> in California, and Jim Spellane, communications director for the International Brotherhood of Electrical Workers.

The awards I am about to present are for overall General Excellence. In Category I, publications serving fewer than 200 members. The winner is "4260 Report," CWA Local 4260, Mark Cordes, editor. (Applause) Accepting the award on behalf of the editor and Local President Beth Johnson, is District 4 Vice President Jeff Rechenbach. (Presentation - Applause)

The judges were impressed with this newsletter's useful information, readability, clean layout and excellent use of statistics in reporting a story.

Our winner in Category II, for locals of 200 to 500 members, is "United to Win," CWA Local 9410, March Gruberg, editor. Accepting the award is Local 9410 President Margie Marks. (Presentation - Applause)

"United to Win," the judges pointed out, is "extremely well-connected to the membership" and focuses well on both member issues and local politics. They also cited its wide range of interviews, news, and opinions by a variety of writers.

"Local Spirit," a publication of CWA Local 1150, is our General Excellence winner in Category III, for locals of 500 to 1,000 members. Accepting the award is Local 1150 President and Editor Laura Unger. (Presentation - Applause)

According to the judges: "This paper takes its responsibility to inform very seriously. The writing sparkles, concepts and stories are highly original and they are nicely localized."

In Category IV, for locals of more than 1,000 members, the winner is the "New York Generator," Local 1101, Tom Smucker and Jack Dumars, editors. (Applause) Accepting on behalf of the editors and Local 1101 President Joe McAleer, is District 1 Vice President Larry Mancino. (Presentation - Applause)

The judges praised the "New York Generator" as "interesting, neat and clever, with crystal clear writing and content," and said it very "effectively conveys the union perspective."

The Oscar Jager Journalism Award is presented each year to a publication that demonstrates the commitment and intense dedication that guided the life of the late Oscar Jager, a former editor of the "CWA News" and a lifetime labor publicist.

This year's "OSCAR" for the second consecutive year, goes to "Scan," the publication of the Canadian Media Guild, TNG-CWA Local 213 and a new team of editors, Brendan Howley and Maureen Argon. Accepting the award is Canadian Guild Delegate Scott Edmonds. (Presentation - Applause)

The judges pronounced "Scan" "a solid product which would interest a casual reader and the intense professional, looking for inside information." They praised it as an excellent publication with good writing, great graphics, professional, polished and extremely readable.

The judges had high praise for CWA's local editors overall. They said: "The vast majority of CWA's publications show substantial understanding of the basics of effective communication. We found, across the board, that publications maintained a close contact with members, most often through a light, conversational tone of writing."

To the judges' comments, let me add my own heartfelt thanks for the work that you do. Your

publications, all of them, are among our union's most valuable assets. (Applause)
On Microphone 1 — I was looking for you over here, Louie — the Chair recognizes Louie at Microphone 1 for the purpose of offering a resolution.

DELEGATE LOUIE ROCHA (Local 9423): Thank you.

... Cry of "Object to consideration" from the floor ...

PRESIDENT BAHR: There is nothing on the floor yet. You do not know what you are objecting to. At least give him a chance to make his motion.

DELEGATE ROCHA: I dutifully submit the following resolution to the floor of the 61st Annual Convention of CWA, a resolution to support the Cuban Food and Medicine Security Act of 1999. WHEREAS, Pope John Paul II has visited Cuba —

PRESIDENT BAHR: Louie, there is an objection to consideration, so just hold a minute while I am advised by our Parliamentarians.

The objection to consideration is in order. It is not debatable. It requires a two-thirds vote. In effect, I have to have more than one-third support to consider it. If we don't have that, it would shut the question off.

All those in favor of the motion to object to consideration indicate by raising your hands. Down hands. Opposed by like sign. The objection to consideration is defeated.

The Chair recognizes Louie Rocha. (Applause)

DELEGATE ROCHA:

RESOLUTION TO SUPPORT THE

CUBAN FOOD AND MEDICINE SECURITY ACT OF 1999

WHEREAS, Pope John Paul II has visited Cuba, and has encouraged that humanitarian aid be extended to the people of Cuba, and

WHEREAS, the people of Cuba have been denied the right to buy necessities such as food and medicine from the United States, and

WHEREAS, the U.S. Labor Movement in its fight against the offensive of corporations which seek to close plants and shift production offshore to avoid paying union wages, needs the support and solidarity of the workers of Latin America who are victims of the same corporations; and WHEREAS, in the long term opening up trade with Cuba, our close neighbor and a potential trading partner, would help create thousands of jobs for both U.S. and Cuban workers, and WHEREAS, the United Auto Workers International Executive Board, International Longshore and Warehouse Union, United Electrical Workers, National Council of Catholic Bishops, U.S. Chamber of Commerce, American Baptist Church, World Council of Churches, United Methodist Church, United Church of Christ, National Council of Churches, United Presbyterian Church, American Public Health Association, American Farm Bureau Federation, and Grocery Manufacturers of America, have all stated support for the "Cuban Food and Medicine Security Act of 1999" which would exempt food and medicine from the embargo; therefore be it RESOLVED, that CWA, AFL-CIO, supports the "Cuban Food and Medicine Security Act of 1999," Senate Bill 926, sponsored by Congressman Jose Serrano (D-NY), which would allow trade with Cuba in food and medicine."

Dutifully submitted, President Bahr. (Applause)

... Cries of "Second" ...

PRESIDENT BAHR: The resolution has been seconded from the floor. Louie, you can speak on your motion. You can speak on the resolution now.

DELEGATE ROCHA: I rise to submit to this convention floor a resolution to support the Cuban Food and Medicine Security Act of 1999. Thousands of Cuban-Americans send tens of thousands of dollars for aid to their families on the island. This assistance or remittance is urgently needed. This bipartisan bill introduced by Congressman Jose Serrano, Democrat from New York, and James Leach, Republican from Iowa, and Senators Chris Dodd, Democrat from Connecticut, and John Warner, Republican from Virginia, reflects the growing American call to send the very least humanitarian aid to the Cuban people, the elderly, women and young, and workers who are suffering from malnutrition and other ills.

Blame Castro. Blame the system. Blame whoever, but you can no longer, in good faith, blame the American people if we join this movement for humanitarian aid. If we do, that will not be possible. Therefore, I urge your support of this resolution. (Applause)

PRESIDENT BAHR: On Microphone 4, Delegate Allongo.

DELEGATE ANTONIO ALLONGO (Local 3122): I am from Miami. I wish to repeat that I am from Miami. I regret that I have to stand before this crowd right now, the last day of this convention, and address this issue. I tried working behind the scenes, appealing to the Resolutions Committee, who understands how vital this is to the South Florida area. This is probably also one of the most important things I have ever done in my life, addressing this issue. I will gladly stand here alone and say what I need to say. This similar resolution was proposed in a national AFL-CIO convention and also at an Hispanic Labor Council for Latin American Conventions and it was both times defeated. One of those times was with the help of our own President Morty Bahr.

This is a labor convention dealing with labor issues. Nothing — I repeat, nothing we do as a body, as a union, should alienate any segment of our membership. Specifically I am speaking about our Cuban-American union members from CWA here in South Florida.

Brothers and sisters, I sympathize with the resolution and the maker of the resolution. I personally have family living in Cuba. I am well aware of what they are going through. I talk to them. I don't have the funds, nor do I wish to visit them because of the conditions that exist in Cuba — no free speech; no freedom of press; no human rights; and no free independent labor unions. Brothers and sisters, what I ask from you is, this resolution will have no impact whatsoever in Cuba, but it will have an impact here in South Florida, a human impact. This resolution will alienate, divide, and anger our South Florida Cuban members not only in CWA, but all the other unions here in South Florida and the coalitions.

As a union city over the past few years, we have made great gains with CWA getting respect and integrity in supporting many ordinances like the living wage ordinance we just recently passed. This resolution, brought to our own front door, is an added slap in the face to our Cuban-American union member community. If this resolution were to pass, the type of press that we would receive, unfortunately, in the old Miami Herald would destroy the good press that we receive.

Hold on. I am kind of emotional. I am trying to be kind of level-headed here.

I urge you not to approve this resolution, ladies and gentlemen. All we ask is what the labor movement in this country did in South Africa in support the boycott of the apartheid regime. Support it in Cuba also.

We are no different. What we want are the same things: human rights, free independent labor unions. When we do lift the embargo — and some day we will — it will not be because of these reasons. It will be because we have a free Cuba with free independent labor unions.

I am a Cuban-American member, but first I am a union-American member. Please vote against the resolution for CWA members in South Florida. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5. Delegate Fahrenholt.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): President Bahr, my Cuban-American brother made a statement that I would like for you to confirm or deny. What, in fact, is your position on this issue?

PRESIDENT BAHR: My position is the same as that of the AFL-CIO, which has historically taken its lead from the union community in South Florida that lives closest to Cuba.

I might also add that since 1961 CWA has supported the Cuban telephone workers in exile whose president was an old colleague of mine — Vincente Rubiera — who was on Castro's hit list. And former Executive Vice President Ray Hackney risked his life to get Vincente and his family out of Cuba.

We are now in contact with the second and third generations of the Cuban telephone workers in exile, and me being in Washington, D.C., what better source of direct information could I have or John Sweeney have than the people who are right down here on the firing line of South Florida? You're entitled to a second question.

DELEGATE FAHRENHOLT: I don't think I need another one. Thank you.

PRESIDENT BAHR: Thank you. On Microphone No. 3, Delegate Serrette.

DELEGATE SERRETTE (Local 2108): My fellow delegates, I have been a part of this proud union for 37 years. I can remember all too well when I stood before this convention on the question of South Africa where it was soundly booed and booed away.

We are a very, very humane union. We have come to pass. We have been able to fight and come together as a union on issues such as this. What we are faced with here is not the politics of who

Fidel Castro is or who anybody else is. We are talking about children. We are talking about the elderly. We are talking about the sick. We are talking about people who need help that are only 90 miles away from us, and we can do something to help them.

This is an issue in which we stand with the Pope. This is an issue in which we stand with Senator Dodd. This is an issue where we stand with Jose Serrano of New Jersey. This is not an issue that is hidden anywhere. It's out in the open.

America's President, whom we entertained here just yesterday, has opened up attempting to pull something together in a humane way with the Baltimore Orioles and the Cuban National Team.

This is not all about politics. This is people to people. This is humane labor people who are in labor unions, who are in our communities, who want to do the right thing to help the Cuban population.

Please vote this resolution up. We need your vote. I think you will be doing the right thing just like you did with South Africa. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 4 Delegate Gonzales.

DELEGATE GEORGE A. GONZALEZ (Local 3108): Once again, I find myself having to do an unprepared speech, because I never thought something like this would come to the floor in South Florida. What really bothers me about this motion are two things.

Number one, this motion is disguised about the caring about children and relief and the Pope. What this motion, in effect, does is it supports the lifting of an embargo.

The problem that I have with this — and I will be perfectly honest — after 40 years of Fidel Castro being in power, I personally don't know if an embargo is correct or not. I do know this: This is not an issue that we in this union should be considering. This is a foreign policy issue that we have no place in.

These people that support this because they care about humanity should be in the shoes that we are in as Cuban-Americans. I have family in Cuba which have died which and I have never had the opportunity to see. They can't possibly know how we feel.

We would be making a grievous mistake in having a convention in this city. We are leaving a wonderful legacy behind us with what we have done here in South Florida. We can be proud of what we accomplished and how we accomplished it.

Do not, please I beg you, do not leave South Florida by slapping the face of our Cuban-American union members. (Applause) This is a mistake. Do not do this.

PRESIDENT BAHR: Microphone No. 1, Delegate Heath.

DELEGATE BARBARA L. HEATH (Local 3310): I call for the question.

PRESIDENT BAHR: All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

Before the convention is the resolution to support the Cuban Food and Medicine Security Act of 1999. All those in favor please raise you hands. Down hands. Opposed by like sign. The resolution is defeated. (Applause)

The Chair recognizes on microphone No. 1 Delegate Schildt.

DELEGATE TERRY L. SCHILDT (Local 2150): President Bahr, Executive Board, delegates, guests, sisters and brothers, I move the following resolution:

DISCRIMINATORY TAXATION OF DOMESTIC PARTNER BENEFITS

In 1994, the CWA convention adopted a resolution entitled Pride At Work which, in part, affirmed CWA's continued commitment to ending discrimination whenever and wherever found.

At the 1997 CWA convention, delegates adopted the report and recommendation of the National Women's Committee which called for a demonstration of our commitment to end all discrimination by proposing domestic partner benefits at all bargaining tables. The report also recommended that all future contracts bargained by CWA include pension and health care benefits to all domestic partners whether they are of different genders or the same gender.

During the 1998 round of major telecommunications contract negotiations, the achievement of domestic partner benefits was a key demand. With the significant exception of pension and health care benefits for unmarried, opposite gender partners, most of our major employers now provide comprehensive health care coverage for domestic partners. These victories were not only historic achievements for CWA, but for the entire labor movement in the struggle for economic equality for all of our members.

Most recently, on February 13, 1999, the Executive Board unanimously adopted the CWA Executive Board Policy on Discrimination which states: The Communications Workers of America reaffirms its commitment, as a matter of principle and policy, that all forms of discrimination, for whatever reason, be vigorously opposed until all vestiges of discrimination are eliminated from society.

Today, employees who choose to accept health care coverage for their domestic partners are taxed on the full cash value of that benefit, while legally married employees enjoy the same level of benefits without the onerous burden of taxation. This form of blatant marital status discrimination is forcing many of our members to make an agonizing choice between providing health care insurance for their loves ones or struggling to make ends meet with a significantly reduced pay check.

RESOLVED, that CWA continue its pursuit of equality and economic justice for all of our members by calling on President Clinton and the Congress to end all discriminatory employee benefit taxation practices and policies against domestic partners, regardless of sexual orientation or marital status.

Thank you.

PRESIDENT BAHR: You have heard the resolution.

... Cries of "Second" ...

PRESIDENT BAHR: It is seconded from the floor. You may speak on your resolution.

DELEGATE SCHILDT: Now that we have achieved domestic partner benefits in some areas, those who need those benefits the most, usually employees whose partners are not employed or underemployed and do not have benefits, are the least able to afford the taxes which can amount to six hundred to eight hundred dollars a year.

We have lobbied for years to end taxation on benefits we bargained for our members. We need to continue this effort to end marital status discrimination. Thank you. (Applause)
On Microphone 3. Delegate Wood.

DELEGATE JANICE WOOD (Local 9000): Thank you, President Bahr. Brothers and sisters, I ask for your support for this resolution. The question before you is not whether some of our members should have domestic partners — some do. Nor will we be deciding whether employers should provide benefits for domestic partners, because some employers already do. The issue here is: Should some members pay taxes on benefits which are provided to other members tax free? You may think you won't be affected by this problem, but I can tell you by experience that things change. Those of you who have known me for a long time know that I never expected to be living with my sister, but I am. And I may be able to register with her as domestic partners, because in our state your domestic partner is someone with whom you share a household and who is dependent upon you financially or on whom you have a mutual financial dependence. Your domestic partner could be your mother, your sister or anyone who meets that criterion, and, God knows, if my sister doesn't get a job soon, she will be financially dependent on me

This resolution is about fairness, about ending discrimination in the taxation of benefits which we have already negotiated for our members; and if you believe, as I do, that an injury to one is an injury to all, I ask you to vote "yes" on this resolution. Thank you. (Applause)

PRESIDENT BAHR: No other delegates care to speak on this resolution. Before the Convention is the resolution entitled "Discriminatory Taxation of Domestic Partner Benefits." All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. It is adopted. (Applause) On Microphone 2, Delegate Laurent.

DELEGATE TERRY LAURENT (Local 3411): Thank you, Morty. I would like to raise a point of privilege on behalf of former Local 3402 President Larry Paige.

Many of you that have come to conventions before have seen Larry here at several conventions, and we have taken up money for him and other things for his political campaigns in Louisiana. But, as of September of 1997, BellSouth management terminated Larry Paige for misuse of company time.

Luckily, after twenty-one months of being out, and with our support and prayers, Memorial Day weekend we received the arbitration award that he was "terminated without just cause." (Applause)

So, Larry is back to work now. He was not able to attend the Convention, but he did wish that I

would get up and speak for himself, his wife Germaine and their two children, and thank you for all the support and prayers from the CWA across the country. Thank you. (Applause)

PRESIDENT BAHR: Thank you, Terry.

On Microphone 2, Delegate Cummings. Come on, Ann. Didn't see you for a while.

DELEGATE ANN CUMMINGS (Local 7200): I was hiding. (Laughter)

Brothers and sisters, you are all aware of Wall Street and the Republicans and what they want to do to Social Security. They want to increase the age requirement to 67 years old before a person would be eligible for Social Security. This is very wrong and unfair.

Wall Street and the Republicans want to privatize Social Security, which means that one half of a Social Security check would be put into an investment each month. Most seniors do not have knowledge of investments, and if the market fails, it will be a devastating blow to the retirees and their livelihood.

Wall Street and the Republicans are not interested in the failure; they are primarily interested in what Wall Street and the rich and the investors can reap.

The Medicare program is in dire need of prescription coverage. Won't you please help by writing or calling your elected representatives?

And also please work hard to bring out the vote. We must vote. We must have the Democrats back in every seat in Congress, in the Senate and all over, because they are the ones that will support us.

Please bring out the vote, bring your people to do the work that we need done. If we do not do this, it will not be anybody's fault but our own.

Our council is working very diligently for these benefits and for all of you, so that when you retire, your benefits will be there.

Remember, get out the vote and help us. If you retire, you are not retired. You are still working for your union members. We are all union members and will be there until St. Peter calls us. And when he does, bring your union card, and I am sure he will let you in. Thank you very much. (Applause)

PRESIDENT BAHR: Thank you, Ann.

I just want to take a moment aside to recognize Delegate Claire Poole from Local 1084, in that she, I think, has about 25 consecutive years as a delegate to this Convention. And Claire, when she spoke at a mike, I think it was yesterday, said she was retiring, and we wanted to wish you well, Claire. You have served this Union well. Thank you. (Applause)

We have several other delegates waiting to speak. Let's take a moment to give Barbara a chance for some announcements.

SECRETARY-TREASURER EASTERLING: First of all, I think we all want to take advantage of the Host Committee's kindness to us and their courtesy, the hard work they have done while we have been here, and to let them know that. Thank you so much. A great committee. Thank you. A great hospitality. (Applause and cheers)

... Convention announcements ...

SECRETARY-TREASURER EASTERLING: Jobs with Justice conducted a raffle, and you know that we are sponsoring the B.B. King Blues Festival. We are holding it around the country. There are flyers on that.

As part of the festival and to help raise money for Jobs with Justice, the supporters have been selling raffle tickets for a guitar, a baby Lucille; and for a second prize, two tickets to the concert that will be nearest you.

The winner of the second prize for the two tickets is Peter Tommaso of Local 3113.

This is the guitar (holding it up) and B.B. King will have it at the concert with him and will sign the guitar, and then that guitar will be shipped to the winner, who is Rita Voorheis of District 6. (Applause)

A total of \$2,388 was raised for Jobs With Justice. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 2, Delegate Camacho.

DELEGATE RALPH CAMACHO (Local 3150): In 1998, Hurricane Georges caused much damage as it passed through Puerto Rico. Several of our members lost their homes and possessions, and others had their homes damaged.

Through the efforts of Bernie Pita, President of Local 3150, Robbie McNeely, CWA Representative of District 3, and T. Santora, CWA Representative of C&T, many of our brothers

and sisters received checks from the Disaster Relief Fund from the CWA National and from District 3.

I would like to take this opportunity to thank all of CWA, especially President Morton Bahr and his Executive Board, Vice President of C&T, Jim Irvine, and VP of District 3, James Smith, for the financial assistance given to our brothers and sisters in Puerto Rico of CWA Local 3150. Thank you. (Applause)

PRESIDENT BAHR: Microphone 2, Delegate Cummings.

DELEGATE CLAUDE CUMMINGS (Local 6222): I just wanted to announce to the delegates that our President, B.J. Etzel out of Local 6222, will not be running for office. This is his last term, and I just wanted the Convention to kind of recognize that.

As President of Local 6222 in Houston, B.J. represents 7,000 bargaining unit Southwestern Bell employees, working in Metro Houston and a number of adjacent towns within the Southeast Texas area. He was elected President in 1987 after serving as Job, Chief and District Steward for over 20 years.

B.J. began his telephone career in Houston on June 7, 1957 — I was six years old — as a cable splicing helper in the then Plant Department and held similar positions until 1969, when he transferred to the company position he currently holds — communications technician in the Network Operations organization.

B.J. has been very busy in the Houston area. He has really supported this union. You all know the different COPE awards that have come out of our local. He supported all of the programs. He has been a good president, but we are all also losing a very good friend.

So I would just like you all to give him a round of applause for everything he has meant, not only to the Houston local, but to this strong CWA Union. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Moreno.

DELEGATE NITA MORENO (Local 9510): President Bahr, fellow delegates, I would first like to thank all the members of District 3 for a very moving and memorable convention. Thank you very much. It was wonderful for me. (Applause)

On that note, I move to adjourn and extend the warmest welcome to all of the delegates here to Convention 2000 in Anaheim, California. (Applause)

PRESIDENT BAHR: We have a motion to adjourn. I should tell you, there are no other delegates wishing to speak. But as we have in the past, I will take the vote and would like you to remain in your seats for a few minutes for some closing remarks from me, and then the closing video. So, all those in favor of the motion to adjourn indicate by raising your hands. Down hands. Opposed, by like sign.

After the video, I will tell you what the vote was. (Laughter)

Before we adjourn, I want to spend a few minutes to share some closing thoughts with you about this week. This is the last time we will meet together in convention in this decade, in this century, in this millennium. Because this is such an historic milestone, I want to be with you as we close this Convention and come down on the floor, where I once served as a CWA delegate.

 \dots The delegates applauded as President Bahr left the podium and the stage and walked to the center of the convention floor \dots

PRESIDENT BAHR: I would first like to have the Convention thank our NABET members for once again helping to make this a great Convention.

 \dots The delegates arose and applauded and cheered in appreciation of the work NABET did for the Convention \dots

PRESIDENT BAHR: Forty-four years ago in St. Louis, I stood at this microphone. It was CWA's 17th Annual Convention, and I was a brand new delegate. And like everyone in this room who remembers the nervousness, my knees were shaking and I had a queasy feeling in my stomach as every one of you did your first time.

Now, I took the microphone for really a point of personal privilege for the purpose of calling to the attention of the Chair, President Beirne, and the delegates to the convention that that year, for the first time in the history of CWA, there were two delegates who were not from the telephone industry.

We had won an NLRB election after four years of fighting company opposition and two other unions that only represented telegraph workers. I told the delegates that with my bargaining unit joining CWA this was no longer a telephone union but rather a communications union. (Applause)

I reminded the Chair that we should begin to refer to ourselves as a communications union, and should begin identifying ourselves as such. There was much applause from the delegates and after the Convention President Beirne sent a letter out to all locals repeating what I had recommended. Nevertheless, I knew in my heart that very few of our members or leaders at that time really accepted the change.

But this indeed was the beginning of change in our union. We need to remember that CWA was born out of the old Bell System company-dominated unions, so it should be no surprise that we inherited some of their traits. For example, the Bell System used to make it clear that there were two kinds of employees in this country: those who worked for the Bell System and everybody else. (Laughter)

And our union reflected that view without even realizing we did. And perhaps because I did not come out of the Bell System, it was easier for me to see it. If you work for GTE or Sprint or some other, or Rochester Telephone, you were called "non-Bell." We were telegraph workers, so they called us "non-voice." (Laughter) So without really intending to do so, we established two classes of CWA members.

The resistance to change was quite evident when two months later I and other delegates from my bargaining unit attended the Long Lines caucus in Cincinnati. Since our bargaining unit extended from the East Coast to Hawaii, Joe Beirne didn't really know where to put us. We didn't have enough members to be a national unit, so he put us in Long Lines, AT&T Long Lines, which was about the closest match.

This first meeting that we went to — and we were all enthusiastic — was the AT&T Long Lines caucus. The first order of business was to expel us because we were not pure. (Laughter) And if it wasn't for two people who are no longer with us who stood up because they had a broader vision — Charlie Gantz, the President of the Long Lines local in Philadelphia, and Helen Fowler, the President of Long Lines in Louisville, we probably would have been expelled. However, it was debated, and the vote was that we could stay. I felt like, you know, a person in the hospital just recovering from serious surgery getting a telegram saying, "By a vote of 18 to 16, we hope you recover." (Laughter)

So it was a bitter-sweet victory. But notwithstanding, from the background that I just described to you, who would ever have believed that 30 years later the people who were going to get expelled, at least one of them, could be standing here as President of this great organization. (Applause and cheers)

What does all this mean to CWA in the 21st Century? CWA is no more a communications union today than we were a telephone union in 1955. But change is difficult for some people to accept, just as it was for some CWA members back then. In 1965, for example, the Union adopted CWA Growth Resolution No. 1. The resolution established the CWA Triple Threat Program which we refined and now call the CWA Triangle. As part of the Triple Threat program, the convention approved a timetable of organizing that would make CWA 750,000 strong by 1970, and 1.250.000 strong by 1975.

But most CWA leaders at the national and local levels still couldn't see beyond the telephone industry and only paid lip-service to reaching these objectives.

I honestly believe that the resolution, which was adopted unanimously, was only done so because Joe Beirne wanted it desperately, and it was to accommodate Joe.

CWA locals didn't organize much throughout the rest of the 1960s. During the 1970s and early 1980s, the growth in our union was largely in the public sector and most of it in New Jersey. Only in 1984 did we realize how fortunate we were to have these 75,000 to 100,000 public sector members. They shored up our union as the Bell System divestiture caused a reduction of some 100,000 jobs.

As I said in my opening remarks, 1984 was a watershed year for us, because we had two choices: either to circle the wagons and protect our eroding base in telephone, or to strike out boldly and be the kind of union that will take advantage of every opportunity that presents itself in the emerging information industry.

This meant organizing workers, regardless of the employer, workers who needed our help and who in turn strengthened our union.

That debate, thankfully, is over, I believe, once and for all in our union.

At our convention last September, delegates reaffirmed the Executive Board's recommendation

to assign organizing to the Executive Vice President. Thus, delegates elevated membership growth to the highest levels of our union's policy making board.

Clearly, this strategy has been the right one for us. As we witnessed earlier this week when I presented the President's Award, more and more locals are now organizing. No longer is growth seen as a so-called staff or national union responsibility. It is our collective responsibility. (Applause)

We would not have had any chance to have won the US Airways election if we didn't have the wide participation of CWA locals at the airports and reservations centers across this country. That is a fact of life. (Applause)

And we will win the rerun election when the ballots go out in two days, because we are going to continue to do the same thing we did in the first election. (Applause)

You know, we also need to remember, when we bring new members into our union we become stronger than we were in those communities where these members work and live. So I hope, as we leave this convention, that each of us makes a personal pledge to contribute to making this union stronger in the next century than we are today through our commitment to growth. I also hope that we will look deep within ourselves and ask why we came into this union and why

we serve as leaders of this great organization.
We are a union on the march. We saw that witnessed by the President of the United States

yesterday. We have no room for those who would divide us. We have no tolerance for those who put personal pettiness above the welfare of our members. It is our members that send us here and the reason why we are here. (Applause)

Those who do will and must be held accountable. We don't allow racist statements on the floor of this convention. We should not tolerate comments that could fall into the hands of our enemies and undermine the union's mission.

We are a leader in the American Labor Movement. We must live up to that leadership responsibility in all that we do every day in every city, and every level of this union.

Just yesterday, President Clinton really paid tribute to each of you during his remarks. Few unions have the distinction of welcoming a President of the United States to their conventions. He honored us and our members with his presence. And, at the 2001 convention, along with you, I will welcome President Al Gore to our convention. (Applause)

We have an awful lot of work to do to make that happen between now and election day next year. Everything — I repeat everything — is on the line in the 2000 election. We have two possibilities: the right-wing nightmare, or the union dream. When we wake up in the morning after election day, if indeed we go to sleep, let us know in our hearts that we have done everything possible to make our dream a reality. None of us should be able to say, "I wish I had" or "I could've" or "I should've".

From what I have experienced this week, I am more confident than ever that you are ready to meet the challenge of change.

I think most of you, particularly our younger delegates, understand that we are probably going to have to reinvent ourselves as a union many times during the next century; a union where all workers are welcome, with no different classes of membership. If anyone recognizes CWA ten years from now as the same union that it is today, we won't have done our job.

Before we leave, I want to wish each of you who is running for election this year a great success. To those of you like Claire Poole and B.J. Etzel we just recognized who are not running, I want to extend my personal thanks for all of your contributions. (Applause)

See, our union was built by people like that, and like Marie Scheuermann, sitting in her wheelchair right over here. I couldn't be more honored than her getting out of a sick bed and calling me to tell me, "I won't miss this convention. I want to nominate you once more." I always thought she was going to tell a story, when she talked. It was not only her, but two other New Jersey traffic local presidents, Mary Haskim, who was our vice president at the time, was told to look out for me all those years ago, because we were at a convention in Cleveland, and

There was a bunch of the Jersey traffic local presidents and my secretary-treasurer and myself, and we were so engrossed in what we were saying to each other that we drove 200 miles before we realized we were going west instead of east. (Laughter)

decided to rent a van and drive home.

So since I thought you were going to tell that story, Marie, I thought I would get it on the record.

But seriously, spending these few minutes on the convention floor with you is a good reminder that the true power of this union lies with you and our members. This is where the true power is. Our members placed a great deal of trust in each of you. You have done a wonderful job this week carrying out those responsibilities. Collectively, you have passed on that trust to the dedicated officers on the dais whom you have elected.

You have given me the highest honor any individual can receive, the privilege of leading this great union, hand in hand with our locals, our staff and national officers, into what I am certain will be a bright and prosperous future for the members of CWA and, hopefully, for workers all over the world.

I now ask all of the members of the Executive Board to stand and come forward to the front of the podium.

... The Executive Board members came forward to the front of the podium ...

PRESIDENT BAHR: They didn't know I was going to do this.

This is the National Unity Team that you have elected to take our union into the 21st Century. (Prolonged applause)

. . . The Executive Board members held their hands up high . . .

PRESIDENT BAHR: On behalf of them and myself, we pledge to represent you and our members to the very best of our abilities, to overcome the petty differences that sometimes divide us, to stay focused on the big issues that lay before us.

Before we show the closing video, I would ask all of you to stand. I can think of no better way to end the last CWA Convention of the 20th Century than by going back deep to our roots with labor's national anthem, "Solidarity Forever." So join me in singing "Solidarity Forever." They are going to show the words on the screen.

 \dots The delegation stood and joined in singing "Solidarity Forever" as the closing video depicting the events of the week was shown \dots

PRESIDENT BAHR: The 61st Annual Convention of the Communications Workers of America is herewith adjourned. I wish you all a very safe trip home.

... The 61st Annual Convention of the Communications Workers of America adjourned, sine die, at 2:32 p.m. . . .

... The following Convention Greetings and Communications were submitted to the Stenographers for inclusion in these Proceedings, as follows: ...

Morton Bahr, President Communications Workers of America 501 3rd Street, N.W. Washington, D.C. 20001 Dear Morty:

Thank you very much for the invitation to offer a greeting to the Communications Workers of America's convention delegates. I appreciate the opportunity to communicate with your membership, and would like to submit the following statement to be read at the convention. TO THE DELEGATES: Greetings to all of you in Miami. I regret that I am unable to be with you personally, but I appreciate this opportunity to express my gratitude for your hard work and support in defending America's working families.

Just this past month, we fought for, and gained, a commitment to debate HMO reform on the Senate floor when we return from the July recess. This literally would not have been possible without the help of the CWA and other unions.

Now the hard part begins. We must pass the Patients' Bill of Rights so that Americans will receive the high quality care they deserve. If the Democratic Patients' Bill of Rights becomes law, your doctor will make the decisions about the level of care you need-- not insurance industry bureaucrats; your HMO will be held accountable for decisions that affect your health; and you will not be denied access to needed care, such as the right to go to a cancer specialist. In addition, we have other challenges to face in this Congress. We still have a minimum wage that is not a living wage. That needs to change now. Women still earn, on average, only 74 cents for every dollar men earn — even where they do the same job. The time for pay equity has come. And finally, the budget surplus has given us a historic opportunity that should not be squandered. Now is the time to ensure that Social Security and Medicare benefits will still be there long after you and your children retire. Before Wall Streeters get a tax break, Democrats believe we should secure the future of these critical programs for generations of working Americans and their families. After we extend the solvency of these critical programs well into the next century, we can use the remaining surplus to pay for a prescription drug benefit, more teachers and better classrooms for our children, as well as tax relief for millions of Americans.

I urge you all to maintain your commitment to workplace justice and I look forward to working with you to make the agenda of working families a legislative reality.

With best wishes, I am Sincerely, s/Tom Daschle United States Senate (D-South Dakota) Mr. Morton Bahr, President Communications Workers of America 501 Third Street, NW Washington, DC 20001 Dear Morty:

It's a privilege to welcome the men and women of the Communications Workers of America on the occasion of the 61st annual convention. I send my congratulations and appreciation to all your members for your many years of impressive service to America's working families, and I wish I could be with you in person.

CWA has a proud history of fighting for the rights and dignity of our working men and women. I am proud to stand with you on issues critical to our nation's future-- increasing the minimum wage-- preserving Social Security and Medicare-- guaranteeing a safe and healthy workplace for every worker-- and preserving the basic rights of all union members.

Together, we have won many worthwhile victories. But we must continue to be vigilant against the efforts of those who seek to dismantle the progress that the labor movement has fought so hard to achieve. I know that CWA is willing and able to meet those challenges. With your strong support, we will continue to turn back those who oppose basic rights and dignity in the workplace. We will do all we can to see that workers across the country receive their fair share of the nation's economic prosperity.

I am proud to stand with you in our ongoing efforts in Congress and across the country to advance the rights of workers and their families. I look forward to continuing to work closely with you in the years ahead.

With warmest wishes to the Communications Workers of America for a successful convention. Your friend.

s/Edward M. Kennedy United States Senate (D-Massachusetts) Morton Bahr, President Communications Workers of America, AFL-CIO 501 3rd Street, N.W. Washington, D.C. 20001 Dear President Bahr:

On behalf of the thousands of CLUW members across the country, I bring greetings on the occasion of the Communications Workers of America's 61st Annual Convention. This is also CLUW's opportunity to thank you, President Bahr, for your support of CLUW over the years. Members of CWA continue to provide their talent and time to CLUW as CLUW, like CWA, fights to improve the lives of workers and their families. We will join with you in your efforts to reclaim the House and Senate in 2000.

Best wishes for a successful convention. In Unity, s/Gloria Johnson, President Coalition of Labor Union Women Morton Bahr, President Communications Workers of America 501 Third Street, N.W. Washington, DC 20001 Dear Morty:

Congratulations to you and all the delegates at the CWA's 61st annual convention. I regret that I am unable to attend, but want to extend my best wishes to you and the more than 2,000 delegates assembled.

This past year has demonstrated how when working together, we can advance our common causes. As several mutually important issues emerge on the legislative agenda in coming months, I look forward to joining forces again.

Specifically, the Patients' Bill of Rights is fast approaching consideration on the Senate floor. I have been diligently working with my Senate colleagues to make sure that the health care needs and rights of Americans are protected and I am confident that by working together, this goal will be attained. Furthermore, we need to turn our sights on protecting Medicare, so that those who need access to quality care and low-cost prescription drugs are protected over the pocketbooks of HMO's.

Lastly, I want to work with your members on advancing the everyday issues that affect their lives. We need to raise the minimum wage to lift the burden on our working families. We need to implement ergonomic standards to protect workers from repetitive motion injuries. Lastly, we need to answer the call of Big Business and the Republican party and defend labor laws against constant assaults. The working people of America demand, and deserve, better.

I look forward to working with you on these issues to make sure we place the American family on the forefront of our legislative agenda.

Sincerely, s/Richard A. Gephardt Democratic Leader of the U.S. House of Representatives (D-Missouri) Morton Bahr, President Communications Workers of America, AFL-CIO, CLC 501 Third Street, N.W. Washington, DC 20001-2797 Dear President Bahr:

Please accept the greetings and best wishes of the Food and Allied Service Trades Department, AFL-CIO on the occasion of the 61st Annual Convention of the Communications Workers of America.

Your convention theme, "CWA, Leading the Way into the 21st Century," exemplifies the dynamism present in our labor movement as we strive to advance the interests of workers, not only in the United States and Canada, but around the world. In Solidarity,

s/Jeffrey L. Fiedler, President "Food & Allied Service Trades, AFL-CIO"

President Morton Bahr Communications Workers of America 501 3rd Street NW Washington, DC Dear President Bahr:

Thank you fur allowing me to welcome the attendees of this year's Annual Convention for the Communications Workers of America in Miami Beach, Florida. On this, the 61st Annual Convention, I want to commend CWA and their hard work in fighting for the rights of working families across the nation.

Since coming to Congress in 1994, I have worked alongside the CWA on numerous issues, and look forward to our continuing relationship. We need to insure that as we enter the Twenty-First Century, our vision is one that includes working families and puts families first. That is why in my new role as Chairman of the Democratic Correctional Campaign Committee, we need to work together to "take back the House" and gain six more seats for the Democratic Party. Best wishes to you and to the CWA, and enjoy this year's celebration.

Sincerely, s/Patrick J. Kennedy U.S. House of Representatives (D-Rhode Island) Morton Bahr, President Communications Workers of America 501 Third Street, N.W. Washington, DC 20001-2797 Dear Morty,

AFL-CIO

On behalf of the 15 international unions affiliated with the Building and Construction Trades Department, and the three million men and women they represent, we send you and all the delegates to the 615t Annual Convention of the Communications Workers of America our sincerest greetings and best wishes for a productive convention.

At a time when the political clout of anti-worker forces is more powerful than ever, the need for hardheaded, clear-eyed leadership in the White House, the Senate, and the House of Representatives is apparent. That is why the Building Trades Department is proud to stand with you, and all the progressive forces of the CWA, to ensure the election of political leaders who will work with us to see that the 215t century is defined as the "Workers' Century." We wish you the best for your 61st convention. With kind personal regards, I am Sincerely and fraternally, s/Robert A. Georgine, President Building & Construction Trades Dept.,

Morton Bahr, President Communications Workers of America, AFL-CIO, CLC 501 Third Street, N.W. Washington, D.C. 20001-2797 Dear President Bahr:

Fraternal greetings to you, your officers and delegates attending your 61st Annual Convention, to be held on July 12-14, 1999, in Miami Beach. 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 and for "CWA Leading the Way into the 21st Century." s/Charles E. Mercer, President

Union Label & Service Trades Dept.

AFL-CIO

Mr. Morton Bahr, President Communications Workers of America 501 Third Street, NW Washington, DC 20001-2797 Dear President Bahr:

On behalf of the Asian Pacific American Labor Alliance, AFL-CIO, I would like to extend the warmest greetings to the members and guests of the Communications Workers of America at your convention.

Now in its 61st year, the CWA has done much to improve the working conditions of telecommunications workers in public and private industries throughout the United States. Your work in assuring fair wages, benefits, and working conditions through collective bargaining agreements is truly commendable and is a bright example of the important role unions play in ensuring worker justice.

We are fast approaching the new millennium. There is no doubt that the CWA will play an even greater role in the 21st Century. With the advance of the information age, the telecommunications industry will take center stage as large corporations are born, mergers are negotiated and companies move toward globalization. It is reassuring to know that the CWA will be there to help workers meet these challenges.

The commitment and energy the CWA offers to the labor movement will ensure that it will be leading the way into the 21st century and beyond.

With all the best wishes for an outstanding convention, Sincerely,

s/Guy Fujimura, President

Message of Francisco Hernandez Juarez, General Secretary Telephone Workers Union of Mexico (STRM) to the 61st Annual Convention of the Communications Workers of America (July 12- 14, 1999) My Brothers and Sisters of CWA:

Please receive our fraternal greetings and solidarity from your brothers and sisters of the Telephone Workers Union of Mexico (STRM), on the occasion of this 61st Annual Convention. We wish you great success in your work and in the decisions that will emerge from this great meeting, assurances that will redound to the benefits not only of the telecommunications workers of the USA but to the communications workers of the Continent and the world. We also recognize that CWA is an organization which serves as a model and a leader in negotiations, in the advancement and in the struggles of all the communications workers at the regional, continental, and world level.

We especially acknowledge and recognize the leadership of your President, to Colleague Morton Bahr, our friend, who has givers important support to our Union, and the advancement of democratic and independent unions in Mexico. The confidence and identity which unite us with Colleague Bahr has led us to propose him to be President of The World Committee on Telecommunications of Communications International. The telecom unions of the Continent have based their foundations on the experience and above all, the loyalty and the unbreakable commitment to trade unionism, which our Colleague Bahr has always shown; and permits us to initiate serious actions, decided and defined by the unions in the political, global, and national telecommunications and by the multinationals at the Continental level.

Nowadays, it seems obvious to state that the future of workers in general, and of the communications workers in particular, is determined as never before by the same processes and dynamics of economic, technological, productive, and political changes. The globalization conducted by multinational capital has changed the members of the same unions, of the same owners, independent of our nationalities and of our borders. Today, as never before, whatever happens to you affects us, and this influences our daily lives and work. The end of this century, and the beginning of the new millennium, are also characterized by an unusual interdependence of our economies and systems, of our institutions and organizations, all of which have had to adapt and change in order to make headway with these new realities and challenges for which we otherwise would not have been prepared.

Since 1992, when your Union and ours subscribed to an alliance, we have acted jointly in different ways and on diverse fronts. The understanding, respect, and solidarity, the work and the agreements during these 7 years which we have forged jointly are, without doubt, some of the best weapons of battle. These changes have now caused the workers to design and undertake new and decisive actions jointly in order to challenge multinational capital and its agents. Many things have changed in our Unions during these 7 years. I am sure that one of the more important changes has been knowing that what exists is the strong and superior force/strength of the workers, an international labor force which we need to continuously strengthen and on which we have come to depend jointly to achieve that common destiny, in order to present the international, united, and democratic action for our workers.

We, the Mexican telephone workers, sincerely believe in that superior strength of the Union, and we appreciate and value profoundly our alliance with CWA. On behalf of the STRM and of my colleagues, we reaffirm before you our disposition and our conviction to continue acting jointly in the common tasks and objectives which strengthen our Unions and permit us to better serve the workers.

Long live CWA!

Long live the International Union!

Mr. Morton Bahr Communications Workers of America 501 Third Street, N.W. Washington D.C. 20001-2797 Dear President Bahr:

Please express my congratulations to your Officers and to the Delegates to your 61st Annual Convention. My congratulations are not for their attendance to the Convention but for their many contributions that have benefitted workers everywhere. Theirs is a long and proud tradition of service to members that has always exceeded expectation. Your theme "CWA, Leading the way into the 21st Century," is appropriate since your fine organization has been leading the way into

every year since it's formation. Your delegates face a stern test if they are to live up to accomplishments of past Conventions. I know, however, with the guidance of your stewardship they will never fall short of accomplishing their goals.

With my very best wishes for a successful convention and in solidarity, I remain Fraternally yours,

s/John F. Meese, President Metal Trades Department, AFL-CIO Morton Bahr, President Communications Workers of America 501 Third Street, NW Washington, DC 20001-2797 Dear Brother Bahr:

In the spirit of solidarity, we convey this message of greetings for the 61st Annual Communications Workers of America Convention. Because of the long and positive relationship we have had with CWA, we look forward to a continued close working relationship confronting future challenges consistent with your theme: "CWA, Leading the Way into the 21st Century." Fraternally,

s/Norman Hill, President A. Philip Randolph Institute

Greetings:

On behalf of the entire NAACP family, it is with pleasure that I extend heartfelt congratulations to the Communications Workers of America on the occasion of your 61st Annual Convention. You come together for 3 days in celebration of your relentless dedication and commitment to purpose in fighting for the betterment of our nation. I applaud all of you, individually and collectively, for your diligence in the pursuit of your goals. It is this dedication to principle that makes the eloquent theme of this year's event, "CWA, Leading the Way into the 21st Century," so meaningful. I extend to your organization my very best wishes for the future and for many years of continued success and enthusiasm.

With warm wishes on this special occasion, I trust that this event will be a resounding success, I am,

Sincerely, s/Kweisi Mfume, President, CEO, NAACP

APPENDIX A

FINANCE COMMITTEE REPORT 61st ANNUAL CONVENTION COMMUNICATIONS WORKERS OF AMERICA

GENERAL FUND

The General Fund provides for the ongoing operation of the Union. As of March 31, 1999, the General Fund has total assets of \$35,107,566 and unrestricted net assets of \$2,335,776.

OTHER FUNDS

in addition to the General Fund, other designated funds are set aside for special purposes. As of June 30, 1998, the audited unrestricted net assets of these funds are:

Operating Reserve \$ 3,924,608

Defense Fund \$ 3,863,947

Members' Relief Fund \$ 168,401,136

Plant Fund - Fixed Assets \$ 10,038,191

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, 1998, the latest year for which actuarial data is available, the total assets of the Fund totalled \$295,855,300; the actuarial present value of accumulated benefit is \$151,370,000, leaving an excess of net assets over plan benefits on March 31, 1998 of \$144,485,300.

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 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 salaries of permanent organizers appear in Line Item 1 of the unit to which they are normally assigned. All expenses of the organizers

continue to be charged to the Organizing account.

The Committee recommends \$ 3,300,000.

COMMITTEES AND CONFERENCES - 034

This account includes committees and conference expenses for meetings that are not related to Convention. Funding for this account includes the cost of preparations, materials, professional help, meeting rooms, etc.

The Committee recommends \$ 370,000.

CONTINGENCY - 040

The purpose of this account 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 \$ 3,800,475.

HEADQUARTERS BUILDING OPERATIONS - 042

45.6% of the rentable space in Headquarters building is leased to tenants. The allocation to this account represents building operating expenses net of tenant income, in addition to necessary improvements and other required buildout changes.

The Committee recommends \$ 2,843,578.

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 \$ 1,004,000.

DISTRICT BUILDING MAINTENANCE AND OPERATIONS - 044

This account includes the cost of maintaining and operating District-owned buildings, as well as minor repairs to leased offices. District-owned building are as follows; District 1, Trenton, New Jersey; District 3, Greensboro, North Carolina; District 3, Decatur, Georgia; District 7, Englewood, Colorado and District 9, Burlingame, California. Expenses and income for 1925 K Street property and the 501 3rd Street property are accounted for separately.

The Committee recommends \$ 593,554.

PUBLIC RELATIONS - 045

This budget account covers the Union's program of Publicity and Public Relations. How we tell the story of the Communications Workers of America is crucial to the success of our Union. This can be done best through mass media of radio, television and newspaper. The Officers and Executive Board members are very committed to organizing and mobilization efforts using mass media.

The Committee recommends \$850,000.

OPERATING RESERVE FUND - 051

Operating Reserve is needed for emergencies and in event of unanticipated shortfall of revenue.

The Committee recommends \$ 200,000.

PENSION FUND - 060

Each year, the Pension Fund is actuarially reviewed to determine that it is properly funded. A percent age is established which is applied to our full-time payroll to derive the amount required to be paid to the Fund. The Fund covers a partial amount of the related administrative costs. The actuaries have advised that our Pension Fund is fully funded.

This allocation represents contributions to the ITU Pension Fund for PPMWS staff and for FOR plan for TNG/CWA clerical.

The Committee recommends \$ 161,610.

AUTOMOBILE FUND - 063

The purpose of this Fund is to provide for the operation of fleet automobiles. The Secretary-Treasurer' office continues to monitor negotiated lease contracts to curtail ever increasing costs. CWA's automobile policy must be consistent with all applicable Collective Bargaining Agreement which provide cars to represented staff.

The Committee recommends \$ 1,443,330.

SALARIES - ELECTED OFFICIALS

Each year, it is the Committee's responsibility to recommend salary changes for our elected officials. The Committee recommends that salaries be increased by a percentage equal to the average receive by the ten largest bargaining units, effective July 1, 1999.

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 \$53,000,000.

Thirty million dollars was borrowed from external sources, \$23 million was borrowed from the Members' Relief Fund, and the balance came from the General Fund.

The loan from the MRF will be amortized over 30 years at a rate of 7.73% for the next three budge years.

The projected gross income from the Headquarters Building during this budget year will be \$2.68 mi lion.

We were pleased to note the loan from the MRF has already been paid down to \$16.2 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 96% of rentable space in the Mercury Building is leased to tenants. The projected gross income from that building during this budget year will be \$3,205,000 million; projected operating expense \$1,856,000 million; debt service \$1,102,736 million. The only unleased area is a small portion of the basement, which may be offered as storage if no tenant can be found. It would not receive as high a rental income as occupied space.

FINANCIAL STATE OF THE UNION

This Committee realizes that with ever increasing financial burdens and causes needing the Union's attention, we must continue to be ever vigilant of cost overruns. This year, we urge each

administrative unit to operate within their authorized budget as we enter the New Millennium.

THE FUTURE

The rapid pace of change in the information industry will create many challenges for us. The Finance Committee realizes we live in uncertain times. There is a continuing importance to be active in our community and in the political arena in the name of CWA.

CWA is many faces - one union. We represent members in virtually every sector of our economy. Our future growth depends on aggressive organizing, both inside and outside the traditional sectors.

CWA continues to stand out as a leader, not only in America, but in the world trade 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 Officers and each individual member.

THE BUDGET

The Committee reviewed and considered the Report of the Strategic Planning and Budget Committee as adopted by the Executive Board of the Union. After thorough and detailed deliberations, this Committee recommends the following budget for the 1999-2000 budget year.

In calculating the projected income, the Committee built this budget based on an estimate of what your revenue will be in June 1999. The projected average members' income will increase by 3.5% during the budget year. After adjusting gross income for affiliation dues and reductions, \$79,632,062 was available for budgeting.

As in the past, we recommend the Executive Board use this budget as a positive guide and make ever) effort to operate within the income of the Union during the period represented by this budget.

Our proposed budget is attached as Exhibit A and Exhibit B, followed by a line-by-line explanation of each item.

EXHIBIT "A" ADMINISTRATIVE UNIT BUDGET 1999-2000

Dist	& Nat'l Units	DIST-1	DIST-2	DIST-3	DIST-4	DIST-6	DIST-7	DIST-
1	Salaries - 0&S	2,735,998	1,017,282	1,764,846	1,409,918	1,663,257	1,470,607	1,307,59
2	Salaries - FT-Other	750,196	334,405	858,588	489,102	623,891	520,626	540,81
3	Salaries - PT	208,009	37,481	88,108	92,378	100,512	78,411	69,57
4	Expenses - FT	315,000	108,000	198,000	153,000	189,000	181,000	153,00
5	Expenses - PT	208,010	37,481	88,108	92,378	100,512	78,411	69,57
6	Supplies & Printing	128,611	26,094	52,536	46,579	62,074	43,474	49,87
7	Postage - Freight	128,611	26,094	52,536	46,579	62,074	43,474	49,87
8	Equipment Rental	96,005	34,400	73,737	61,617	69,670	43,505	77,10
9	Equip Maintenance	26,402	3,950	7,492	15,017	2,600	7,455	4,88
10	Contract Service	87,255	11,140	38,510	12,302	24,310	9,675	6,89
11	Electronic Commun	180,248	40,127	83,890	72,086	92,655	82,693	72,58
12	Rent Offc Occupan	573,818	193,757	401,583	257,000	669,707	116,030	146,77
13	Rent Meeting Rms	13,800	6,900	10,350	8,280	10,350	10,350	8,28
14	All Other	59,483	12,068	24,298	21,543	28,709	20,107	23,06
	TOTAL	5,511,446	1,889,179	3,742,582	2,777,779	3,699,321	2.705.818	2.579,91

		COMM&	PUBLIC				DIST& UNIT	
Dist	& Nat'l Units	TECH.	WRKRS	TELECOM	PPMW	TNG	TOTAL	HDQTF
1	Salaries - 0&S	727,687	209,704	209,704	976,828	1,264,056	15,343,979	3,390,58
2	Salaries - FT-Other	281,835	86,237	79,084	122,488	262,827	5,185,570	5,561,48
3	Salaries - PT	40,000	0	0	18,000	67,000	824,882	32,00
4	Expenses - FT	108,000	45,000	45,000	150,000	450,000	2,158,000	459,00
5	Expenses - PT	40,000	0	0	18,000	67,000	824,883	
6	Supplies & Printing	0	0	11,500	96,000	168,500	701,714	780,00
7	Postage - Freight	0	0	7,800	10,000	85,000	528,514	550,00
8	Equipment Rental	23,031	0	11,800	500	17,593	536,556	247,15
9	Equip Maintenance	0	0	310	500	800	77,643	28,62
10	Contract Service	750	164,858	370	50,000	0	421,611	298,00
11	Electronic Commun	2,000	500	12,500	26,000	26,000	715,646	
12	Rent Offc Occupan	303,157	64,962	53,136	178,646	243,609	3,339,558	1,948,86
13	Rent Meeting Rms	6,900	8,280	6,900	6,900	6,900	111,090	6,00
14	All Other	16,000	15,000	7,500	10,000	10,000	257,777	200,00
	TOTAL	1,549,360	594,541	445,604	1,663,862	2,669,285	31,027,423	14,101,7

"EXHIBIT B"

GENERAL FUNDS 1999 - 2000

029	Organizing Fund	3,300,000
030	Citizenship Fund	100,000
031	Legal	6,225,000
032	Convention (Incl. Com.)	1,033,850
033	Executive Board	382,500
034	Committees and Conferences	370,000
035	CWA News	1,595,000
036	Strategic Contract Support	175,000
038	Taxes	2,565,000
040	Contingency Fund	3,800,475
041	Equipment Additions	372,944
042	HQ Building Operations	2,843,578
043	Information Systems	1,004,000
044	District Building Maintenance & Operations	593,554
045	Public Relations	850,000
046	Professional - Secy-Treas. office	477,490
046	Professional - Pres. office	188,119
047	International Affairs	111,700
048	Education	465,000
049	Affiliations - other	142,600
051	Allocation to Operating Reserve	200,000
060	Pension	161,610
061	Hospitalization (Medical, Dental, Vision, Life)	4,799,860
061	Insurance (other than Hosp.)	584,545
063	Automobile Fund	1,443,330
064	Staff Moves	185,000
065	Staff - Illness Absence	200,000
066	Apprenticeship & Training	332,770
	Total General Budget	\$34,502,925
	Total Lines 1-14 (Exhibit A)	45,129,137
	Grand Total	\$79,632,062

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 committee 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 witness.)

(6) SUPPLIES AND PRINTING

This item reflects the cost of all office supplies and printing. (Examples: Local officers' an 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 an 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 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 Districts 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 through 13.

TOTALS

This reflects the total amount of the budget (all Items 1 through 141 allocated to each District and administrative unit.

EXPLANATION OF EXHIBIT B

(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 them expenses of Executive Board members and others required to be in attendance at such meetings. The cost, if any, of the meeting room is also included.

(34) COMMITTEES AND CONFERENCE

This 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.

(36)STRATEGIC CONTRACT SUPPORT

This fund will be used by the President to assist bargaining units that encounter substantial additional costs associated with prolonged bargaining or other unforeseen circumstances which there is no budget. As of 3/31/99, the fund has a balance of \$137,896.69.

(38)TAXES

This item reflects the cost of District building taxes, real estate taxes, personal property tax unemployment taxes and employer's share of F.I.C.A. taxes.

(39)AFFILIATION DUES

The Income Projection in Exhibit C of this report lists the Affiliation Dues that will be paid to AFL-CIO Departments, the Communications International, formerly known as PTTI, AFL-CIO, IAPPTA, International Metalworkers & International Federation of Journalists.

(40)CONTINGENCY

This item is to supplement the budget when expenses are incurred that were unforeseen at 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 o automation equipment, computer equipment and software at the Headquarters, District, and offices. Also included is the allowance for the cost of consultants and contract services may be necessary to implement the Information Systems.

(44) DISTRICT BUILDING MAINTENANCE & OPERATIONS

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 cost 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 Pension & Death Benefit Trust 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.

(66)APPRENTICESHIP AND TRAINING

The budget allocation is for apprenticeship and training activities currently in existence and new programs to be implemented.

TOTAL GENERAL BUDGET

Total of Items 29 through 66.

TOTAL BUDGET

Total of all Administrative Units and Headquarters (Items 1 through 14) are General Budgets.

EXPLANATION OF CWA FUNDS

There are six Funds, all of which are examined and reported on by the Auditors. They are:

- 1. General Fund
- 2. Defense Fund
- Members' Relief Fund
- 4. Pension Fund
- 5. Operating Reserve Fund
- 6. Plant Fund (The Fixed Assets Account)

The first-five of the above are cash Funds. The Plant Fund is a recording of the Union's equity in f 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; immediately deposited in the General Fund as unallocated money. Upon processing the report 1 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 turned to the Locals.

DEFENSE FUND

The Defense Fund was established by the 1952 Convention and began to operate in September 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 \$.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 net assets of the Fund as of June 30, 1998, were \$3,863,947.

MEMBERS' RELIEF FUND

The Members' Relief Fund was established by 1990 Convention action to pay striker expenses. As reflected earlier in this report, the unrestricted net assets as of June 30, 1998, were \$168,401,136.

Income to the Members' Relief Fund is derived from membership dues and equivalent payers in an amount equal to (1/4 hour) .15 % per month of minimum dues of those eligible to strike. Income is deposited in the Members' Relief Fund account as dues reports are processed. Income & Expenditures from the Fund are reviewed by the Defense Fund Oversight Committee, according to the rules established by Convention action.

PENSION FUND

This Fund provides for CWA employees' retirement benefits. A periodic actuarial review is mad the CWA Pension & Death Benefit Trust Fund, and our contribution is adjusted to meet our obligations. No contributions are necessary in this budget year.

OPERATING RESERVE FUND

The Operating Reserve Fund was established as a reserve to operate the Union should income be reduced or expenses unexpectedly increase.

This is a restricted Fund, requiring a two-thirds vote of the Executive Board before expenditures are made. This Fund is used to cover operating expenses when our income is interrupted as a result o strikes in our major bargaining units or for other union support activity for which there is no budget.

PLANT FUND - FIXED ASSETS

The Plant Fund has no cash or money connected with it. The reporting of fixed assets as a fund is intended as a description and evaluation of money which has been expended for land, buildings, office and computer equipment and automobiles.

Fixed Assets initially were carried as an asset in the General Fund. Because it tended to distort the financial picture in the accounting of the General Fund, the Executive Board acted to set up the reporting of Fixed Assets in a separate account.

The Finance Committee approves the principle of reporting Fixed Assets in a separate Fund because does simplify, as well as permit, accurate accounting of the General Fund of the Union.

Dues Payers, Dues Income Summary and Allocated E July 1, 1997 - June 30, 1998

	District 1	District 2	District 3	District 4	District 6	District 7	Dist
No. Dues Payers	153,075	32,129	64,910	68,033	76,974	53,403	64
Dues Income (\$)	21,567,008	4,942,735	10,267,327	8,223,829	9,715,362	7,807,627	9,795
Income Average per Dues Payer	140.89	153.84	158.18	120.88	126.22	146.20	15
	District 1	District 2	District 3	District 4	District 6	District 7	Dist
Administrative	5,076,908	1,906,555	3,834,058	2,663,090	3,214,182	2,914,454	2,569
Legal	1,599,084	71,149	514,958	226,241	354,824	184,783	252
Information Systems		37,806	13,819	33,467	78,650	26,533	11
Automobile	136,002	56,751	111,102	74,957	92,783	105,681	81
Total (\$)	6,871,841	2,072,261	4,473,935	2,997,755	3,740,439	3,231,451	2,914

Notes:

- 1) Dues Payers are Members and Agency Fee Payers as reported on the June '98 Membership Developme
- 2) Dues Income is Per Capita Income and International Initiation fees. Defense Fund and Members' Relief
- 3) Legal, Information Systems and Automobile are General Fund expenses that have been allocated to Ad
- 4) National units include: Communications & Technologies, Telecommunications, Public Workers, Printing TNG administrative units.

EXHIBIT "C"

SUBJECT INDEX

Address by President of the United States

Announcements

Appeals Committee Report

Closing Remarks by President Bahr

Communications & Greetings

Constitution Committee Report

Convention Rules - Hours of Convention

COPE Awards

Credentials Committee Report

Defense/Members' Relief Fund Oversight Committee

Editing Committee

Election Results

Election Procedures

Finance Committee Report

Good and Welfare

Host Committee

In Memoriam

Installation of Officers

International Guests and Dignitaries

Microphones, Use of

National Committee on Equity

National Women's Committee Report

Newsletter Awards

Nomination of National Officers

Parliamentarians

Pediatric AIDS Foundation

President's Address - President Morton Bahr

President's Annual Award for Organizing Excellence

Report on Organizing / Organizing Awards

Resolutions Committee

61A-99-1	 Al Gore for President
61 / - 00-2	- Promoting Quality Hos

61A-99-2 - Promoting Quality Health Care Through Health Care Worker Organizing

61A-99-3 - Journalist To Journalist
61 A-99-4 - We Support Census 2000
61A-99-5 - Strengthening Social Security
61A-99-6 - Preserving and Enhancing Medicare

61 A-99-7 - The National Labor College 61A-99-8 - Economic Policy Resolution 61A-99-9 - Democratic Communications

61 A-99-1 0 - Violence At Home and At Work - A Union Issue

Resolution to Support the Cuban Food and Medicine Act of 1999 Resolution on Discriminatory Taxation of Domestic Partner Benefits

Secretary-Treasurer's Report Switchboard / Platform Observers

Thirty-Year Service Awards

"Unionism" Poem

Glenn Wafts Center of Jerusalem

SPEAKERS INDEX

GUESTS:

JOSEPH ANDREW, CHAIR, DEMOCRATIC NATIONAL COMMITTEE

MOE BILLER, PRESIDENT, AMERICAN POSTAL WORKERS UNION PHILIP BOWYER, GEN. SECRETARY, COMMUNICATIONS INTERNATIONAL KATE GARR, CEO, PEDIATRIC AIDS FOUNDATION WILLIAM JEFFERSON CLINTON, PRESIDENT OF THE UNITED STATES YOSSI HAREL AND FAYEZ JABER, GLENN WATTS CENTER OF JERUSALEM JOSE JUAN HERNANDEZ, PRESIDENT, UIET, PUERTO RICO HON. NEISEN KASDIN, MAYOR OF MIAMI BEACH MARILYN LENARD, PRESIDENT, FLORIDA AFL-CIO NATASHA SEIJAS-MILLAN, MIAMI-DADE COUNTY COMMISSIONER JOHN SWEENEY, PRESIDENT, AFL-CIO

DELEGATES:

ALLEN, James (Local 6215)
ALLONGO, Antonio (Local 3122)
ANDREWS, Walter (Local 3204)
ANESI, Tom (Local 7214)
ASMUSSEN, J. (Local 2108)
AVALOS, Hope (Local 9421)
AVERY, Mary Jo (Local 4600)

BAHR, Morton

President's Address
Organizing Awards
Oath of Office
Introduction of President Clinton
GTE-Puerto Rico
Newsletter Awards

BANKS, Wilhelmina (Local 1110)

BANNISTER, Peter (Guest, US Airways)

BARNES, Rocky (Local 3680, Chair, Appeals Committee)

BATES, Billy (Local 4050) BAUCH, Barbara (Local 1133)

Closing Remarks

BENEDETTI, Lisa (Local 7050, Guest)

BERNOTAS, Adolphe (Local 31222)

BIONDO, Rita (Local 16100)

BISHOP, Ken (Local 1058)

BIXLER, Tony (Vice President, District 9)

BOARMAN, William (Vice President, Printing, Publishing & Media Workers)

BURGESS, William (Local 14200)

BURY, Maria (Local 2101)

CAMACHO, Ralph (Local 3150)

CAPPER, Byron (Local 4217)

CATUCCI, Pete (Vice President, District 2)

CHRONIC, Patricia (Local 1022)

CLARK, Fritz (Local 1111)

CLARK, James (Local 4640)

CLINTON, Joe (Local 13000)

COHEN, Larry (Executive Vice President)

CONNOLLY, Joe (Local 1101)

CONROY, Donna (Local 1112)

COTTURO, Ron (Local 2336)

CUMMINGS, Ann (Local 7200)

CUMMINGS, Claude, Jr. (Local 6222)

DANN, Richard (Local 1085)

DENNIS, Judith (Local 3207)

DUNN, Don (Local 3310)

DYER, Susanne (Local 1039)

EASTERLING, Barbara (Secretary-Treasurer)

EBELING, John (Local 14616)

EGAN, John (Local 4034)

ELDER, Madelyn (Local 7901)

ELLEBRACHT, Tony (Local 6310)

ERICKSON, Todd (Local 7200)

FAHRENHOLT, Michael J. (Local 3410)

FEINSTEIN, Richard (Local 3808)

FIKES, Kathleen (Local 1123)

FOLEY, Linda (Vice President, Newspaper Guild)

GATTO, Karen (Local 13550)

GOMEZ-ST. AUBIN, Pamela (Local 9576)

GONZALEZ, George (Local 3108)

GOODEN, Robert (Local 3511)

HAMM, Glen (Local 4998)

HANNEMAN, Phil (Local 9511)

HARTON, Shelly (Local 2201, Chair, Resolutions Committee)

HAYES, Debbie (Local 1168)

HAYES, JEREMIAH (Chair, Credentials Committee)

HAWTHORNE, Velvet (Guest, US Airways)

HEATH, Barbara (Local 3310)

HENNING, William, Jr. (Local 1180)

HICKS, Mary (Local 3871)

HOLMAN, Dale (Local 3372)

HOPPE, Kim (Local 4039)

HOUGH, Gary (Local 6325)

HOWALD, Jane (Local 14177)

HOWELL, Julie (Local 6395)

HUBER, Jack (Local 4320)

IRVINE, James (Vice President - Communications & Technologies)

JONES, Gwen (Local 3950)

JONES, Michael (Local 3108)

JOYCE, James (Local 51016)

KINCHIUS, Kathleen (Local 9415)

KMETYK, Sandy (Local 13500)

KNOWLES, William (Local 3122, Temporary Chair)

KRAMER, Denny (Local 6201)

KRUGER, Marge (District 3)

LAMBDIN, dilliam (Local 51021)

LAURENT, Terry (Local 3411)

LAYMAN, David (Local 2204)

LEDFORD, Mark (Local 3802)

LEEDY, Gene (Local 2276)

LILJA, Robert (Local 1104, Chair, Defense Fund Oversight Committee)

LUGO, Judy (Local 6186)

MAISANO, Vincent (Vice President, District 13)

MANCINO, Larry (Vice President, District 1)

MARKS, Margie (Local 9410)

MARTIN, Dennis (Local 7470)

McCAULEY, Anne (Local 1106)

McCRACKEN, Robert (Local 1103)

MERCADO, Lupe (Local 9421)

MILLER, Rex (Local 2001)

MITCHELL, Wayne (Local 14170)

MORENO, Nita (Local 9510)

MORRIS-GALLEGOS, Sue (Local 9573)

MOSES, T.O. (Vice President, Telecommunications)

MURPHY, Charlie (Local 1058)

MYERS, Ray (Local 13000)

PAPPAS, Jim (Local 2336)

PELTIER, Cecelia (Local 6326, Chair, Constitution Committee)

PERKEY, James (Local 7102)

PHILLIPS, Ed (Local 4340)

POOLE, Claire (Local 1084)

PORTER, Arlene (Local 7050)

RAMOS, Sylvia (Local 6143)

RECHENBACH, JEFF (Vice President - District 4)

RIEMER, Greg (Local 4309)

ROBERTS, Crystal J. (Local 4302)

ROCHA, Louie (Local 9423)

ROTHMAN, Carol (Local 38010)

RUCKER, Kenneth A. (Local 2222)

SALLAZ, Shende (Local 4302)

SAUNDERS, Barby (Local 9586)

SCHAEFF, Jerry (Local 4322)

SCHELLIN, Marc (Local 2336)

SCHEUERMANN, Marie (Local 1009)

SCHICK, Timothy (Local 31041)

SCHILDT, Terry (Local 2150)

SCHNICKELS-JOHNSON, Dawn (Local 7200)

SCHULTZ, Jim (Local 9408)

SCOTT, Brenda (Local 3570) 65SERRETTE, Dennis (Local 2108)

SHAUGHNESSY, Richard (Guest, US Airways)

SIMMONS, Mike (Local 6171)

SIMS, Kathleen (Local 1188)

SMITH, M.M. (Local 3204, Chair, Finance Committee)

SMITH, James (Vice President - District 3)

STANLEY, Glenn (Local 6314)

STEEN, Sherri (Local 7800)

STOVALL, Michael (Local 3106)

SUMMERLYN, Carol L. (Local 2202)

SUNKETT, Brooks (Vice President, Public & Health Care Workers)

SZEKELY, Peter (Local 31003)

THOMPSON, John (Vice President, District 7)

TURN, Ben (Vice President - District 6)

UNGER, Laura (Local 1150)

VAN TASELL, Debbie (Local 6327)

VERLANDER, Richard (Local 2201)

WADE, Carolyn (Local 1040)

WAGNER, Richard (Local 1183)

WASHINGTON, Mary (Local 9000)

WHITE, Stephen (Local 9415) WIEGMANN, Chuck (Local 9509) WIELGAT, Daniel (Local 4277) WILLIAMS, J.D. (Local 6215) WOOD, Janice (Local 9000) WOODS, Terez (Local 4309) WYNN, Pam (Local 4309)

YOUNG, Kim (Local 1112)

REPORT OF THE CREDENTIALS COMMITTEE TO THE 61st ANNUAL CONVENTION

	No. of	No. of		Delegates
Local	Votes	Delegates	Delegates' Names	Votes
1000	275	2	*ALLEN, EVELYNN	138
			BANKS, MARVIN	137
1001	189	1	*QUIRK, MARY T.	189
1002	101		SCHEUERMANN, MARIE E. (I	Pxy 1009) 101
1006	265	1	*CARROLL, MARY L	265
1009	87	1	*SCHEUERMANN, MARIE E.	87
1010	186	1	*MASSONI, MICHAEL	186
1012	217	2	*DONNELLY, MARGARET	109
			FORD, ADELE	108
1013	162	1	*BROWN, DELORES M.	162
1020	158	1	*CANNAMELA, FRANK	158
1022	739	3	*CHRONIC, PATRICIA A	247
			FREEMAN, LINDA H	246
			SHEEHAN, KATHRYN L	246
1023	1,783	4	*KRAMER, LINDA	448
			MASSA, REYNALDO	445
			TAYLOR, CHARLES	445
			WEISEL, FREDRIC	445
1031	2,139	2	*DEMEL-BROWN, ABBY	1,070
			SMITH, KATHRYN G.	1,069
1032	4,024	2	*MARKETTI, JAMES P.	2,012
			DESIENA, MICHAEL A	2,012
1033	4,164	2	*ROEDER, RAE C	2,082
			SMITH, GLORIA M	2,082
1034	4,870	2	*MULHOLLAND, JAMES D	2,435
			KATZ, CARLA A	2,435
1037	4,307	2	*HOPKINS, MICHAEL J	2,154
			ROSENSTEIN, HETTY	2,153

1038	1,921	1	*WOLF, VIRGINIA A	1,921
1039	2,243	7	*DYER, SUSANNE	323
			COUCH, JOYCE	320
			IMES, LAVINIA	320
			LIEBMAN, EVELYN	320
			LIGHTFOOT, PAT	320
			O'GRADY, SUSAN	320
			VELAZQUEZ, JUAN	320
1040	5,712	2	*WADE, CAROLYN C.	2,856
			KLEIN, DONALD L.	2,856
1045	475	3	*LAVAN-UPDIKE, JULIA	159
			CALI, KATHLEEN	158
			LUTZ, LINDA	158
1051	969	3	*SHIELDS, MARYANNE	323
			ALLEN, GARY I.	323
			OLIVERAS, JULIO D.	323
1055	93		BANKS, MARVIN (Pxy 10	000) 93
1058	1,643	5	*MURPHY, CHARLIE	331
			BISHIP, KEN	328
			CUNNINGHAM, BRENDA	328
			SCALA, PAT	328
			WATERS, TINA	328
1060	328	2	*COSTIGAN, JAMES J.	164
			GALVIN, THOMAS J.	164
1061	163	1	*FABIAN, BRUCE G.	163
1062	335	2	*SAUICKIE, AL	168
			REILLY, BRIAN P.	167
1065	239	2	*KUKOR, LINDA I.	120
			MAGUIRE, HELEN	119
1067	18		WALKER, DORIS (Pxy 1	1084) 18
1069	102	1	*AGRESS, LEAH	102
1076	31		SMITH, LINDA J. (Pxy 1	1082) 31
1077	443	3	*BARRETT, RUTH L.	149
			PORTER, DARREN S.	147
			TOWNS, ANNIE	147

1080	359	2	*MASON-MASSEY, GAIL	180
			OMOREGIE, CHARLES	179
1081	970	3	*WEINER, DANIEL	324
			JACKSON, SHIRLEY	323
			LAWSON, IRVIN	323
1082	391	2	*SMITH, LINDA J.	196
			ISAACSON, ELSIE	195
1084	452	2	*WALKER, DORIS	226
			POOLE, CLAIRE	226
1085	1,222	4	*DANN, RICHARD A.	307
			DIBENEDETTO, VALERIE	305
			MORELLI, CYNTHIA	305
			SHOEMAKER, CAROLYN A.	305
1086	190	1	*MCCANN, LINDA S.	190
1087	388	2	*RYAN, MARLENE	194
			BACON, BARBARA	194
1088	447	2	*SCOTT, MARVA	224
			SEEDS, SHERRY	223
1089	178	1	*WILSON, RONDA	178
1090	488	1	*ADAMS, RAYMOND	488
1096	2,056	3	*CHEN, RONALD V.	686
			GRAVES, RITA	685
			HOLLENDER, VIRGIL	685
1100	429	3	*MURCOTT, GAIL	143
			ASHHURST, ELEANOR	143
			GADZINSKI, GLORIA	143
1101	9,424	10	*CONNOLLY, JOE	946
			DALY, TERRY	942
			DIEMER, DENNIS	942
			LEE, AL	942
			LUZZI, AL	942
			MANLEY, JOE	942
			MCALEER, JOE	942
			MCGILL, TOM	942
			MCQUEENEY, CHARLIE	942

			TRAINOR, JIM	942
1102	342	2	*BERGREN, FREDERICK J.	171
			STATILE, RONALD J.	171
1103	1,991	6	*MCCRACKEN, ROBERT	336
			BARCA, JOSEPH	331
			BLACK, JOHN	331
			GOTTRON, FRANCIS	331
			MUNROE, JOHN	331
			SHEAHAN, DOUGLAS	331
1104	2,427	6	*LILJA, ROBERT P.	407
			BLOOM, GEORGE K.	404
			CONNELLY, EDWARD W.	404
			MURTHA, LAWRENCE	404
			PARISI, DANIEL S.	404
			SCHMITT, BRUCE W.	404
1105	6,119	13	*SAPIENZA, PAUL	479
			AMICO-BURGHARDT, JOANNE	470
			AUGUSTUS, JOYCE	470
			DENKER, LILLIAN	470
			EDWARDS, KEITH	470
			HAWLEY, DENISE	470
			LOPEZ, PAULA	470
			PAXTON, FRANCIS J.	470
			PEREZ, ROBERTO	470
			SHANNON, ROBERT	470
			WALTERS, MICHAEL	470
			ZAPATA, BEATRICE	470
			ZAPATA, NELSON	470
1106	2,482	4	*HALLIDAY, RICHARD	622
			CAUDULLO, ANTHONY	620
			DESTEFANO, ANGELO	620
			HOLLAND-MCCAULE, ANNE	620
1107	359	2	*CAPRARA, TONY	180
			ROBERSON, ROBERT	179
1108	1,486	5	*WELKER, GEORGE C.	298

			BOECKMANN, CHARLES	297
			DILALLA, JOSEPH M.	297
			MANCINI, FRANK	297
			MORROW, ROBERT	297
1109	4,482	4	*MATARA ZZO, TONY	1,122
			CANTERINO, RON	1,120
			CARARO, THOMAS	1,120
			LEATH, RICHARD A.	1,120
1110	1,897	6	*FINNIGAN, GLADYS	317
			CARTER, YVONNE	316
			CLARK, JOANN	316
			FEASTER, JOHN	316
			PATRELLA, JOYCE	316
			TORRES, MARY	316
1111	720	3	*CLARK, FRITZ J.	240
			FALERO, CARLOS A.	240
			NADER, JAMES A.	240
1112	893	4	*CONROY, DONNA	224
			BOBAK, SHARON M.	223
			HARRISON, DARLENE M.	223
			YOUNG, KIM A.	223
1113	219	1	*SUSCHINSKI, JAMES	219
1114	144	1	*LATTIMORE, FRANK J.	144
1115	149	1	*HAGER, DALE T.	149
1116	223	1	*RYCHCIK, DONALD W.	223
1117	122	1	*CHENEZ, ROGER L.	122
1118	1,199	2	*O'HARE, JAMES P.	600
			CAREY, GILBERT L.	599
1120	1,238	5	*CARTER, GLENN A.	250
			BELLUARDO, PAULA M.	247
			BOSCO, ALFRED	247
			IRWIN, GREGORY A.	247
			JORDAN, MICHAEL K.	247
1122	1,434	1	*LORE TTO, DONALD J.	1,434
1123	529	3	*FIKES, KATHLEEN L.	177

			MOWINS, MARK J.	176
			SNELL, JAMES P.	176
1124	73	1	*DECILLIS, LYLE J.	73
1126	894	3	*CURTACCI, JAMES T.	298
			AFFOURTIT, PATRICK T.	298
			MURPHY, FRANCIS J.	298
1127	141	1	*BAIN, MICHAEL G.	141
1128	67	1	*LYFORD, JOHN E.	67
1129	50	1	*ADAMS, WARREN M.	50
1133	1,418	1	*BAUCH, BARBARA J.	1,418
1141	170	1	*MAHONEY, JOAN M.	170
1150	826	4	*UNGER, LAURA R.	208
			O'NEIL, DECLAN P.	206
			SWANSON, ROBERT S.	206
			WHITLEY, VINCENT A.	206
1151	32	1	*BROMBERG, RICHARD H.	32
1152	526	2	*MAZZEO, MARY E.	263
			SHERMAN, MARY L.	263
1153	506	3	*KOSAR, ANDY	170
			ALGIERE, MARY L.	168
			HAIRSTON, PAULA	168
1168	2,628	1	*HAYES, DEBORA M.	2,628
1170	861	1	*FINOCCHARIO, KAREN	861
1177	78	1	*BLASI, JOHN J.	78
1180	6,545	13	*CHELIOTES, ARTHUR	509
			ALLMAN, ELAINE	503
			BAILEY, BARBARA	503
			BROWN, GERALD	503
			CALISE, SUSAN	503
			GARCIA, CHARLES	503
			GOLDBLATT, ALAN	503
			HENNING, WILLIAM	503
			JENKINS, LINDA	503
			NIKITAS, MARGO	503
			PAYNE, EVELYN S.	503

			RICHARDSON, GWEN	503
			SEARCY, DORIS	503
1181	274	2	*ROCK, SAMUEL	137
			MILTON, ROBERT S.	137
1182	1,238	1	*CASSAR, ROBERT D.	1,238
1183	208	1	*WAGNER, RICHARD	208
1186	171		LORETTO, DONALD J.	(Pxy 1122) 171
1188	3,021	2	*KHAN, MONAZIR	1,511
			SIMS, KATHLEEN	1,510
1190	419	3	*SANSEVERINO, SAL	141
			CARENA, ROY	139
			USEWICZ, R.	139
1191	134	1	*GIFFORD, PAUL F.	134
1250	102	1	*DELEPPO, DANE A.	102
1280	85	1	*STANDISH, JAMES	85
1290	196	1	*PARLATO, FRED C.	196
1298	6,487	4	*ALBRIGHT, JOSEPH L.	1,624
			HONGO, PAUL J.	1,621
			PETTY, BARBARA J.	1,621
			TELESCO, PATRICIA M.	1,621
1301	304	2	*POMROY, COLIN M.	152
			HARDY, BRIAN	152
1302	481	2	*SZPAK, DEBORAH	241
			GRIFFIN, TRACEY	240
1314	278	2	*DAVIS, CRAIG	139
			JENDRETZKY, KARL A.	139
1365	2,783	3	*LEVASSEUR, BETTY A.	929
			KANAN, JOE	927
			SUDOL, SANDRA	927
1366	478	2	*RICHARD, THOMAS	239
			VINCENT, MARCELLA	239
1370	156	1	*MORAIS, ROBERT A.	156
1377	5	1	*CLOUTIER, RAYMOND J	. 5
1400	1,754	1	*MORIN, MELISA	1,754
14109	10	1	*SAGNELLI, RICHARD J.	10

14117	233	1	*	233
14131	38	1	*KILLEN, DOUGLAS	38
14133	34	1	*BAROODY, BEN	34
14145	71		O'HARE, JAMES P. (Pxy 1118)	71
14147	9	1	*BENNING, FRANK H.	9
14156	180	1	*MCSHANE, KEVIN	180
14164	874	4	*TALBOT, MICHAEL S.	220
			CURTIN, TIMOTHY L.	218
			GENUNG, SCOTT	218
			STRAUSS, DANIEL S.	218
14170	641	3	*MITCHELL, WAYNE	215
			EARLEY, PATRICK	213
			O'BRIEN, PATRICK	213
14177	484	3	*HOWALD, JANE N.	162
			GILLETTE, PAMELA A.	161
			KETTERER, KATHLEEN M.	161
14199	463	1	*OCONNOR, JAMES W.	463
16100	1	1	*BIONDO, RITA	1
30205	345	2	*KIRKUP, LOIS	173
			NOEL, NANCY	172
30213	3,517	3	*AMBER, ARNOLD	1,173
			EDMONDS, SCOTT	1,172
			HATFIELD, PERCY	1,172
30248	122	1	*BARKER, JOHN	122
30636	80	1	*GREENE, SETH	80
30664	33		KIRKUP, LOIS (Pxy 30205)	33
31003	3,514	6	*OMEARA, WILLIAM J.	589
			FOWLER, DONA	585
			HERNANDEZ, OSCAR	585
			ROHAN, KAREN	585
			SZEKELY, PETER	585
			WILLIAMS, LENA	585
31026	349	2	*BURKE, CAROL A.	175
			DESTRO, TINA M.	174
31027	120	1	*GAYNOR, JAMES F.	120

31032	362	2	*PHILLIPS, LESLEY	181
			HILTZ, THOMAS R.	181
31041	442	2	*JAGOLINZER, ROBERT	221
			SCHICK, TIMOTHY	221
31128	311	2	*BEARDSLEY, EDWIN L.	156
			FARRINGTON, ANNE E.	155
31167	166	1	*WHITMORE, DAPHNE M.	166
31182	31		SCHICK, TIMOTHY (Pxy 31041)	31
31222	828	4	*KEANE, KEVIN	207
			BERNOTAS, ADOLPHE V.	207
			CONTRERAS, ELENA	207
			REILLY, PAUL A.	207
31245	1,072	4	*JORDAN, ROBERT A.	268
			BANULIS, BRENT	268
			CORBETT, MARY	268
			JOYCE, MARY	268
51011	1,334	5	*FALLOT, LOUIS P.	270
			FOCARILE, RICHARD	266
			FREEDA, WILLIAM J.	266
			GARNES, EUGENE	266
			SULLIVAN, PETER	266
51014	67		LANG, THOMAS F. (Pxy 51017)	67
51016	1,165	4	*CAPITANO, ANTHONY B.	292
			GELBER, RICHARD L.	291
			JOYCE, JAMES C.	291
			NOLAN, JAMES J.	291
51017	74	1	*LANG, THOMAS F.	74
51018	127	1	*LANE, FRANK X.	127
51019	61	1	*FROSCH, BRUCE D.	61
51021	166	1	*LAMBDIN, WILLIAM	166
51022	93		CONNER, LORRAINE Y. (Pxy 51211)	93
51024	28		FROSCH, BRUCE D. (Pxy 51019)	28
51025	226	1	*SCHRODT, ROY	226
51026	49		LAMBDIN, WILLIAM (Pxy 51021)	49
51211	203	1	*CONNER, LORRAINE Y.	203

2001	1,958	6	*BURFORD, DONALD R.	328
			MCCALLISTER, RANDALL G.	326
			MILLER, LINDA L.	326
			MILLER, REX M.	326
			MOFFATT, KAY W.	326
			PERRY, MICHAEL W.	326
2002	87	1	*COLLIER, ROGER	87
2003	166	1	*SMITH, MARK S.	166
2004	159	1	*GASKINS, RONALD L.	159
2006	134	1	*ARMSTRONG, DORIS	134
2007	212	2	*MABREY, RICHARD	106
			MCCORMICK, RON	106
2009	133	1	*DAMRON, LOWELL J.	133
2010	53	1	*LINGER, CLARA M.	53
2011	260	2	*AMAN, LINDA	130
			BARNETT, STELLA	130
2100	1,044	2	*EVANS, GAIL L.	522
			HOLLAND, STEPHEN	522
2101	1,768	5	*BURY, MARIA M.	356
			BUTTIGLIERI, CHARLES P.	353
			JOHNSON, MARY A.	353
			OSENBURG, JAMES E.	353
			PACK, GLORIA T.	353
2105	190	1	*FARRIS, JAMES E.	190
2106	474	3	*MULVEY, BARBARA J.	158
			MARRINER, ANNETTE	158
			YOUNG, GARY A.	158
2107	698	3	*POMEROY, RAYMOND L.	234
			BOWERS, PATRICIA E.	232
			BURNS, DENISE A.	232
2108	2,669	8	*SERRETTE, DENNIS L.	338
			ASMUSSEN, ROBERT J.	333
			BROWN, JOHNNY M.	333
			CAMPBELL, ROBERT W.	333
			MARTIN, JENNIFER	333

			NEMITH, WAYNE C.	333
			SYLVESTER, JENNY K.	333
			WALKER, HELEN A.	333
2109	159	1	*FOUTS, CHARLES F.	159
2110	226	2	*LANE-GIBSON, SYLVIA C.	113
			BOWIE, ERNESTINE E.	113
2150	404	3	*ALT, MARY A.	136
			SCHILDT, TERRY L.	134
			WOLF, ELAINE C.	134
2185	62		LEGGETT, WILLIE B. (Pxy 2300)	62
2201	1,962	6	*VERLANDER, RICHARD C.	327
			HARGROVE, ELIZABETH J.	327
			MOSS, THOMAS E.	327
			SHUMAKER, ROY G.	327
			WHITE, DIANE O.	327
			WOOD, ROGER H.	327
2202	992	3	*SCINALDI, LOUIS J.	332
			SUMMERLYN, CAROL L.	330
			WILLS, JOHN R.	330
2203	192	1	*BOWMAN, CARY R.	192
2204	986	3	*LAYMAN, DAVID V.	330
			JOURNIETTE, SYLVIA S.	328
			POHAN, NORMA C.	328
2205	358	1	*SMITH, JOHN W.	358
2206	32	1	*BLOXOM, EUGENE C.	32
2222	2,009	7	*RUCKER, KENNETH A.	287
			ADAMS, STACIE M.	287
			BRADY, NANCY L.	287
			DUNN, CATHI M.	287
			HILLEARY, JAMES W.	287
			KOPACH, IRIS P.	287
			MOON, SHERRI G.	287
2252	973	4	*BRACE, ROBERT M.	244
			BALL, CAROL A.	243
			BLEVINS, CHARLES E.	243

			LINEHAN, SEAN	243
2260	1,366	5	*THURSTON, THOMAS A.	274
			BANKS, JOSEPH R.	273
			GREDEL, STEPHEN F.	273
			PERSON, WALTER	273
			POWELL, KATIE A.	273
2272	86	1	*PULTZ, GERALD F.	86
2275	320	2	*GRIMES, LINWOOD M.	160
			DANGERFIELD, ALTAMESE W.	160
2276	154	1	*LEEDY, GENE	154
2277	104	1	*WELLS, RUSSELL S.	104
2300	409	2	*LEGGETT, WILLIE B.	205
			BROWN, DAISY G.	204
2336	1,824	4	*BELL, JOANNE C.	456
			COTTURO, ANTHONY R.	456
			PAPPAS, JAMES G.	456
			SCHELLIN, MARC A.	456
2381	42		WINSTEAD, INDIA L. (Pxy 2382)	42
2382	72	1	*WINSTEAD, INDIA L.	72
2390	612	3	*KETNER, JON I.	204
			GRIMES, ROGER T.	204
			SEXTON, ROBERT	204
14200	1,013	3	*BURGESS, WILLIAM F.	339
			FLORY, CARL H.	337
			STEVENSON, ROBERT L.	337
14201	479	3	*COX, JAMES D.	161
			MCINERNEY, JOHN T.	159
			STARKE, THOMAS M.	159
16200	1	1	*RICKMAN, ROBERT	1
32035	1,817	6	*KNOX, CONNIE L.	307
			KAMERAS, DAVID	302
			RAMSEY, RICHARD J.	302
			RODRIGUEZ-LAMAR, DAWN	302
			SALGANIK, MARC W.	302
			WARD-BLACK, JAMELIA	302

52031	908	4	*HARVEY, JAMES D.	227
			CORBEY, ROBERT J.	227
			KRIEGER, BARBARA	227
			LEE, JAMES	227
3061	222	1	*LEA, CARL D.	222
3101	236	2	*AMOS, MICHAEL R.	118
			NEILL, RUSS	118
3102	330	2	*HAYES, SHELLEY L.	165
			COLEY, BETTY T.	165
3103	95	1	*DUCK, ANN	95
3104	1,948	5	*LAROTONDA, DON	392
			DESANTIS, SHARON	389
			DONOHUE, JAMES M.	389
			FOLAND, JOSEPH C.	389
			THUMUDO, ROBERT	389
3105	330	1	*CREWS, SUSAN G.	330
3106	1,969	3	*DELOACH, WILLIAM L.	657
			ROBERSON, ELIZABETH S.	656
			STOVALL, MICHAEL	656
3108	1,847	5	*JONES, MICHAEL D.	371
			GONZALEZ, GEORGE A.	369
			GRICE, JEFFREY C.	369
			KELLER, SHERRI L.	369
			LAWSON, PAMELA S.	369
3109	400	3	*FENN, RALPH H.	134
			SMITH, CHRISTINA B.	133
			STOKES, CLARENCE	133
3110	66	1	*HOLDSWORTH, JOHN J.	66
3111	370	1	*WARD, PEGGY C.	370
3112	671	3	*RYAN, C. E.	225
			JOHNSON, ERNEST D.	223
			KENNEY, KATHLEEN A.	223
3113	98	1	*SCHAICH, JOHN C.	98
3114	211	2	*BURCH, MIKEY	106
			REEDER, JANIS	105

3115	70	1	*BURDETTE, HOLLIS	70
3120	527	3	*TRACY, WILLIAM J.	177
			COTTON, RISA J.	175
			HYNDS, SHARON	175
3121	837	2	*ROSS, REGINA	419
			DANIELS, NORMAN	418
3122	1,811	6	*KNOWLES, WILLIAM	306
			ALLONGO, ANTONIO	301
			DORADO, JOSE A.	301
			LINTON, GLYNDA	301
			TORNES, LUIS	301
			WARD, NANC A.	301
3150	335	2	*PITA, BERNARD	168
			CAMACHO, RALPH	167
3151	164	1	*DELOACH, DONNA	164
3170	421	1	*DANIELS, KEN W.	421
3172	117	1	*FRANCISCO, ROGER A.	117
3173	219	2	*FELTON, DANNY	110
			VICKERS, MARTHA	109
3174	64	1	*RYALS, DANNY H.	64
3176	326	2	*CAMPBELL, ROBERT B.	163
			PEEK, BOB C.	163
3177	102	1	*CHRISTIAN, BRIAN	102
3179	231	1	*WLASIUK, DOUGLAS J.	231
3181	481	1	*POULETTE, RICHARD R.	481
3190	371	2	*FOSHEE, ROBERT W.	186
			BYNUM, RONALD S.	185
3201	312	2	*TODD, ROGER	156
			JEWELL, E. H.	156
3203	375	1	*CASTEEL, ROBBIE	375
3204	4,701	13	*SMITH, M. M.	369
			ANDREWS, WALTER D.	361
			CARR, KAREN J.	361
			CURRY, MARY	361
			HAMRICK, DON S.	361

			HARNED, PAUL J.	361
			MCCRIMMON, ANNIE	361
			RICHARDSON, ERIC L.	361
			SMITH, J. C.	361
			STRICKLAND, ANNE	361
			TABACEK, TRACY	361
			TRAFFANSTEDT, BILL	361
			WARD, ROBERT E.	361
3205	425	1	*WILKINS, TERRI T.	425
3207	486	1	*DENNIS, JUDITH	486
3212	662	1	*WOFFORD, LARRY N.	662
3215	238	1	*KELLEY, HENRY J.	238
3217	535	3	*HARTLEY, DIANN J.	179
			KILLGO, GERALD S.	178
			KUNKA, RICHARD J.	178
3218	850	4	*THACKSTON, RANDY	214
			JULIAN, VARENA	212
			RAINES, DANNY	212
			VOYLES, LARRY	212
3220	295	2	*	148
				147
3250	4,535	13	*GRIZZLE, COLUMBUS H.	359
			BEDGOOD, AZRCKA	348
			COOPER, WILLIAM L.	348
			DANIEL, PATRICIA H.	348
			DUNLAP, CANDICE J.	348
			FITCH, FRANKIE H.	348
			HARRIS, ROBERT	348
			HEGENBART, ROY	348
			JOHNSON, ANNE H.	348
			MOORE, CORA L.	348
			POGUE, THEODORE N.	348
			REDMOND, WILLIAM G.	348
			TIDWELL, SALLY M.	348
3263	1,579	4	*GUSEK, LEON A.	397

			CHRISTIAN, EDDIE D.	394
			DAVIS, SHIRLEY A.	394
			MCCLURE, DENISE	394
3277	39	1	*DEBRUYN, DON F.	39
3280	99		CASTEEL, ROBBIE (Pxy 3203)	99
3290	314	2	*WALKER, A. D.	157
			HILL, THOMAS M.	157
3295	100	1	*MCCLOUD, KENNETH L.	100
3301	65	1	*PURVIS, NORMAN E.	65
3305	90	1	*WOLFE, JEFF	90
3309	50	1	*MILLER, STEVE N.	50
3310	1,156	4	*SMITH, JOANNE	289
			DUNN, DON R.	289
			GARR, MARY E.	289
			HEATH, BARBARA L.	289
3312	43	1	*DEVINE, LARRY T.	43
3314	231	1	*LONG, RICHARD	231
3315	199	1	*REYNOLDS, KARIN	199
3317	91	1	*HACKNEY, VIRGIL T.	91
3321	104	1	*BILBREY, TED	104
3371	177		CATHEY, CHARLES T. (Pxy 3673)	177
3372	918	1	*HOLMAN, DALE S.	918
3402	165	1	*HERNANDEZ, RONALD	165
3403	551	1	*BAGOT, WALTER J.	551
3404	279	1	*KEMP, SANDRA C.	279
3406	331	2	*BRUNO, JUDY L.	166
			TRAHAN, DOUGLAS W.	165
3407	209	2	*DEROUEN, TERRY	105
			PARSONS, LINDA M.	104
3410	1,261	3	*FAHRENHOLT, MICHAEL J.	421
			CRONIN, PATRICK J.	420
			GREEN, FREDDIE R.	420
3411	488	3	*LAURENT, TERRY H.	164
			BOYLES, VALORIE L.	162
			FLOYD, DONALD W.	162

3412	117	1	*NAQUIN, DANNY C.	117
3414	216	2	*BARTLETT, JON	108
			JOHNSON, GLENDA W.	108
3450	94	1	*JONES, ROY E.	94
3490	191	1	*PIERCE, JOE	191
3505	22	1	*SCOTT, CHARLES R.	22
3509	193	1	*STAPLES, J. D.	193
3510	179	1	*CHISOLM, DANNY	179
3511	686	3	*DEAR, DEARLD	230
			GOODEN, ROBERT E.	228
			SIMMONS, ALVIN D.	228
3514	140	1	*DEARING, LARRY	140
3516	76	1	*MADDEN, CARL	76
3517	137	1	*OLIVER, RAY	137
3518	21	1	*DENTON, OSCAR	21
3519	186	1	*SCRUGGS, RICHARD C.	186
3570	2,066	1	*SCOTT, BRENDA R.	2,066
3601	279	2	*CALLOWAY, CAROL	140
			SHEW, CURTIS	139
3602	46	1	*FOUST, A. T.	46
3603	1,960	6	*WOOTEN, TERESA H.	330
			BONK, ROBERT J.	326
			COLHOUER, GARY W.	326
			FOX, NANCY B.	326
			OVERMAN, CAROLYN H.	326
			SCERCY, ACREELEE S.	326
3605	253	1	*DEMAEGD, MARK E.	253
3606	56	1	*HARRELL, DON	56
3607	459	3	*RIFFE, RAYMOND D.	153
			GORDON, VICKIE S.	153
			KING, MICHAEL	153
3608	71	1	*NELSON, DANNY	71
3610	91	1	*WIKE, RICKY D.	91
3611	533	3	*JONES, PAUL C.	179
			GOODWIN, TOMMY J.	177

			SMITH, SUSAN M.	177
3615	208	1	*RICH, KATHLEEN L.	208
3616	327	2	*MELTON, GEORGE	164
			LAWSON, RITA	163
3650	147	1	*BARTLETT, RODNEY	147
3672	120	1	*MCCLURE, GARY	120
3673	146	1	*CATHEY, CHARLES T.	146
3680	426	2	*BARNES, ROCKY A.	213
			BLAKE, JAMES C.	213
3681	338	2	*KNIGHT, RONALD X.	169
			WHITE, THOMAS W.	169
3682	467	3	*HANFORD, ALTON	157
			DAVIDSON, RODNEY	155
			SPEIGHT, GEORGE	155
3684	23	1	*LIVINGSTON, WARREN D.	23
3685	86	1	*HARRIS, ROBERT H.	86
3695	163	1	*HASKETT, DEAN	163
3702	189		MCLEROY, PATTY (Pxy 3710)	189
3704	374	2	*LYNCH, DENNY M.	187
			SLATTERY, RICK J.	187
3706	861	1	*BRAZELL, SHIRLEY Y.	861
3708	157	1	*POSTON, DAVID A.	157
3710	379	2	*MCLEROY, PATTY	190
			TWEED, RICHARD A.	189
3716	169	1	*BRIGGS, ROBERT B.	169
3719	114	1	*MCKERLEY, FREDDIE B.	114
3790	226	2	*BRUHN, THOMAS C.	113
			LYONS, DAVID	113
3802	341	2	*GROW, DAVID G.	171
			NEBLETT, JOHN B.	170
3803	163	1	*GREENE, DALE	163
3805	800	3	*WOLF, HUGH	268
			ROBERTS, BARBARA B.	266
			STEWART, JANET B.	266
3806	696	3	*SCOTT, KENNETH A.	232

			YARBROUGH, GLYNN	232
			YOUNG, MIKE	232
3808	1,997	6	*FEINSTEIN, RICHARD S.	337
			HORTON, BETTY M.	332
			MORRIS, BECKY J.	332
			PUGH, PHYLLIS M.	332
			SMOOT, W. E.	332
			WOMBLE, ROGER D.	332
3870	157		SCOTT, KENNETH A. (Pxy 380	6) 157
3871	436	1	*HICKS, RALPH E.	436
3890	236	2	*WILSON, LARRY	118
			HENRY, BOB	118
3901	134	1	*CARTER, TIM	134
3902	2,570	8	*ABBOTT, SONJA N.	323
			COOLEY, JUDY S.	321
			FOWLER, JO	321
			HUTCHINS, ED	321
			PRATT, PRESTON	321
			ROWE, LARRY	321
			TAYLOR, RHONDA L.	321
			WHITE, LOUISE	321
3903	169	1	*JONES, EDWARD D.	169
3904	120	1	*WALKER, BILL	120
3905	257	2	*CHRISTIAN, LUTHER S.	129
			DUNLAP, THELMA	128
3906	26	1	*HUGHES, JERRY M.	26
3907	337	2	*SARRADET, ARMOUR L.	169
			SCHEMENSKY, PEGGY	168
3908	418	3	*COTTER, ROBERT L.	140
			MARSHALL, COLEMAN L.	139
			WILSON, BARBARA	139
3909	57	1	*NORRIS, FANCHER A.	57
3910	37	1	*PALMER, LARRY R.	37
3911	64	1	*PITTS, TERRY J.	64
3912	159		FAHRENHOLT, MICHAEL J (Pxy	3410) 159

3950	95	1	*JONES, GWEN	95
3972	134	1	*JORDAN, HUGH M.	134
3974	83	1	*JORDAN, DEBBIE D.	83
3990	88	1	*WRAY, K. C.	88
14318	82	1	*	82
14320	93	1	*HARRELSON, CARROLL M.	93
14322	46	1	*	46
16300	1	1	*KINES, D. E.	1
33091	226	1	*GARLINGTON, LELA	226
33225	825	2	*SOTO, NESTOR	413
			RODRIGUEZ, ISRAEL	412
4000	364	2	*PAUL, BOBBIE J.	182
			DOOLEY, LENA M.	182
4004	793	3	*MCADOO, TYRONE	265
			JACKSON, TREVA	264
			MILLIMAN, BEVERLY K.	264
4008	768	3	*RICHTER, CARL W.	256
			CYNOWA, JAMES	256
			WIECZOREK, DANIEL	256
4009	2,282	7	*STREBY, GREG	326
			CULVER, TINA	326
			CYMAN, KATHY	326
			DECKER, CARL	326
			HARRISON, LINDA	326
			WELLS, JETTY	326
			WICKER, JUDITH M.	326
4010	168	1	*RYAN, TERRY	168
4011	352	2	*LLAMAS, GLORIA	176
			INGLES, PATRICK J.	176
4013	707	3	*ORMSBY, DAVID R.	237
			CARLETON, THOMAS I.	235
			GALLARDO, KIMBERLY D.	235
4017	186	1	*ODOM, GARY	186
4018	94	1	*RICKLE, DAVID	94
4025	121	1	*ENGLE, MAX	121

4032	72	1	*WITT, JACK R.	72
4034	1,035	3	*EGAN, JOHN J.	345
			EGAN, KIMBERLY K.	345
			LEMONNIER, J. L.	345
4039	524	3	*HOPPE, KIM	176
			AMPEY, JEFF	174
			HOLT, CAROL	174
4040	615	2	*WINTERSTEIN, KEN	308
			NEWCOMB, WILLIAM E.	307
4050	238	2	*BATES, BILLY H.	119
			SKOTARCZYK, DAVID	119
4070	119	1	*GUTOWSKI, GREGORY	119
4090	313	2	*KLEIN, MICHAEL F.	157
			PATTI, JOSEPH P.	156
4100	1,426	5	*JAGER, DOUG	286
			BRAMLAGE, JAMES	285
			HOWARD, STELLA	285
			LINDSEY, FRED	285
			WILLIAMS, RENZIE	285
4101	99	1	*BOUBACK, JOSEPH S.	99
4103	267	2	*HAMMON, TED	134
			FAIRBANKS, MARY C.	133
4107	427	3	*RICH, JANET	143
			MCKENNEY, DEBBIE	142
			WARD, RUTHANN	142
4108	1,294	5	*BAIN, BILL	262
			BLAKE, CATHY	258
			DOOZAN, FRANK	258
			MIKOLASKI, GREG	258
			TURNER, ORRIN	258
4109	215	2	*SANDERSON, THOMAS	108
			FEATHERSTONE, JOHN	107
4202	374	2	*EHLERT, MAUREEN	187
			GILBERT, BETH	187
4209	82	1	*GEORGE, MARLENE	82

4212	346	2	*VANDERWOUDE, ELIZABETH R.	173
			GARZA, KATHY A.	173
4214	129	1	*MOORE, BETTY	129
4215	104	1	*OWENS, RAMONA A.	104
4216	303	2	*HUFF, MABEL	152
			WATSON, CORA L.	151
4217	346	2	*CAPPER, BRYON H.	173
			MAYBERRY, ROBERT M.	173
4250	944	4	*TISZA, STEVE	236
			KOROTENKO, JOSEPH W.	236
			PETERSON, JON M.	236
			ROCHFORD, DALE	236
4252	175	1	*PIERCY, LANELL	175
4260	131	1	*JOHNSON, BETH E.	131
4270	34	1	*ALBERS, RICH	34
4277	9	1	*WIELGAT, DANIEL J.	9
4290	315	1	*MANDRIK, PAUL J.	315
4300	385	2	*PAGANI, SAM	193
			VISINGARD, NICK	192
4302	1,201	5	*SALLAZ, SHERRIE	241
			BERGER-GRIFFITH, PEGGY	240
			BROWN, LARRY	240
			MONEYPENNY, DONNA	240
			ROBERTS, CRYSTAL	240
4309	1,435	5	*RIEMER, GREGORY	287
			MALLORY, BRENDA	287
			SMILNAK, GEORGE	287
			WOODS, TEREZ E.	287
			WYNN, PAM	287
4310	780	3	*MASON, CATHY	260
			BAILEY, ILESTER	260
			HENDERSON, MARGARET E.	260
4319	724	3	*HONSE, RONALD	242
			HULL, ROBERT	241
			SHORT, TERRY	241

4320	1,735	3	*HUBER, JACK	579
			KAY, KARL	578
			MCDONALD, BEA	578
4321	181	1	*ROWE, CHARLES	181
4322	883	3	*SCHAEFF, JERRY W.	295
			RIDDLEBARGER, TERESA B.	294
			RIGGS, SUSAN M.	294
4323	74	1	*RICE, WILL	74
4325	51	1	*BEGIN, GERRY	51
4326	46	1	*GRIFFIN, EDWARD J.	46
4340	3,484	3	*PHILLIPS, ED	1,162
			FUNNELL, JOSEPH A.	1,161
			PLEZIA, MICHAEL A.	1,161
4351	448	3	*ADAMS, KEITH M.	150
			ELDRIDGE, DEBRA L.	149
			SNELLGROVE, JERRY W.	149
4352	31	1	*GALAMBOS, NICHOLAS J.	31
4354	338	2	*COLE, GEOFFREY	169
			MORMAN, MARLA C.	169
4371	1,220	4	*DROLLINGER, TAMI	305
			COSS, RICHARD	305
			DROLLINGER, RICK	305
			SMITH, KAREN	305
4372	254	1	*CAMPBELL, ZANE C.	254
4373	89	1	*HUGHES, CHARLES	89
4375	68	1	*MCCOY, BARRY W.	68
4377	31	1	*SMALLEY, RON	31
4378	28		SMALLEY, RON (Pxy 4377)	28
4379	23		MCCOY, BARRY W. Pxy 4375)	23
4385	64		DROLLINGER, TAMI (Pxy 4371)	64
4390	245	1	*WISKOFF, ARTHUR L.	245
4400	1,455	5	*TIMMERMAN, WILLIAM M.	291
			DONOGHUE, TIMOTHY M.	291
			GIVIN, CHARLES A.	291
			STALL, GREG S.	291

			STEVENS, KITTIE A.	291
4401	847	3	*KIDWELL, MARGARET	283
			CUNNINGHAM, CYNTHIA A.	282
			DAVIS, EDWINNA	282
4470	288	2	*TIMMERMAN, MICHAEL A.	144
			PUGH, ROGER L.	144
4471	115	1	*RATHGABER, WILLIAM	115
4473	141	1	*KIDD, JOHN	141
4475	47	1	*CALVERT, GERALD	47
4485	61	1	*LAMBDIN, JOHN R.	61
4487	63	1	*REY, PHILIP A.	63
4501	1,416	1	*MURRAY, RICHARD	1,416
4510	132	1	*BURK, CHARLES W.	132
4527	191	1	*SMATHERS, RICHARD L.	191
4530	604	3	*GLOVER, ROBERT G.	202
			GOWING, LYNDELL	201
			HAYES, GEORGE W.	201
4550	257	2	*LAUX, ROBERT G.	129
			BREEN, GREGORY M.	128
4600	263	1	*AVERY, MARY J.	263
4603	2,561	8	*WALLS, GEORGE R.	321
			BROWN, PEGGY J.	320
			FENSTERMAKER, RUSSELL P.	320
			STEIN, JAMES B.	320
			UNDERWOOD, OLIVIA	320
			UNDERWOOD, RONALD G.	320
			WADE, CYNTHIA L.	320
			WUNDER, CHRISTINE L.	320
4611	65	1	*WALTERMAN, JOHN	65
4620	128	1	*JORGENSEN, RICHARD D.	128
4621	509	3	*KEHOE, RANDALL M.	171
			COUSINEAU, KEVIN J.	169
			FORSETH, JANE M.	169
4622	72	1	*NEUBAUER, ROGER	72
4623	50	1	*POMERICH, HERBERT M.	50

4630	524	3	*MULLIKIN, GARY A.	176
			KRAMER, CONSTANCE J.	174
			LEGGE, RICHARD D.	174
4640	274	2	*CLARK, JAMES C.	137
			LOKKEN, JILL O.	137
4642	89	1	*GRASSEL, GARY R.	89
4646	90	1	*LEGO, NANCY J.	90
4670	39		GRASSEL, GARY R. (Pxy 4642)	39
4671	539	3	*MCNEARY, ANN M.	181
			ADKINS, CAREY A.	179
			SCHUBRING, FREDRICK E.	179
4672	264	2	*STACHOVAK, DAVID L.	132
			PERSIKE, EILEEN M.	132
4674	93	1	*ZYCH, EDWARD J.	93
4675	113		ZYCH, EDWARD J. (Pxy 4674)	113
4690	68	1	*SHEPLER, LARRY L.	68
4700	257	2	*GORMAN, PATRICK G.	129
			KNOX, KENNETH M.	128
4703	76	1	*PETERS, LEN C.	76
4711	24	1	*MARTIN, THOMAS E.	24
4730	292	1	*FEITL, LIZ	292
4770	58	1	*ANDERSON, RON	58
4773	414	3	*LOWDENSLAGER, ED	138
			SIBICH, NED	138
			SWAGER, RICKY A.	138
4780	75	1	*MICHAEL, ROLAND J.	75
4782	27	1	*HARRISON, HAYWOOD C.	27
4790	62	1	*VUKOVICH, PETER E.	62
4795	84	1	*OFFUTT, ALBERT H.	84
4800	194	1	*WHITE, NANCY	194
4802	91	1	*HOSTETLER, CARROL	91
4818	396	2	*BAXTER, MARY J.	198
			CARTER, A. D.	198
4998	633	3	*HAMM, GLEN G.	211
			CARLEN, ADELE M.	211

			LUCAS, JOHN C.	211
14406	57	1	*MORRIS, LINDA A.	57
14408	579	2	*ZAUCHA, GEORGE C.	290
			BERMAN, STEVEN D.	289
14430	262	2	*MAIDA, ROBERT C.	131
			TERRAN, PHILIP M.	131
14434	38	1	*ANDERS, WILLIAM	38
14503	352	1	*ATTARD, SAMUEL	352
14549	152	1	*SANTNER, ROBERT A.	152
16400	1	1	*MURPHY, BONNIE	1
16401	1	1	*CELLINI, AL	1
34001	694	1	*	694
34043	383	2	*MORRIS, BEVERLYANN	192
			COLE, JEFFREY L.	191
34051	147	1	*NORMAN, JACK	147
34071	380	1	*MINKKINEN, GERALD	380
34159	38		MINKKINEN, GERALD (Pxy 34071)	38
54041	683	3	*BRAICO, CHARLES G.	229
			BLINN, PETER C.	227
			ZUSSMAN, HEDY	227
54043	157	1	*OBLANDER, RONALD G.	157
54044	47	1	*BROCKMAN, GLENN L.	47
54048	69	1	*VALLIERE, LANE D.	69
54412	22	1	*DIELMAN, LINDA K.	22
6007	80	1	*CRITES, ELVIN C.	80
6009	506	3	*BUTLER, JERRY	170
			JONES, BEROLD	168
			STOLL, SUSAN	168
6012	1,572	5	*FRANKLIN, WILLIAM D.	316
			LOEGERING, CAROL	314
			LOWE, MARY M.	314
			TEMPLETON, JANE	314
			TIMMONS, SEIRRA	314
6016	1,647	6	*GARDNER, BARRY R.	277
			BROWN, AUDRY	274

			DYE, RONALD G.	274
			FINE, JUANITA M.	274
			HUNTER, LAGLORIA	274
			SAMARIPA, FRANCES K.	274
6050	48	1	*JEFFREY, RALPH L.	48
6086	1,448	1	*CADDY, OTHA	1,448
6110	90	1	*TORRES, ELISEO	90
6113	148	1	*RAWSON, DAVID A.	148
6127	302	1	*EVERETT, CLAY	302
6128	316	2	*UTTERBACK, BILL	158
			FORD, MARGIE L.	158
6132	1,557	5	*FLORES, RAYMOND J.	313
			ABETE, ALBERT	311
			BRUTON, GAYLE	311
			FIKE, LORNA	311
			MCCOY, BARBARA	311
6137	600	3	*VANDEVENTER, LARRY	200
			GARZA, LOUIS	200
			MOELLER, BECKY	200
6139	747	3	*PERKINS, PHILIP	249
			FELTER, SYLVIA	249
			HARMON, RONN	249
6143	4,320	10	*CORTEZ, RALPH	432
			EIDELBACH, ROSSER	432
			GALLEGOS, ROY	432
			GARCIA, RON	432
			HOLLAND, JENNIFER	432
			MIRELES, BERTHA A.	432
			RAMOS, SYLVIA J.	432
				432
			RODRIGUEZ, SYLVIA	432
			SAUCEDO, BOB	432
6150	853	2	*LAZNOVSKI, LARRY W.	427
			IHFE, LARRY E.	426
6171	3,656	7	*SIMMONS, MICHAEL D.	524

			BURANDT, MICHAEL	522
			FUNK, JIMMY	522
			HINOJOSA, MIKE	522
			JAMES, LINDA	522
			KELLY-WOITENA, CATHY	522
			POPE, EDDIE	522
6174	185	1	*TURNBO, GLENDA	185
6178	87	1	*MALONE, BRENDA S.	87
6182	13	1	*GRAY, ANNA H.	13
6186	8,379	3	*GROSS, MICHAEL	2,793
			LUGO, JUDY	2,793
			NAULS, JAMES	2,793
6200	187	1	*COOK, JIMMY W.	187
6201	2,868	8	*KRAMER, DENNY	362
			BENNINGFIELD, CONNCETTA T	358
			CROWE, PAT	358
			EVERETTE, RONNEY J.	358
			GILLESPIE, TERENCE C.	358
			GUERRERO, OFELIA	358
			JOHNSON, CHRISTENE	358
			OSBORNE, DAVID	358
6202	133	1	*WILKINS, STANLEY R.	133
6203	370	2	*MAXEY, JACK	185
			BARTLETT, DOROTHY S.	185
6206	67	1	*KOHL, CHARLES E.	67
6210	238	2	*EWIG, MARK J.	119
			FOSTER, DOUGLAS	119
6214	251	2	*STANLEY, GLYNNE R.	126
			MCBRIDE, LEEROY	125
6215	4,775	10	*WILLIAMS, J. D.	482
			ALLEN, JAMES	477
			HALL, NANCY	477
			HUNTE, ALFORD	477
			KENT, DWAYNE	477
			KENT, RANDA	477

			LEE, NANCY	477
			MAGEE, CARROL	477
			MAYFIELD, DANNY	477
			SHANNON, DIANNE	477
6218	311	2	*POWERS, JIM L.	156
			MARTIN, MARVIN	155
6222	5,669	10	*ETZEL, BURGESS J.	575
			CUMMINGS, CLAUDE	566
			FLORES, STEVEN C.	566
			GIBSON, RUBERTA J.	566
			GUERRA, XAVIER L.	566
			JENSEN, RUBY J.	566
			JONES, SHERRY L.	566
			MAHLE, ROBERT K.	566
			MILLER, JERRELL B.	566
			SIMMONS, VALERIA	566
6225	210	2	*PLUMLEE, RON	105
			SAULS, JOHNNIE R.	105
6228	303	2	*GRAY, RONNIE	152
			KOLENG, JOHN J.	151
6229	424	1	*DOBBS, DENNIS W.	424
6260	782	3	*HILL, JAMES T.	262
			EVANS, KEVIN W.	260
			TRAYLOR, BARBARA	260
6290	792	3	*LINNELL, RONALD H.	264
			PARRISH, ROY O.	264
			WOOTEN, LAWSON L.	264
6301	950	2	*GROGAN, SANDRA L.	475
			ALDERMAN, BARBARA	475
6310	2,078	7	*ELLEBRACHT, TONY	302
			JOHNSON, MARK G.	296
			KONECNIK, WILLIAM J.	296
			MEYER, CARL W.	296
			NEWPORT, TOM J.	296
			WHITFIELD, GENE	296

			WILLIAMS, DEBRA	296
6311	140	1	*VAN DOLAH, MARK K.	140
6312	397	2	*FOSTER, JACK	199
			DODD, PAT	198
6313	101	1	*WOOD, STEVEN R.	101
6314	156	1	*FRANKEN, MARK E.	156
6316	407	2	*JENKINS, LYNNETTE M.	204
			ELLIS, RON	203
6320	3,116	6	*NEUMANN, MICHAEL V.	521
			CASE, JENNIFER M.	519
			COMPTON, DANNY J.	519
			FLETCHER, BRIAN P.	519
			KUJAWA, KEVIN G.	519
			MUNFORD, RONALD L.	519
6325	920	4	*PINKELMAN, EDWARD	230
			COLLINS, RAY S.	230
			FISCHER, CONNIE I.	230
			HOUGH, GARY	230
6326	451	3	*PELTIER, CECELIA M.	151
			GRAY, BUNNY L.	150
			VERSER, LILLIE R.	150
6327	733	3	*JARMAN, PAMELA K.	245
			LEUTY, BARBARA J.	244
			VANTASELL, DEBRA S.	244
6333	978	3	*LITZENBERGER, DAVID A.	326
			CLARK, BRET A.	326
			GEORGE, TIM L.	326
6350	594	3	*HUSS, ROBERT K.	198
			LEFMANN, MELISSA A.	198
			ROSS, JOHN T.	198
6355	991	2	*GREGORY, JUDITH A.	496
			MARLER, VICKI	495
6372	371	2	*NESLER, RALPH I.	186
			RUHNKE, STAN	185
6374	60	1	*FIGG, MICHAEL D.	60

6377	1,048	4	*JONES, EARLINE	262
			GIROUARD, NELLIE	262
			MOORE, QUINN	262
			SHOALS, CLARA	262
6390	626	1	*BREIDENBACH, THOMAS W.	626
6391	64	1	*RICE, JOE L.	64
6395	118	1	*HOWELL, JULIE A.	118
6401	666	3	*SNOW, DEBRA	222
			ALFREY, STEVE	222
			BROOKS, MARY	222
6402	726	3	*BAILEY, R. L.	242
			HONSE, BRENDA J.	242
			WATSON, DEBORAH J.	242
6407	147	1	*GARDNER, JANET C.	147
6410	76	1	*	76
6411	96	1	*	96
6450	2,658	4	*STERNS, JUDI A.	666
			DIGEORGE, NANCY	664
			JONES, BRENDA C.	664
			WILKINSON, DEANNA F.	664
6477	16	1	*WATSON, PAUL J.	16
6500	246	2	*DUDLEY, MARGIE	123
			BROWN, VI	123
6502	241	1	*GRAY, GARY D.	241
6503	157	1	*GLISSON, WILLIAM M.	157
6505	225	2	*STRANGE, JUDY	113
			FIELDS, JACKIE	112
6507	361	2	*DIEMER, ALMA	181
			BAKER, NANCY	180
6508	629	3	*GRAHAM, JOHN S.	211
			JOYNER, ROBIN	209
			WILSON, THOMAS W.	209
6733	1,083	2	*BENTLEY, DONNA B.	542
			MCCORMACK, SHARON L.	541
14616	238	1	*EBELING, JOHN J.	238

14620	251	2	*GRIFFITH, DAVID A.	126
			STUBE, RONALD W.	125
14631	18	1	*	18
16600	1	1	*	1
36047	612	3	*GOODRICK, HERBERT L.	204
			ATLEY, PATRICIA A.	204
			COBB, THERESA E.	204
7001	154	1	*KEOGH, JOHN	154
7011	1,011	1	*GREGOIRE, WILLIAM J.	1,011
7019	4,327	5	*GOSIGER, JOSEPH A.	867
			DAMATO, KARLA K.	865
			DIRCKS, LORI	865
			GLASS, LINDA R.	865
			WOOD, DAVID	865
7026	923	4	*MCGRATH, MICHAEL E.	233
			CLARKE, JOHN R.	230
			LEINENBACH, DARRELL	230
			MCGRATH, JANICE A.	230
7037	350	1	*GOULD, ROBIN A.	350
7050	1,756	5	*FUENTES, KATHLEEN	352
			BLACKBURN, DAVID	351
			DAVIS, LEX M.	351
			ROGERS, ANNIE	351
			SCHAELER, DAVID	351
7055	189	1	*BACA, RICK	189
7060	1,401	2	*ROJAS, ELLEN	701
			POSTGATE, LARRY	700
7077	958	1	*FOY, CHARLES A.	958
7090	173	1	*AYCOCK, DENNIS E.	173
7096	75	1	*JOHNSON, EDWARD D.	75
7101	236	2	*FRIEDEN, BERNIE	118
			THOMPSON, TERRY L.	118
7102	1,096	4	*DOWNING, SARAH L.	274
			BRIM-HUNTER, BETTY	274
			PERKEY, JAMES A.	274

			TIARKS, WARREN		274
7103	282	2	*MERTES, KENNETH J.		141
			RICHARDS, SUSAN L.		141
7107	38	1	*MAYLAND, WILLIAM C		38
7108	257	1	*TYSON, MIRIAM B.		257
7109	14	1	*TELLIN, GAYLE G.		14
7110	35	1	*GIUNTA, FRANCIS J.		35
7115	30		GIUNTA, FRANCIS J.	(Pxy 7110)	30
7117	305	2	*PURCELL, ANITA K.		153
			PENCE, MARY K.		152
7150	90	1	*SHANNON, FRED		90
7170	42		PURCELL, ANITA K.	(Pxy 7117)	42
7171	78	1	*DUNBAR, DENNIS		78
7172	152	1	*HERNDON, CAROLL L		152
7173	48		DUNBAR, DENNIS	(Pxy 7171)	48
7175	42		TYSON, MIRIAM B.	(Pxy 7108)	42
7176	75		LINFORD, LEE B.	(Pxy 7705)	75
7181	162		DOWNING, SARAH L.	(Pxy 7102)	162
7200	3,367	6	*TAYLOR, MARY L.		562
			COLEMAN, KATHLEEN	N A.	561
			ERICKSON, TODD L.		561
			JOHNSON, LINDA B.		561
			MELBY, MARY F.		561
			MULLOY, JOHN W.		561
7201	1,261	3	*MAHONEY, JIM P.		421
			CARNEY, SCOTT L.		420
			LINDSTROM, DAVE J.		420
7202	47	1	*HAIMAN, HOWARD G.		47
7203	95		MAHONEY, JIM P.	(Pxy 7201)	95
7204	35		DOYLE, PATRICK S.	(Pxy 7272)	35
7205	27		ANESI, TOM N.	(Pxy 7214)	27
7206	22		KOVAR, JAMES P.	(Pxy 7250)	22
7212	131	1	*CLEMENT, DAVID J.		131
7213	176		CLEMENT, DAVID J.	(Pxy 7212)	176
7214	362	2	*ANESI, TOM N.		181

			NEWMAN, TERRI L.	181
7219	36		HAIMAN, HOWARD G. (Pxy 7202)	36
7220	10		TAYLOR, MARY L. (Pxy 7200)	10
7250	538	1	*KOVAR, JAMES P.	538
7270	220	1	*PIKER, AL E.	220
7272	70	1	*DOYLE, PATRICK S.	70
7290	118		MITCHELL, CHARLES L. (Pxy 7790)	118
7301	171	1	*REIDY, STEPHANIE J.	171
7303	430	2	*OLSON, DEE	215
			ERICKSON, KATHY	215
7304	263	2	*BYARS, DANIEL J.	132
			KAHLBAUGH, ELWIN A.	131
7400	1,203	5	*HEMMERLING, ARLINDA	243
			CAMMARATA, C. A.	240
			KORENE, STEVE	240
			KVIDERA, JEANETTE	240
			NOWAK, MIKE	240
7401	183		HEMMERLING, ARLINDA (Pxy 7400) 183
7470	688	2	*BELL, MICHAEL	344
			MORRISON, MARVIN	344
7471	44		BELL, MICHAEL (Pxy 7470)	44
7476	364	2	*KOSTOVNY, MARK	182
			KOUNOVSKY, JIM J.	182
7500	385	2	*CLAUSON, DAVID A.	193
			DUBOIS, ROZANNE	192
7504	32		OLSON, DEE (Pxy 7303)	32
7505	78	1	*BAWDON, RON	78
7506	20		CLAUSON, DAVID A. (Pxy 7500)	20
7601	275	2	*JOY, TONI L.	138
			REA, MICHAEL J.	137
7603	347	2	*SCHIGGEL, GINNY	174
			DUVALL, BRENT	173
7621	74		SCHIGGEL, GINNY (Pxy 7603)	74
7670	340	2	*MOORE, DAVID S.	170
			HOLLAND, DAVE E.	170

7702	250	2	*MCKIM, RONALD K.	125
			SUMNER, SHIRLEY R.	
7704	1,860	6	*METCALF, GAIL M.	310
			EVANS, MARK	310
			JOHNSON, ANNETTE	310
			JOHNSON, LINDA	310
			MCALLISTER, SUSAN K.	310
			MORRISON, IRENE	310
7705	108	1	*LINFORD, LEE B.	108
7707	386	1	*SHERIDAN, DONALD J.	386
7708	524	3	*MCCLEAN, DARLENE S.	176
			ECKERT, DAVID C.	174
			TURNER, JOAN E.	174
7716	39	1	*MCCORMICK, LARRY P.	39
7717	196	1	*HEWMAN, EUGENE W.	196
7743	264	2	ROSS, DOHN W.	264
7750	945	3	*JENSEN, JERRY L.	315
			DOYLE, WILLIAM J.	315
			MCCONNELL, GLORIA J.	315
7774	171		JENSEN, JERRY L. (Pxy 7750)	171
7777	5,546	9	*CORDOVA, SHARON	618
			HARRINGTON, DUNCAN J.	616
			JACKSON, JOHN	616
			MARQUEZ, TIM	616
			MCDOWELL, BRUCE	616
			MULLIGAN, LINDA A.	616
			PEIXOTO, POLLY	616
			VIGIL, DAVE	616
			WITHROW, MIKE	616
7790	193	1	*MITCHELL, CHARLES L.	193
7800	2,587	7	*STEEN, SHERRI L.	373
			FORD, ERNIE E.	369
			MCGRATH, FREDA T.	369
			STUDYVIN, TRACY	369
			SUHARA, COLLEEN T.	369

			TRICARICO, FRED	369
			WHEELER, DICK C.	369
7803	801	2	*HORN, KENNETH J.	401
			WEGIEL, ROSE M.	400
7804	306	1	*GODWIN, RICHARD W.	306
7810	192	1	*JENKINS, BILL D.	192
7812	157		JENKINS, BILL D. (Pxy 7810)	157
7814	36	1	*BINDE, NEWELL	36
7818	625	1	*BOEHNKE, MARY M.	625
7901	1,453	3	*FLOYD, CARLA	485
			ELDER, MADELYN	484
			MULL, DAVID	484
7904	308	2	*BAUER, RODGER	154
			HUSKEY, JOYCE A.	154
7906	392	2	*MCMAHON, JOSEPH	196
			BEACH-BERNARDI, MONA	196
7908	156	1	*SORENSEN, MARGARET A.	156
7911	433	1	*WILLIAMS, MICHAEL J.	433
7955	85		FLOYD, CARLA (Pxy 7901)	85
7970	236	2	*STILL, ALVIN	118
			VOGEL, JOHN	118
7990	140	1	*ZAICHKIN, ROBERT L.	140
7991	82	1	*STUMPF, THOMAS L.	82
14705	206	1	*STEVENS, LESTER E.	206
14708	398	1	*VALERO, KENNETH E.	398
14729	209	2	*WILLIAMS, LARRY T.	105
			NIELSEN, RICHARD	104
14759	79		METCALF, GAIL M. (Pxy 7704)	79
16700	1	1	*CUMMINGS, ANN	1
30223	258	1	*CAROLAN, CHRIS	258
30400	233	2	*RUFO, LUIS M.	117
			VANBUSKIRK, JOANNE M.	116
30663	11		RUFO, LUIS M. (Pxy 30400)	11
37002	832	2	*SWEENEY, JOHN M.	416
			DELUCCA, KAROLYNN W.	416

37074	646	1	*SIMMONS, TRACY	646
37082	1,063	3	*ACHZIGER, GENE S. 355	
			BROWN, ELIZABETHE A.	354
			STRAND, AAGE P.	354
37194	94		BROWN, ELIZABETHE A.	(Pxy 37082) 94
57407	68	1	*JARAMILLO, ANDREW	68
57411	66	1	*HENDERSON, CLAYTON D.	66
9000	1,629	5	*TROPP, STUART H.	329
			HENDERSON, ROBERT D.	325
			VILLEGAS-FIRTH, LINDA	325
			WASHINGTON, MARY	325
			WOOD, JANICE	325
9119	1,910	3	*KALMIJN, JELGER	638
			CLOUD, LINDEY	636
			LAWRENCE, JENNIFER	636
9400	7,582	20	*TERFLINGER, MARJORIE	381
			ANDERSON, CHARLES	379
			BECK, ALVIN B.	379
			BOSE, HERMAN	379
			CAWDREY, RONALD	379
			DALTON, HELEN	379
			DEMERS, WILLIAM L.	379
			HARTIGAN, NICHEAL J.	379
			HERNANDEZ, CARMEN	379
			HERRERO, RICHARD	379
			HUMPHREY, ANITA	379
			INDERMUEHLE, WILLIAM	379
			MCGRUDER, DENISE	379
			METCALF, JUDY A.	379
			PEREZ, JUDITH A.	379
			RUNNION, THOMAS	379
			SHAMAS, ROBERT	379
			SMITH, ROBERT G.	379
			SPEED, GERALDINE	379
			WHITNEY, ROSE	379

9404	658	1	*AMODEO, FRANK	658
9407	513	2	*BECKER, RICK	257
			GRUBB, STANLEY	256
9408	731	3	*COX, NADINE	245
			JOHNSTON, GEORGIA	243
			SCHULTZ, JIM	243
9410	1,919	6	*MARKS, MARGIE	324
			CARRERAS, BOB	319
			DEJESUS, ED	319
			NOIA, MICHELE	319
			PENA, EMILIANO	319
			QUEZADA, GISELLE	319
9412	1,156	3	*COTNER, H. C.	386
			HOERZ, RANDY H.	385
			MERRITT, JEANNIE C.	385
9413	715	3	*DORAN, JOHN D.	239
			NAPIER, DEANNA	238
			WELLING, BARBARA	238
9414	509	1	*CROOKS, MITCH	509
9415	2,346	7	*KINCHIUS, KATHLEEN A.	336
			AKAGI, PAUL	335
			CHRIST, RUTH A.	335
			HARVEY, WILLIAM B.	335
			HOGAN, MONICA K.	335
			VENABLE, SALLY L.	335
			WHITE, STEPHEN	335
9416	289	2	*JOHNSON, JOANIE	145
			HUHN, HELEN	144
9417	523	3	*SPRADLIN, BARBARA J.	175
			HAAG, RICHARD J.	174
			KNAPP, PENNY J.	174
9419	228	1	*FREDERICKSON, JIM D.	228
9421	3,203	7	*BALL, GREGORY C.	461
			AVALOS, ESPERANZA	457
			BELL, MICHAEL G.	457

			CARCIA REE	457
			GARCIA, DEE	457
			GONZALES-CABLE, BERTA	457
			MERCADO, LUPE V.	457
			RAMIREZ, THOMAS G.	457
9423	2,364	6	*ROCHA, LOUIE	394
			AFANASIEV, VAL	394
			MORALES, ROSIE	394
			MORRIS, NORA	394
			OLVERA, STEPHANIE	394
			SMITH, DAVE	394
9426	226	2	*BOLDEN, LINDER	113
			LAMBERT, BRENDA	113
9430	361	1	*BENNER, ELLIE	361
9431	134	1	*WURZER, LEON	134
9432	49	1	*MORRIS, RICHARD W.	49
9477	24	1	*MARTINEZ, AARON	24
9490	405	3	*FLINT, BENNIE E.	135
			ESPINDOLA, AL M.	135
			STAPLES, TERRY	135
9503	1,400	5	*HARMON, JANET	280
			BORDEAUX, SHELIA	280
			MCDONNELL, MICHAEL	280
			MIRANDA, RAMON	280
			PACHECO, NANCY M.	280
9505	2,431	7	*VENEGAS, EDWARD M.	349
			CROMER, RANDALL	347
			GIFFORD, JOAN M.	347
			HICKS, MARY	347
			LUNA, LINDA	347
			NORWOOD, ERIC	347
			VENEGAS, CARMEN	347
9509	2,080	7	*BEAL, JUDITH L.	298
-	,		HERMANN, NANCY A.	297
			OWENS, KENNETH D.	297
			SHUBERT, DOLLY	297

			THOMAS, MARY A.	297
			WIEGMANN, CHARLES D.	297
			YOUNG, JOHN T.	297
9510	3,302	10	*MORENO, JUANITA	332
			CUELLAR, OLIVIA	330
			FITTON, PAUL	330
			MILLICAN, STAN	330
			MILLIMAN, MIKE T.	330
			NATOLI, JOHN R.	330
			RENISH, TERRI	330
			SUMMERELL, GREG	330
			WATT, MARIE E.	330
			WESTON, BARRY	330
9511	408	3	*SMITH, RON	136
			CRAFTS, KENNETH	136
			HANNEMAN, PHIL	136
9550	198	1	*PORTER, LINDA D.	198
9573	651	3	*REEVES, RONNIE D.	217
			MACIAS, KAREN D.	217
			MORRIS-GALLEGOS, SUE	217
9575	1,760	3	*CASTILLO, GLORIA	588
			LAROCHE, BOB	586
			MUNSON, JANINE	586
9576	326	1	*GOMES-ST AUBIN, PAMELA	326
9583	23	1	*DAVIS, JOHN M.	23
9586	1,703	3	*MCCOWAN, CAROLYN	569
			AGUILAR, ROSALINDA	567
			SAUNDERS, BARBY	567
9587	460	2	*GREENWOOD, SUSAN J.	230
			SANDOVAL, TONI	230
9588	2,630	8	*CROWELL, MICHAEL K.	334
			BERNAL, ROSALINDA C.	328
			DUDLEY, JAMES	328
			DUNKIN, ROBERT V.	328
			HAMMONS, TIM	328

			KIMBELL-HANSON, KAREN	328
			MINECK, JAY	328
			OROPEZA, GEORGE	328
9590	334	2	*STARR, R. C.	167
			FISCHER, WILLIAM F.	167
14904	294	1	*DUDLEY, HOWARD H.	294
14921	186	1	*AHUE, JERRY K.	186
16900	1	1	*BRINKLEY, ADDIE	1
39098	832	3	*CANAVAN, WIN M.	278
			JACKSON, LUTHER P.	277
			PHILLIPS, BILL	277
39117	520	2	*CAHILL, WAYNE E.	260
			GOO, LESLIE L.	260
39521	1,733	3	*CUTHBERTSON, DOUG	579
			HATFIELD, LARRY D.	577
			TOBIAS, CHARLES L.	577
59053	1,491	5	*CHAMPA, JOSEPH F.	299
			GARCIA, ERNEST	298
			HENDRIKS, KEITH E.	298
			JACKSON, FRANK L.	298
			SMITH, RICHARD T.	298
59054	59	1	*THOMPSON, DERRECKE A.	59
59057	489	1	*STINNETT, GENA M.	489
13000	8,562	13	*CLINTON, JOSEPH V.	666
			CARR, EDWARD T.	658
			HARRIS, GERALD L.	658
			HAUER, STEVEN	658
			MAISANO, PATRICIA A.	658
			MARKLE, ROY A.	658
			MOONEY, EDWARD F.	658
			ODEN, GARY	658
			STOUT, KEN	658
			SYRKO, MICHAEL J.	658
			VOELKER, MARY E.	658
			WHARTON, MICHAEL	658

			WOLVINGTON, MICHAEL	658	
13100	176		SPEAKMAN, WALTER M. F	Pxy 13101) 170	6
13101	826	3	*SPEAKMAN, WALTER M.	276	
			DICOSTANZA, MICHAEL	275	
			TAYLOR, SANDRA J.	275	
13500	3,400	7	*KMETYK, SANDRA L.	490	
			COULTAS, CAROL	485	
			DAVIS, BEVERLY A.	485	
			FLEMING, TINA G.	485	
			KINTZER, VICTORIA A.	485	
			SNOWDEN, ANNAMARIE	485	
			SOWYCZ, MICHAEL	485	
13550	1,107	4	*GATTO, KAREN	279	
			BEEBOUT, MONICA L.	276	
			GRAHAM, ED	276	
			MARX, SCOTT	276	
13552	379	1	*ENGLEBRAKE, PATRICIA L.	. 379	
13570	34		EOVANOSKI, RICHARD A.	(Pxy 13571)	34
13571	433	2	*EOVANOSKI, RICHARD A.	217	
			IDE, BRADLEY C.	216	
13572	35	1	*KISSINGER, RAY A.	35	
13591	140	1	*SHUMAC, EARL	140	
14813	31	1	*COLE, LEE	31	
14827	225	1	*LOWEN, JAMES	225	
14830	76	1	*MILLER, RONALD G.	76	
14840	29	1	*WASSER, DANIEL F.	29	
14842	130	1	*ZORICH, DANIEL	130	
14845	370	2	*RUPPERT, RICHARD E.	185	
			ARDUINI, ERNEST	185	
16800	1	1	*CALDWELL, JACK	1	
38010	1,357	4	*CAPARELLA, CATHERINE A	۸. 340	
			PATRICK, EARL J.	339	
			ROTHMAN, CAROL	339	
			SANTAFEDE, FRANK J.	339	
38016	52		WHITMORE, DAPHNE M. (Pxy 31167)	52

38061	283	2	*TKACH, HARRY		142
			FISHER, KEN		141
38218	72		TKACH, HARRY	(Pxy 38061)	72

COMMUNICATIONS WORKERS OF AMERICA - 61ST ANNUAL CONVENTION LOCAL ALTERNATE LIST

ABERASTURI, MARIA	1089
ALLAN, KIRK	7810
ALONZO, GERARDO	6110
APPODACA, FRANK	6372
ARAIZA, RALPH	7001
ARMSTRONG, AMELIA K.	3108
AYERS, SUSAN	6218
BACH, GARY	4009
BAILEY, DIANE L.	4310
BAKE, SAM	3115
BALLMAN, NANCE L.	7201
BALLS, LOIS	4108
BANKS, WILHELMINA	1110
BARANOWSKI, ELIZABETH	1065
BARBER, ROBERT G.	3950
BARNES, ROBERT	3803
BARRINGER, JOEL BARRON, TOM	3610
	1190
BARTLETT, JEFF	6222
BARTLETT, SUZANNE BENNARD, LORRAINE	6222
BERGSMA, HUBERT D.	3806 4630
BERLUND, JEANIE M.	4351
BLACK, EDDIE	4309
BOLAND, BETH	1110
BOLBAT, PAUL	4250
BOYD, MARGARET	4250
BOYD, SHIRLEY M.	6012
BOYLAN, LAWRENCE	51021
BRADLEY, JANICE S.	3414
BRADLEY, MARGARET B.	3907
BREWSTER, JOYCE F.	4212
BRIDGER, JAMES S.	1126
BRYANT, DEANNA	9431
CALDWELL, MARGE	1087
CALVIN, RUTH	9400
CAMPBELL, GLENNA M.	4214
CARTER, JAMES	16800
CARTER, LAWRENCE G.	3611
CATALANO, PATTI	4209
CHRISTIAN, JOHN M.	3290
CHULEEWAH, MIKE S.	6012
CIMMINO, PAUL	1153
CLARK, CHAD	4323

CLARKE, NANCY	1010
COCOZZA, CHESTER L.	14408
COLE, VERNICE	4309
COLTON, ALYSSA	1188
COLVIN, MACK L.	6350
CONWAY, PATRICK J.	14430
CONDERO, GEORGE	1061 3806
COUCH, SYDNEY CROWELL, SONYA	1000
CRUZ, DORIS E.	9416
CUMMINGS, MARY	3806
CURRIERO, CATHERINE	1100
D'LUGE, FAYE	4008
DAME, BLANCHE A.	4034
DAUGHERTY, SANDRA	4818
DECKER, MARY A.	4800
DEMORATO, JAMES	1088
DEMPSEY, JACK	9410
DENNIS, EVELYN M.	6222
DEROSA, EILEEN	3120
DOWDY, JUDY G.	6228
DRISKILL, CYNTHIA J.	6222
DUANE, JIM	3113
DUNCAN, KENDRA K.	4215
DUPLESYS, GERALD	4250
EGAN, BEVERLY K.	3102
ELLIS, NANCY L.	4530
ENOCH, SHERRY	6507
FABISZAK, LARRY	2260
FAVA, COLLEEN	1045
FENDER, VICKI	6326
FERRIS, GARRY W.	4013
FINDLEY, BRENDA	1077
FISCHIO, SANDRA	4300
FIXELL, BONI	7212
FLANIA CAN K W	2252
FLANAGAN, K. W.	6391
FOSCALDI, CHARLES V.	31027
FOSTER, GARY L. FRANKLIN, EDWARD	3295 31245
FRIDAY, RAYMOND	1077
GALANOS, TAMMI	4107
GALLOWAY, LINDA	3411
GAREY, MARK S.	4487
GARY, TANYA D.	4250
GILLUM, MARGARET S.	2109
GILMER, BARRY	4373
GOULD, DONALD	30636
GRAVES, RONNIE J.	6503
HALE, MARY	6326
HALLE, JOHN H.	4623
HAMMOND, MICHAEL	4017
HAMPTON, BRENDA	1087
HANNA, PAT	4802
HARMON, MARY S.	3706
HARRIS, VICKIE S.	3805

HART, PHILLIP C.	2203
HARTZELL, THOMAS	4671
HAWES, BRAD	51018
HEDGE, CINDY	7603
HENNY, JAMES K.	6222
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HINES, LINDA L.	6316
HOBART, GREG E.	4034
HOLLINGSHEAD, NORA L.	2007
HOLLINGSWORTH, JUDY	3203
HOOK, SAMUEL D.	1120
HUDSON, LEE	3890
HUGHES, SHARON	6203
HUMPHREY, MARK K.	4711
HUTTO, RICHARD	6012
INGRAFFIA, JOE	1190
INGRAM, CHARLES J.	4260
JACKSON, PAM	13500
JEANMINETTE, LINDA O.	3406
JIRVES, LORNA	1100
JOHNSON, BRENDA	3402
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JORDAN, PEGGY A.	4354
KALKHOFF, TED R.	4770
KELLY, JOSEPH A.	14434
KENNEDY, DICK	1020
KEYES, VICTORIA H.	4109
KIDD, ELBERT	3263
KLEIN, STEVEN	7476
KLUCZYNSKI, EVELYN	1112
KNIFFIN, KEVIN	1188
KOFFORD, KEITH	57407
KRAMER, TIM G.	4690
KRONOVITS, ALEX	14408
LAGANA, JIM	4009
LAMB, GEORGE M.	6350
LANCASTER, DONNIE R.	3309
LATIMER, CHUCK	16900
LATINI, MATTHEW J.	31032
LENOX, CLARA W.	6326
LEWIS, KELLY A.	2260
LIVINGSTON, MAX D.	7705
LUCAS, GLORIA J.	
· · · · · · · · · · · · · · · · · · ·	4780
LUNEY, C. R.	6200
LYNCH, SAMMY F.	6206
MACKLOM, KAREN	4039
MACKO, ANNE	16400
MADDEROM, JOYCE A.	7904
MALERBO, EUGENE J.	14842
MARRON, JOHN R.	6222
MARTIN, PHILLIP H.	4013
MASTERSON, LORRAINE	1082
MATHEWS, CLAUDIA K.	2001
MAYL, GEORGE	3490
MCDANIEL, DAVID T.	3910
MEJIA, ANGELA	6222
MEYER, ALLEN J.	4010
MILLER, LORRAINE	16700

MULED MADTING	0040
MILLER, MARTIN C.	6313
MILLER, TONI G.	2275
MILLIKEN, LARRY	3808
MINNOCK, DAN	1190
MISCHOU, TINA	2107
MITCHELL, BRUCE	2260
MITCHELL, BUNNY	3263
MOE, LOREN	7304
MOEN, KATHERINE A.	7304
MONTGOMERY, E. M.	6402
MORAN, CAROL S.	6316
MORGAN, NANCY W.	3903
MORRISON, WILLIAM	6012
MOSSNER, KAREN	4101
MOUGHAN, COLLEEN	4309
MURRAY, TIM	4008
NEWMAN, CHARLES	2009
NICCUM, JOHN F.	6407
NOKES, DAVID	3510
NOLAN, WILLIE	6016
ODESS, JEREMIAH P.	1370
ONEIL, WILLIAM	9503
PEARCE, D'ARTHUR	4009
PEPPER, PRESTON PETERSEN, ROBERT E.	3901
PETROVICH, EDWARD	14200 14147
PICKERING, JOSEPH	31128
PLOCH, KENNETH	6350
POKROPINSKI, CATHERINE	4252
PORTER, ANTHONY	1181
PORTER, MICHELLE	13500
PRATT, JOHN L.	14430
PRETOT, MICHAEL J.	54044
QUINTANA, LUIS	33225
REIMAL, AMY	6327
RHEA, JOHN L.	6128
RICHARDS, VIRGINIA	3505
ROBERTS, ANNETTE S.	2252
ROBINSON, PATRICIA A.	6222
ROCHA, MARK	7102
RODGERS, BOBBY	6218
ROOKER, ALEXANDRA	9400
ROSS, DAVID	3102
ROYAL-BRYANT, GERALDINE	1077
RYSKA, ROSEANN	3277
SANTIAGO, ALEX	3150
SARNA, STANLEY A.	1060
SCHIRMANN, DEBORAH	1086
SERVOS, JOHN U.	3111
SEWELL, EMMETT	6012
SHANNON, JAMES J.	14921
SHAUER, RAYMOND R.	54048
SKINNER, TIM	6311
SMITH, HUBERT C.	14406
SMITH, KENT D.	2275
SMYTH, BARBARA S.	3450

SPARKS, BOBBY STACHYRA, STANLEY F. STICKLER, LARRY	16300 4671 14200
SUMIEL, ANTHONY THOMAS, DAVID E.	2260 2252
THOMAS, DANIEL J.	4671
THOMPSON, CAROLYN S.	2006
THOMPSON, RANDY	4471
TRAMMELL, RONNIE	3514
TRIMBOLI, STEPHANIE	1088
TURNBO, BILLY J.	6174
TURNER, DANNY M.	3263
UHDE, KAREN L.	3120
VAN LEVEREN, THERESE VARNER, JOYCE	1045 3120
VAWTER, ANITA	6401
VINES, FAYE	2007
WALKER, CAROLYN A.	6222
WALLER, MELISSA	2106
WARD, BRINDA K.	6016
WEBB, MARGARET M.	2252
WEIDENFELLER, LINDA J.	4034
WEIST, MAUREEN	4309
WETHINGTON, DAVE L.	4790
WHITCOMB, THOMAS B.	3110
WHITED, CHERYL	6372
WIGGS, DIANNE	6508
WILBURN, KIM A.	4354
WILDER, RENEE	1080
WILLIAMS, STEPHEN A. WINDHAM, JOHNNY	6225 3972
WINKLER, KATHRYN L.	2110
WINSTON, SHARON	1069
WOERLEIN, JOHN	4473
WOOD, IMOGENE	16200
WOOLEN, MABLE	3411
ZERBO, CAMILLE	1100
ZIROT, FRED S.	13591