

**Proceedings and Index
of the
71st Annual Convention**



**Communications Workers
of America**

Hilton Washington Hotel
Washington, D.C.
June 22-24, 2009

MONDAY MORNING SESSION

June 22, 2009

The 71st Annual Convention of the Communications Workers of America, meeting June 22 thru 24, 2009, at the Hilton Washington Hotel, Washington, D.C., convened at 9:00 a.m., Michael Harris, Executive Vice President, CWA Local 2336, Temporary Chair, presiding.

TEMPORARY CHAIR MICHAEL HARRIS (Local 2336):

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

... Brief pause while the delegates were seated ...

TEMPORARY CHAIR HARRIS: Good morning, delegates and guests. Welcome to your nation's capital. We have a very full schedule this morning, so please take your seats. Let's all take our seats so we can begin on time. Thank you.

We have very important business to take up this week, here and on Capitol Hill. So, again, I ask that everyone be seated so that we can get underway.

The official clock here in Washington, D.C., indicates that it's 9:00 a.m. I ask everyone to be seated as I call the 71st Annual Convention of the Communications Workers of America to order.

(Cheers and applause)

I am Michael B. Harris, President of CWA Local 2336, right here in Washington, D.C. My local represents more than 1,200 members and retirees in telecom, charitable and social programs, a union insurance company, the Psychiatric Institute of Washington, and even a group of technicians who work for the Screen Actors Guild.

Like many CWA locals, we are a diverse group of workers. I was elected President last year and am so proud of the work we do every day to make things better for our CWA families and all working families in the Metropolitan area. (Applause)

It is an honor to serve as Temporary Chair and to welcome you to Washington, D.C. For the first time in 15 years, we have a worker-friendly House and Senate, and an Administration that is proud to stand with working Americans. That makes all the difference. (Applause) On behalf of Local 2336 and all of CWA District 2, I welcome you to Washington, D.C., and the 71st Convention of the Communications Workers of America. (Applause)

As is our practice, we will open our Convention with a prayer. It's my privilege to call on Reverend Janet Vincent of St. Columba's Episcopal Church of Washington for today's invocation. Reverend Vincent has been a valued member of our community since moving here from her White Plains, New York, parish in October 2006. She was one of the pastors who spent many months comforting victims'

families and rescuers at Ground Zero after the September 11th attack.

Please join me in welcoming Reverend Vincent. (Applause)

REVEREND JANET VINCENT (St. Columba's Episcopal Church of Washington): Good morning, everyone. It's wonderful to be here and to see all of your bright faces in Washington, D.C. I would like to thank Yvette Herrera for inviting me to do the invocation this morning.

I want to ask the group of people whose first word in your organization's name is "Communications" to do the nearly impossible. I'm going to invite you to hold one full minute of silence with me, such a silence that we can hear a pin drop in this room. So if you will agree to do that with me, we will hold that minute. And within that minute we will allow some space for all of us to be fully present to this room, to be fully present to each other, to be fully present to the God who created us and sustains us in our life and in our work. So if you would join me, we will begin that minute right now.

... The delegates observed one minute of silence ...

REVEREND VINCENT: Almighty God, you have so linked our lives one with another that all we do affects -- for good or evil -- all other lives. So guide us in the work we do that we may do it not for self alone, but for the common good.

And as we seek a proper return for our own labor, make us

mindful of the rightful aspirations of other workers and arouse our concern for those who are out of work. May the silence we shared this morning open our imaginations, fuel our passions, and strengthen our resolve to establish justice for all.

With this prayer and in these meetings, may God's Holy Name be blessed. Amen.

God bless you all and have a wonderful time. (Applause)

TEMPORARY CHAIR HARRIS: Thank you, Reverend Vincent.

Now we would like to have everyone stand for the presentation of the Colors. The Colors today are being presented by CWA members Jose G. Ortega, Vice President of UPAGRA, carrying the Puerto Rican flag; Chris Carolan, President TNG-CWA Local 30223, carrying the Canadian flag; and Michael Vivirito, President of CWA Retired Members' Council District 2 and a veteran of the U.S. Naval Reserve, carrying an American flag.

Following the presentation of the Colors will be the singing of the National Anthems of the United States, Canada, and Puerto Rico. They will be sung in that order by Jeanette J. Spoor, President, Retired Members Chapter 1103; Debbie Thomas, a retiree of the TNG-CWA; and Luis Quintana, Secretary-Treasurer of UPAGRA in Puerto Rico, TNG-CWA Local 33225.

... The delegates arose for the presentation of the Colors, followed by the singing of the National Anthems of The United States, Canada and Puerto Rico... (Applause and cheers)

TEMPORARY CHAIR HARRIS: Thank you, Jeanette, Debbie, and Luis. And please join me in giving another round of applause for our talented singers. (Applause and cheers)

Now it is my honor to introduce one of Washington's great labor leaders, a man I have had the pleasure of working with during his long tenure as President of the Metropolitan Washington Council of the AFL-CIO. Josh Williams is a longtime union activist and serves on too many councils and boards to count. His extraordinary career includes being an election observer in South Africa.

Please help me give an enthusiastic welcome to Metropolitan Washington Council President, Josh Williams. (Applause)

JOSLYN "JOSH" WILLIAMS (President, Metropolitan Washington Council, AFL-CIO): Thank you very much, Mike Harris. It is just so great and exciting to look across this hall. As Mike said, I am President of Metropolitan Washington Council, AFL-CIO, and also the 2nd Vice President of the Maryland State and District of Columbia AFL-CIO.

My state fed president cannot be here this morning, and he has asked me to also bring greetings on behalf of Maryland State and the

District of Columbia AFL-CIO. So on behalf of those two organizations, I want to say to each and every one of you: Welcome to Liberation City. (Applause)

I want to thank you for everything that you did to liberate the nation's capital. For the past eight years, it has been under a hostile force, more hostile than the British who invaded Washington in 1812. But because of your efforts across this country, I can now really say to you that I welcome you to your nation's capital, the capital that you helped in November to set free. So brothers and sisters, give yourselves a hand. (Applause)

I am here this morning because I feel really connected to CWA in more ways than one. And let me just simply say, for those of you who keep asking me what's wrong with my right arm, let me set the record straight. President Cohen, I decided to hire a former staff member of yours, Gwend Johnson. And what you forgot to tell me is that Gwend Johnson is one of the architects of arm-twisting. (Laughter) So I am here as an example that you do not say "no" to Gwend Johnson, but you guys knew that. I had to learn it the hard way. (Applause)

I am also here-- and I know that you are going to be here for a long period of time and that you are here to really work-- but let me also say to you, just find some time to really enjoy your nation's capital. Spend some money and help the stimulus of the nation's capital. Also,

as you work let us not forget that there is also a lot of work to be done-- and I think you will be hearing about that from your President-- but let me take this opportunity to make a plea to you and to President Cohen, one of, in my opinion, the better leaders of an ailing labor movement. Yes, go ahead give him a hand. (Applause)

Let me begin by asking a question. How many of you here are members of State Feds and Central Labor Council; that is, your local belongs to State Feds and Central Labor Council.

... Many delegates raised their hands ...

BROTHER WILLIAMS: That is an excellent, excellent percentage. Let me share with you a fact. There are three Internationals that have the highest percentage of affiliation in the AFL-CIO, and those three Internationals are CWA, AFT and AFSCME. Here in the nation's capital and in Maryland, and D.C., every one of your locals belongs to State Feds and Central Labor Councils.

I am here to make a plea to you. The work that you are doing now cannot be successful without the State Federations and the Central Labor Councils. Four years ago, the AFL-CIO recognized the importance of State Federations and Central Labor Councils and passed a resolution indicating their commitment to the strength and vitality and importance of Central Labor Councils.

Well, this was years after CWA had recognized the value and

the work that CLCs have had to do, and we have had to do it over the past four years in spite of a labor movement that has been fractured and is fighting, not over ideologies, but really over who will control the sandbox.

We at the local level are your foot soldiers, President Cohen and I are here today to thank you for the support that you give us and to pledge to you that we will continue to work for all those values that CWA stands for.

You started with your first and founding President to recognize the value of the Trade Union Movement, and it was a movement of many for the benefit of all-- not of many for their own benefit, but for the benefit of all.

And while the Internationals are fighting over territory and jurisdictions at the national level, the State Feds and CLCs have had to continue the fight with respect to the Employee Free Choice Act, the Health Care & Family Medical Leave Act, the stimulus package and employment. We are the ones who have been taking the message into the community. We are the ones who, in spite of all of those Internationals fighting, keep on, keep on not only talking the talk, but walking the walk. And today we are talking about reunification while the Central Labor Councils and state federals can tell the Internationals what it is like to have a unified and reunified labor movement because we have it

at the local level. (Applause)

While unions left the AFL-CIO, their locals did not leave the local central bodies. In fact, they are an integral part of the fight for the labor movement. While the NEA does not belong to a unified central international, the NEA belongs to the State Feds and Central Labor Councils. We have done what the AFL-CIO and Change to Win and NEA talk about, but haven't been able to implement.

So Internationals watch us. We are the present, we are the future. And, Larry Cohen, you know it and I know it. You have been supporting me. You have been supporting us. And I am here today to say to Larry Cohen and CWA: Whatever it is that comes out of this Convention, the first group of people that will be there to help you implement what it is that you need will be the State Federations and the Central Labor Councils. (Applause)

We will be there with you on Thursday. We will be there with you on the following days and months to come. So brothers and sisters, thanks for coming to your city. Thanks for helping us to liberate this city. And thanks for the work that you are yet to do and which I know that CWA will do because you are a movement that believes in what was said by one of our founding Presidents, Samuel Gompers. "As the labor movement stands, what do we want? We want more schoolhouses, less jails; more books, less arsenals; more learning, less

vice; more constant work, less crime; more leisure, less greed; more justice, less revenge. In fact what Labor wants is more of the opportunities to cultivate our better nature."

Thanks for helping us be there. Welcome and good luck.

(Applause and cheers)

TEMPORARY CHAIR HARRIS: Thank you so much for being with us today, Josh.

As Josh said earlier, Fred Mason, President of Maryland State and District of Columbia AFL-CIO won't be with us today. He has just been released from the hospital, and we wish him well. He is a valuable ally for all of us in Maryland and Washington, D.C. And we miss him today.

Finally it's my great honor and privilege to introduce the Vice President of CWA District 2, Ron Collins. (Applause) Ron was elected Vice President at last year's CWA Convention. And we in District 2 are very proud of all he has accomplished.

Ron joined CWA in 1981 while working for C&P Telephone and became a shop steward and Vice President of Local 2101 in Baltimore, Maryland. He has a laser focus on organizing and helped bring CWA representation to many workers in diverse sectors-- from US Airways to AT&T Mobility, to the Community College of Baltimore County.

In 2003, Ron became Administrative Director under Vice President Pete Catucci. We are proud to have his leadership in District 2, and I am very proud to introduce him to you today. Please join me in welcoming District 2 Vice President Ron Collins. (Applause and cheers)

VICE PRESIDENT RON COLLINS (CWA District 2):

Good morning, sisters and brothers.

... Cries of "Good Morning" ...

VICE PRESIDENT COLLINS: Good morning, sisters and brothers. Wake up! You are in D.C. We have a lot of work to do.

Let me tell you the truth about Brother William's arm. He got into a fight with the Mayor of Washington, D.C., Mayor Fenty, for the attack on the teachers. (Laughter)

Thank you, Mike, for that introduction and thank you for your leadership and all of the leadership of Local 2336 here in Washington, D.C. For the work that they do to support our union and our movement, we appreciate all that you do.

I am glad to have this opportunity to welcome all of you to CWA District 2 and to our nation's capital. We are here at exactly the right time to make a difference on some of the biggest issues that we have been fighting for for a long time, and to help the members of CWA and other unions and non-union employees around the country. We are here to make a real difference and to pass the Employee Free Choice Act

and to pass real health care reform. I know we will not let this opportunity slip away.

Our next speaker is really the reason that we have come so far. Larry Cohen, our President, has always had a vision for our union and for the entire labor movement. He is always five steps ahead of everyone, whether it's organizing, or legislative, political action. So it is no surprise that we are here today as Congress is ready to take up the Employee Free Choice Act. That's been on Larry's mind, and Larry has been working for this since 1993.

In just the four years since Larry was elected President, Larry has pushed our union forward in many ways. Larry Cohen made us ready for the future, but that was only the beginning. Larry would say that it's all of us working together that makes the accomplishments possible. But I know, as many of you do too, that Larry's understanding of what must be achieved and how to get it done are the starting point of everything we have accomplished in CWA over the past four years and everything that we will accomplish over the next several years.

Now, I'm not saying that we take Larry for granted, but sometimes it's good to take a step back and look at how other unions, the global labor movement, and elected officials on Capitol Hill see our President. Larry is known as a person with big ideas. That's not a surprise. Larry not only thinks big, but he conceptualizes exactly what

is needed to make the important ideas a reality.

He knows how to bring people together. He works through differences. From the beginning, he always has his eye on the prize. He knows exactly how to get there, and how to bring people together. It was Larry's foresight that got the entire labor movement united behind the Employee Free Choice Act. And now we are at the end game, ready for the final push that will make Employee Free Choice and real bargaining rights a reality for millions of workers across this country.

It is Larry's deep belief in coming together and making real change that created Jobs with Justice, Americas Rights at Work, and other organizations that support the work we do to bring fairness to the workplaces. It's Larry Cohen who is one of the leading forces behind the unification of the American Labor Movement.

His unique skill in bringing people together and mediating and resolving differences means we will come out stronger on the other side. That's been the path of the effort to reunite the American Labor Movement, and its success will be due in large part because of Larry Cohen.

Among the many members of congress with whom he works on telecommunications, trade policy, health care reform, broadband and so many more issues, Larry is respected for his intelligence, his grasp of complex concepts, and his ability to drive to a solution.

What motivates Larry? A determination to give workers a voice and to make sure that working families can fully participate in our economy, our country, and our society-- nothing less. We are very fortunate to have Larry Cohen leading our union.

Now it is my privilege to introduce my friend, and our President, President Larry Cohen-- Larry! Larry!

... Vice President Collins led the delegates in clapping and chanting "Larry! Larry! Larry! Larry!" as CWA President Larry Cohen approached the podium ... (Cheers and applause)

PRESIDENT COHEN: Thank you. Welcome to Washington. Ready to rock and roll, right? Okay. This ain't no party. Actually, it might be a party also.

First I want to thank Ron for that introduction. I really saw it as an introduction of our union, not of me, but I hope we can live up to that this week. We do have an amazing opportunity here. But I also want to thank Ron for the work he has done. As you all know, he was elected to succeed the retiring Vice President Pete Catucci. We will hear more about Pete from Ron during the memorial service. But I know that District 2 believes that, not only are we carrying on that spirit, but we are ready in District 2 and across this union to fight harder than ever and to carry on in the best values that we have learned from each other, and with the unity and love that we will need in these battles ahead.

And Ron's work is tireless, as the District 2 staffers know, and as the District 2 delegates know.

I want to also acknowledge my mentor, President Emeritus Morty Bahr. (Applause and cheers)

And if she is not here now, she will be here, Secretary-Treasurer Emeritus Barbara Easterling. (Applause and cheers)

They are models in so many ways. When you talk to Morty, as you will get a chance to this week, he will tell you that he is working harder than ever. He heads up a seniors housing organization called EHDOC that fights to make sure that the oldest among us are not the homeless among us, and many other activities that he's involved with.

And Barbara, as our retiree leaders know, has recently been elected the President of the Alliance for Retired Americans, our parent retiree organization. And these are both volunteer positions, I want to make that clear. At a time in life when they could both be enjoying family and friends, they recommit. (Applause)

I want to thank Annie and Jeff. I could never say enough about what it means to me to work with them -- we work together, together, together. Every delegate knows here how tough these times are. For me working with them is everything. You will hear a lot from them as well this week, but please recognize our Secretary-Treasurer and Executive Vice President. (Applause)

Executive Board, stand up. (Applause) Because we are crammed into this room, usually they are right here next to me, and I'd feel better with it that way, but I guess I'll have to get used to this. But the pluses outnumber being like a family gathering here.

This Executive Board, for Annie and Jeff and I, is everything. We work really hard at our unity. The Executive Board, as you all know, gets elected from their region or their sector or division or at-large, in the case of the executive board members-at-large. But what we work hardest at is our unity and being one and being together and taking up for each other's fights-- more fights than we have ever had to take up for. We understand what unity means. I just want to thank them for their work and their commitment for building this union. Regardless of where they come from, we all stand for the same things.

And I just want to acknowledge our own staff in my office in our office in D.C. Senior Directors -- I see two out of three. Where is the third one? Yvette Herrera, Ed Sabol and George Kohl. Yvette is busy keeping track of this Convention. We are all short staffed. We have made a commitment to the field first. That's meant more work for us without more people, but they are there no matter what the job is, regardless of what their own job might be.

And then Shelena Williams, who works right with me, I couldn't imagine this work without her. And the rest of the Executive

Office who I think are in the back and over here. (Applause)

And then our general counsel, Mary K. O'Melveny, who works for all of us; and also the senior staff who are working for Jeff and Annie, because we really work, I think, more than ever as one team. And so thanks, a big shout-out to Teri, Bill and Gail. I hope I didn't miss anyone there. If I did, I love you very much, and I'm sorry.

And then to the staff who are here with us and the hundreds who are not here, this staff work is definitely harder than it's ever been. The pressure in bargaining and all the other areas where our staff helped build and lead this union has never been greater, and yet I have yet to hear a single staff person -- even secondhand -- I have yet to hear a single one say, "I'm giving up" or "I'm getting out." So this is a shout-out to all the staff in this room. Thank you. (Applause)

But mostly to all of you: You are the front lines. This is the toughest pressure in the history of this union. Management cutting jobs, cutting pay, cutting benefits, and all too rarely saying to us, "We're in the same boat. Let's work together to solve the problems." All too rarely do they say to us, "Let's work together for government action on health care," as we will be doing this week. Or trade, or even more rarely, "Let's help workers across North America get a seat at the bargaining table. Let's help workers get more involved and tackle our problems together."

Now, that may be a pipe dream to expect that. In some ways, that's why we are here. But that is what we are saying to the management of this country: "We are not here to attack you. But we will attack many of the things you do, and we will fight until we change those things and until these cuts against working people stop and we start to dream and have a better day for working class people across this country." (Applause)

We will recognize here, as we always do, the organizing work, our work to build our COPE program, and many of the other things that are the programs and the life of our union.

But the base of our union, the base of the Triangle remains "Representation and Collective Bargaining." So, I want to first recognize at the beginning of this Convention all the staff and delegates that are involved and have been involved in bargaining fights in the last year. I want everybody here who has been on a bargaining team of any kind to stand up. Stand up if you were bargaining at Verizon or at Qwest or at New Jersey State workers, or local government or United Airlines. Stand up if you were involved in any bargaining-- at GE, at NBC, at GM, or at Delphi, or the Printing Sector, in the Newspaper Guild, at the *Boston Globe*, at the *Philadelphia Inquirer*. Stand up if you are involved in bargaining in Canada or in Puerto Rico. Stand up. (Applause and cheers)

And to all of those who are bargaining right now at home, at AT&T or United Airlines or on the *Boston Globe*, it was recognition of what it's like in 2009. And it was also recognition of the unity that is symbolized by us being here this week and making a statement, more than we have ever made, that we are uniting our bargaining work and our political work and our organizing work like never before. And that message will go out across this country and across the nation's capital this week so everybody will know that we are here, that we are strong, and that we are united. (Applause)

Now, as Michael and Josh said, we are here in Washington at an amazing time at a truly historic time. Thanks to your work-- and we will be saying a lot more about it, the political work you did last summer and fall-- we have an incredible new government led by President Barack Obama. (Applause) And as you all know, this week his Vice President will be with us as well as the Secretary of Labor and several leaders from the Congress. And, most importantly, you have made almost 200 appointments with members of Congress who you will see this week on the issues of today for working Americans; almost 200 appointments -- more than we have ever made, and more people here to see them. (Applause)

But as President Obama has said, his election was only a start, was only a beginning. This is a time for change. And the U.S.

Labor Movement and CWA in particular are here this week to help lead that change. He said it so many times. He can open the door, but we need to do that organizing. We are not here to sit back; we are not here to wait; we are full of hope, and we are full of energy.

CWA's commitment to member communication and involvement and the mobilization of our members places us in a unique position to impact the critical issues of the day like never before in our history. In a much earlier time, we were largely created and led by the amazing examples of other industrial workers, and now we stand shoulder-to-shoulder with them as well as public sector workers as leaders of the labor movement, as Josh said, at the local level, state level, and labor councils and across this country. We have no choice but to lead, or we will wait and continue to watch our living standards fall and our jobs cut, one unit at a time, one local at a time.

But we are not here to watch or wait. We are here to send that signal to every employer and to every member of Congress. We are here, we are fighting back, and we are here to fight back and change this country. (Applause)

Now, you can see a photo there. A few weeks ago, President Obama stood in Normandy with veterans of D-Day recalling the sacrifices of tens of thousands, and remembering that day 65 years ago. And D-Day was a critical turning point in the fight for democracy and

against fascism.

I grew up in the fifties and sixties in North Philadelphia in a house and neighborhood filled with stories of D-Day and Bataan and Tripoli and Anzio, stories of Liberation Day in concentration camps. My own father spent four years in the Army. My uncle who lived with us was in the Navy, and another uncle, a colonel in the Marines, worked for General Eisenhower in security for the planning of D-Day.

But my neighborhood was also full of stories of fighting for democracy at home; stories of a sit-down strike at Budd, a GM assembly plant, where the strike was crushed by police swinging clubs and cracking bones. But those workers didn't give up. And before D-Day, that plant was union, and nearly every other plant in that industrial neighborhood. Union members from those plants hit the beach knowing there was a better day a-comin'-- not only because they were helping to defeat Hitler, but because they had a union back home and they could negotiate with General Motors and the other companies that shaped their economy and their lives. They were confident because FDR and Congress were on their side-- adopting the minimum wage, Social Security, food stamps, and the National Labor Relations Act so that it wouldn't take cracked heads, sit-down strikes, and massive firings to have a seat at the bargaining table.

They hit the beach at D-Day knowing they might not survive

but they were fighting for the strongest democracy in the world, leading the way in workplaces as well as the ballot box. Songwriter Woody Guthrie, best known for "This Land is Your Land" and "Union Maid," was in the Merchant Marines, like our President Emeritus, and in 1944 he wrote a song called, "Better World A-Comin'."

... Woody Guthrie's song "Better World A-Comin'" was played:

"There's a better world a-comin'

"I'll tell you why, why, why.

"We'll beat 'em on the land,

"On the sea and in the sky,

"There's a better world a-comin'

"Don't you see.

"When we'll all be union,

"And we'll all be free.

"There's a better world a-comin'

"I'll tell you why" ... (Applause)

PRESIDENT COHEN: In case you couldn't see, his guitar said, "This Machine Fights Fascists."

A better world's a-comin', that's what this week is about for us. Sixty-five years later, we honor those who hit the beach at Normandy and all other veterans. (Applause) But we also must honor

two of those who sacrificed to build our movement at home. They fought for democracy and won. They fought for a better world a-comin' and we need to honor them by rededicating ourselves, here and all of CWA, to building a labor movement that can again dream and act about moving forward. Offense-- not just defense. We can't hold on to our standard of living just by playing defense. It has not worked for the last 25 years, and won't work this year.

At the bargaining table, we are forced to mostly play defense-- not just because we have the worse economy in 75 years, but because the private sector is 7 percent organized in the U.S., down from 35 percent when it peaked in the years right after D-Day and before Taft Hartley, and 60 years of court decisions that strengthened management control and weakened bargaining and organizing rights.

Our Canadian sisters and brothers here are much better organized, but the same defensive trend continues at bargaining tables in Canada as our members there, for instance, in public broadcasting, have to compete with private unorganized internet, radio and broadcasting companies. Even our flight attendants, among the best organized occupation in the U.S., face defensive battles-- let's hear it for the flight attendants. (Applause) Imagine this: 7,000 Northwest flight attendants now have their bargaining rights on the line after 60 years of collective bargaining. Their airline merged with larger and anti-union Delta. Now

the combined 20,000 flight attendants are together organizing-- the largest organizing campaign in the United States this year, with a National Mediation Board election likely this fall, led by Pat Friend and Veda Shook, and an incredible organizing committee at Northwest Airlines and Delta Airlines and CWAers across this country. (Applause)

Or even in the public sector where the organizing coverage in the United States, the bargaining coverage, is 35 percent. What's happened to the rest of this country has imploded back onto public sector bargaining, whether in New Jersey or anywhere else. Defensive battles. Can we hold onto health care? Can we hold onto the pay? Can we hold onto our jobs?

So we all know that we can't just play defense one contract at a time. We have to, this week more than ever, put this union together stronger than ever, committed to offense; to be on the attack.

(Applause)

We see the banners that you brought around the room, and there are hundreds more just like them. For five years, as Ron said -- years before there was a bill -- for five years CWA has helped lead the battle for the Employee Free Choice Act. We have done -- you have done -- we have done an amazing job of building the Million Member Mobilization, signing up in CWA alone 120,000 out of the 1.5 million total commitments from all unions and allies in the Million Member

Mobilization-- 120,000 from CWA alone, twice what we set out to do one year ago.

And as Ron mentioned, the three main components of this bill are:

- * Majority sign-up so when a majority signs up for a union, there is a union, and we want recognition that we are a union;

- * First contract arbitration. We have enough stories of tens of thousands of workers in our union alone who went through the torture of an NLRB election and then never got a first contract.

- * Third, meaningful penalties for the employer, the management law-breakers.

There are too many stories of your incredible work on this to tell them all, so I want to just highlight one-- the work of District 13, mobilizing week after week after week after week to help move Arlen Specter. (Applause) Even though Senator Specter was an original co-sponsor of the bill with Senator Kennedy-- and he was a Republican then-- and even though he voted for cloture to put the bill on the floor in 2007, on March 24th he took the podium in the Senate and announced that he was against the bill and against cloture. And since March 24th, our locals in Pennsylvania have sent a message to Arlen Specter: "Stand with us or we will stand against you when you run for election next year." (Applause)

We worked with the Steelworkers and other unions. Think about these numbers: In a matter of weeks, three weeks, we collected 60,000-- 60,000 handwritten letters from worksites across Pennsylvania urging Senator Specter to support Free Choice.

But on top of that-- and you can see one of the yard signs in his neighborhood-- District 13 has led the way in community mobilization with yard signs, banners like we've seen across America and across this room, banners on overpasses. Our Million Member Mobilizers knocking on doors in Philadelphia, in the suburbs, and across Pennsylvania, saying to working families: "Which side is Senator Specter on, and will he fight for our jobs, and will he fight for our rights?"

Now, our work this week is not just about Senator Specter. Thanks to this work, he is now considering support for the bill. And he is now a Democrat. He changed parties in the last few weeks. And once Senator Franken is seated from Minnesota-- who's here from Minnesota? We expect that in the next two weeks there will be 60 Democratic senators. As you all know, we need 60 votes to put a bill on the floor. Then we need, at a minimum, 50 plus the Vice President to pass a bill.

But there are as many as 12 Democrats who on any given day haven't made their mind up under pressure from the Chamber of Commerce in the worst assault, the worst lobbying effort that the

Chamber has run in decades-- and they have done this before. And, obviously, since there are 60 Democrats and the Republican party has made this a unity measure, even though moderate Republicans in the Senate have said there will be party unity against the Employee Free Choice Act. As our board member said on Friday when we discussed this, we need to use this with our Republican members. Twenty-eight percent of CWAers are Republicans on a local level, and even in the House of Representatives there are Republicans who support workers' rights. But in the United States Senate, there is not one.

As I said, 12 Democrats-- and this week we have meetings with all 12 of them-- and in a couple of cases with their staff, not them. We have got to make it clear to them that the whole world is watching. The whole world understands that we are behind the global standard.

There are a lot of things that can be done about this economy. We can again raise the minimum wage, and that's probably a good thing-- definitely a good thing. The President cut taxes. That might be a good thing. There is a federal stimulus program and federal jobs. That's a good thing. But we cannot restore the middle class in this country with tax cuts and federal jobs or another stimulus, even though those may be good ideas. But if workers across this country again have real bargaining rights, it would translate into bargaining and buying power-- bargaining and buying power. We are going to send this week a

message to Congress, loud and clear, that it's about time we stand up for union contracts and stop worrying about bankers' contracts. Let the bankers fend for themselves. (Applause and cheers) And let us stand up for each other.

Now, as I said, this is a global issue. This poster here shows 70 flags of countries with majority sign-up. We have had this distributed in the packets and it's been in the *CWA News* on the cover. But one democracy doesn't have majority sign up-- our democracy. And our Canadian members would be quick to tell us that, yes, on the federal level in Canada there is majority sign-up, but some provinces have majority sign-up and some do not, and the struggle goes on there to improve bargaining rights as well. But the maple leaf is up there because they do have it the federal level.

The amazing thing on that poster to look at is all the flags from Central and South American countries, from South Africa and countries in Asia. The same elected officials to tell us we need to compete in the global economy tell us to compete stripped of the same rights that workers have in these 70 countries.

Now, there are four pictures in the hall, four folks who we call our heroes, who we call the faces of the fight for the Employee Free Choice Act. These are our own brothers and sisters, our sons and daughters. And those posters, 50 feet by 50 feet, hang on buildings--

including CWA-- around Washington, D.C., and there are several others who are not CWAers. On Wednesday we will have a panel here and workers will tell their own stories-- the faces of the Employee Free Choice Act. And one of those faces, John Pezzana, Comcast tech and leader of local 13000, will be on this panel and tell his story then.

But I want to briefly highlight this sister's story-- Sara Steffens, an award-winning journalist at the *Contra Costa Times* where she and her co-workers formed an Organizing Committee and began working with other journalists in California's East Bay at Media Newspapers. Despite a total and typical all-out anti-union campaign, with the predictions by management of closings and layoffs-- and under our law now, predictions are legal. You can't threaten, but you can predict. You can't threaten, but you can predict.

So in that campaign in the East Bay, or at Comcast campaigns or Verizon wireless campaigns or Delta Airlines, it's not illegal. It's not considered interference for the employer to "predict" that there will be layoffs if you vote for the union. It's not illegal for employers to "predict" that they will shut down the Verizon wireless call center, like what happened at three others when they organized. It's not illegal for Comcast to "predict" that they will contract out work when you vote for the union or you will lose your benefits.

In this case, despite that campaign, these workers-- led by

Sara-- stayed united. And right before our Convention last year, they won that representation election, and she joined us at our Convention.

(Applause)

But the attacks never stopped, and soon after the election victory, Sara was laid off along with more than 20 others. But she never stopped organizing. She was elected Chair of the Bargaining Committee, and she worked at it for ten months. She also became, obviously, a leading spokesperson for the Employee Free Choice Act, and her 50-by-50 foot poster hangs on the AFL-CIO building on 16th Street.

Two weeks ago, Sara and her bargaining committee amazingly-- with incredible support from the Guild in District 9 and from elected officials like George Miller, because that's his hometown paper, the Chair of the House Labor Committee, reached a tentative agreement with this employer. Sara was now close to the delivery date of her second child. She had a two-year-old daughter as well. I called her that day to congratulate her. She was elated, ecstatic. And I said, "Sara, what about your job?"

And she said, "We couldn't get any of the jobs back."

I said, "What about arbitration?"

"We couldn't get arbitration on any of those layoffs"-- or firings, as I would call them. She said, "Larry, the important thing is the union will go on."

And then that contract was ratified overwhelmingly, and last week Sara gave birth to her second daughter, June.

This is a victory story, yes, but at what cost? Is this what it should take to get a seat at the table? Is this what it should take to get a union contract? And meanwhile, Media News, the second-largest chain in the country, continues to campaign aggressively against the Employee Free Choice Act, touting the sanctity of secret ballots and the horror of first contract arbitration.

So why is it so hard to get the Democratic caucus to unify? We will hear from Senator Harkin, the acting Chair of the Committee, a terrific Senator who will be here with us on Wednesday. He leads this effort in the Senate. (Applause)

The short answer is: the Chamber of Commerce and their front groups and the \$200 million that they have already spent on this.

But go back to that history that we started with here-- D-Day and the Labor Movement, which had its birth at that same time. In 1934, when the National Labor Relations Act was being debated, the Chamber of Commerce argued, quote, "The freedom of employers as well as employees to enter into and determine the conditions of employment relations with each other would be virtually destroyed." We passed the bill anyway.

Decades later in the '60s when occupational safety and health

was being debated in Congress, the Chamber of Commerce said, quote, "The Occupational Safety and Health Act would open the door to extreme harassment of business. Employers would be treated worse than criminals, and there would be penalties on the innocent."

Or later when the Chamber weighed in on the dangers of ending pregnancy discrimination-- and we have a resolution related to this-- the Chamber said, "The Pregnancy Discrimination Act is unwarranted government interference in the collective bargaining process."

And this year, the Chamber warns that "Civilization itself is at stake with the debate on the Employee Free Choice Act."

So as summer now begins, it's up to us. And what we do this week will make all the difference. As Senator Harkin will tell us, the effort is in full force to get all 60 Democrats to at least vote for cloture, procedural unity, on a key party issue on this bill. And then the ones who are against it can vote no, and it will pass anyway. But we don't have that unity yet. And so our meetings this week are absolutely critical.

Now, we could go on and on here with the list of these bargaining fights, and I want to honor all of those, not only those who are at the bargaining tables but also those who are involved in the mobilization. And to all those who in the last year, despite these

incredibly tough times, bargained amazing contracts, like at Verizon East where, in addition to holding on to our standard of living, we were able to negotiate bargaining rights for the first time for more than 600 workers at Verizon Business-- the incredible unity there at Districts 1, 2, and 13.

Then at Qwest later in the year, with the economy much worse and a company under a financial cloud to say the least, our team in District 7 stayed with it for months.

Or in New Jersey where 40,000 state workers and 20,000 more in local government have been bargaining almost continuously, faced with budget cuts like public workers are across the country, saving, in the case of New Jersey, saving our jobs and preserving our future and our bargaining rights.

But the key to all these-- and there's hundreds more-- fights for first contracts and fights to hold onto contracts that are decades old in every industry, as I mentioned earlier. The key to all of this is our unity. And our unity gets tested in every local, in every bargaining unit, across this hall. Our unity gets tested in tough times.

In better times, we are cheering ourselves forward and celebrating victories. But in tough times, all too often, solidarity can turn to anger and we forget about our external opposition and turn inward on each other. So, among everything else, this week and in the

months ahead, as we build our movement, we need to work at-- not just hope for-- our own unity. It may be that half the work each person in this room does is to talk to those who are angry. Its okay to disagree, but we don't need anger among us. And to remind ourselves that we have to find ways to grow stronger and to build on the unity, and to bring that unity and that spirit to our communities, and to build a movement, not only among organized workers in Puerto Rico and Canada and in the United States, but among unorganized workers in these toughest of times. (Applause)

Right now we have the largest negotiations in the country this year going on at AT&T-- more than 90,000 active workers, active members of our union, and 10,000 at the IBEW, and tens of thousands of retirees whose health care is on the line there as well. Many of those leaders and activists are not with us, and some are with us. We have sent a message loud and clear to AT&T management that we will be at the bargaining table, we will be unified in our workplaces, and we will be reaching out to our communities to talk about issues like health care for all instead of health care cuts, for as long as it takes-- as long as it takes. (Cheers)

We know we are in a recession, but we also know this is a profitable company. And if companies in this country continue to cut jobs and cut benefits and cut pay, this recession will go on and on and

on. That was the lesson in the Great Depression. We learned that lesson and we will not forget that lesson. (Applause)

Whether it's the largest bargaining unit at AT&T, or the smallest unit that might be in the public sector someplace or in a print shop, we have that same message. Interestingly enough, John Maynard Keynes, who was the best-known economist during the Great Depression, wrote a letter on February 1, 1938, to President Roosevelt. He said that financial regulation is important. He had created the SEC, the Securities and Exchange Commission. He said the Jobs programs were important. They had the Works Progress Administration putting hundreds of thousands to work.

But he said, quote, "I regard the expansion of collective bargaining as essential." This was not a labor leader. He wasn't in the Labor Party in the U.K. "The expansion of collective bargaining is essential" because, with bargaining rights, we can stop the pay cuts. And when you stop the pay cuts, people can buy the goods they produce. And with a stronger labor movement, we can build a political movement that we have begun to build around those same four issues that we have talked about at this Convention for four years:

Health care for all-- and we are going to talk a lot more about that on Thursday. And on Thursday nearly 1,000 CWAers, the Stewards Army and other activists will be joining us, coming from eight

and ten hours away by bus and by car to join us on Thursday as 10,000 rally in Upper Senate Park for real health care reform-- not some paper-thin version, but real health care reform that will have a mandate in it that all employers must provide health care for their employees-- all employers. (Applause) And we will fight to make sure that the health care benefits that we have to fight for so hard are not taxed. Taxing health care benefits is a bad idea, it's a sick idea, and we will be fighting that as well. (Applause)

We have been fighting for four years, working for four years, on jobs and trade-- jobs across North America and a trade policy that recognizes fair trade-- not free trade where, not only do we have no rights, but ultimately we end up with no jobs and it's a race to the bottom.

I mentioned one particular fight that really links together health care and trade-- the fight of 27,000 IUE-CWA retirees who, in bankruptcy court last week, are now threatened with the removal of all their health benefits as retirees, regardless of age. At the same time that our government talks about health care reform, the government has yet to step up and say that, "As we invest in the new General Motors, we maintain the pledges we have made to those who built General Motors." Some of those GM retirees are with us in the hall. Would you stand up? (Applause and cheers)

As we commit this week to fight for the Employee Free Choice Act and health care and American jobs and Canadian jobs, North American jobs, we also commit-- and it will be in your packets-- to ask every member of Congress to send a letter to the Treasury Department that says, "No more stripping of benefits that workers worked and bargained for decades to achieve," that all of us, not just GM retirees, will stand up and fight for those benefits. (Applause)

As we think back and we cherish the sacrifices and commitments of those who hit the beach at Normandy, of those who built our movement, our labor movement, our civil rights movement in the decades since then, and of all of those in this room and in the stewards army at home, we are here with the toughest negotiations in recent years and the toughest economy. But we are more determined than ever to build our unity and our union.

These are days of incredible political possibilities. We are building a political movement for working families and, when necessary, we will fight and fight against corporate greed. But most of all, we come here knowing that the work we will do here this week is critical; that we are leading a campaign to revitalize the economy; that we must all be a spark of hope even in this time of despair for so many.

We don't have to hit the beach like those veterans of D-Day 65 years ago, but we do need to believe that there's a better world a-

comin'. We need to believe it, we need to commit to it, we need to work for it, and we need to fight for it, day and night for it. This is the time and this is our time, CWA. (Applause)

Thank you.

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

TEMPORARY CHAIR HARRIS: I mentioned earlier that this week is going to be an exciting week, and there will be a thrill up on the Hill. (Laughter)

I want to thank you again for the privilege and honor of serving as your Temporary Chair. I am very proud to be a part of this great union and to work with great leaders like President Cohen.

I now turn the gavel over to President Cohen who will assume the position of permanent Chair under the rules of the Convention. (Applause)

... President Cohen assumed the Chair...

PRESIDENT COHEN: Thank you, Michael. And I want to mention, as Jeff raised at our board meeting on Friday, this is also the 45th anniversary of the passage of the Civil Rights Act of 1964. (Applause) Michael and his father-- his father was an incredible civil rights leader-- even at his young age was very active in the movement. And on that law, as Jeff reminded us, to pass that bill, there was a filibuster of some 83 days, day and night, because there weren't enough

votes to cut off debate. At that time you needed 66. So hopefully all of us will be inspired by what went on in 1964. I know Michael has never forgotten it and will carry on our fight this week.

I would like the Credentials Committee to come to the platform. As they are coming up, I want to describe the use of microphones. Many of you have heard this before, but we will do it again. Microphone No. 1, straight in front of me, "Motions," for delegates to make motions. The telephone associated with that mike is connected directly to the parliamentarians. They are seated right behind me. Will the parliamentarians stand as I call their names:

... As the parliamentarians were introduced, the delegates responded with a single clap of recognition...

Richard Rosenblatt, Printing, Publishing and Media Workers Sector in District 7, Denver, Colorado;

Peter Mitchell, IUE-CWA general counsel, Dayton, Ohio;

Pat Shea, Headquarters general counsel.

When you pick up the telephone, you are to advise the parliamentarian of the motion you wish to make. They will give you preliminary parliamentary ruling. If your motion is in order, the Chair will be advised and you will be recognized. A motion is in order during the report of the committee to which the motion is related.

For example, resolutions can be received during the

Resolutions Committee report. They come up several times.

Constitutional proposals can only be received during the Constitution Committee report, et cetera.

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

There is a microphone designated as the "Privilege" mike, Mike 2. Use it to raise a point of order or personal privilege. It's also connected to the parliamentarians.

Mike 3 is the "For" mike. Use it to be recognized to speak for any motion before the Convention.

Mike 4 is the "Against" mike. Use it to speak against an issue.

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

We rotate those microphones under our rules. The maker of motion may speak for their motion from Microphone 1. Under our rules,

there is a five-minute limit on any speech. The Chair will endeavor to tap the gavel lightly at four minutes to indicate you have one more minute, after which the microphone is turned off. In rotation, the movement will be from the Motions mike to Mike No. 4, then Mike 3, et cetera. The rotation continues until at least two people have had an opportunity to speak for and against, after which a motion to close debate is in order.

As you go to any of the microphones, swipe your badge, lift the telephone and tell the attendant your name. You will be recognized in the order called for under our rules. Start off with your name and local number.

Let me introduce the people who will be answering your call. They advise the Chair to recognize you. On my left:

Steve Miller, CWA Rep, District 1;

Linda Rasmussen, CWA Rep, District 7;

Carol Summerlyn, CWA Rep, District 2;

Shannon Kirkland, CWA Rep, District 4;

Marian Needham, TNG-CWA Sector Rep and Chair.

For the Five-Minute Rule:

Liz Roberson CWA Staff, District 3;

Laura Unger, CWA Staff, Communications & Technology.

During the course of our Convention, a verbatim record is

kept. A complete set of Convention Proceedings will be e-mailed to you. You have 30 days to review the record and report to us any errors you may wish to have corrected.

To help us with who is to be recognized and be sure that we follow procedures as provided in the Constitution, each day we have two delegates coming from the floor. For that purpose, we have two delegates, and I will introduce them at this time:

Mike Smith, President, Local 4103;

Deborah Zabarenko, Unit Chair of Reuters, TNG-CWA Local 31003.

Okay, I think I did it. I should have that memorized that after all these years.

Now I am pleased to introduce the Credentials Committee. They do amazing work for hours and hours. Again, we will recognize them with the one-clap tradition, as we call it.

... As the members of the Credentials Committee were introduced, the delegates responded with a single clap of recognition...

Kathleen Forte, President, Local 1023;

William Steele, Vice President, Local 2222;

Helen Durant, Executive Vice President, Local 2300;

Horace Skinner, President, Local 3108;

Richard Honeycutt, President, Local 3605;

Anita Blackwell, Secretary-Treasurer, Local 4340;
Richard Pearson, Vice President, Local 4603;
John Kollmeyer, President, Local 6313;
Craig Cammarata, President, Local 7400;
Lisa Kermish, Vice President, Local 9119;
Mitch Crooks, President, Local 9414;
Yvonne Melton, Vice President, Local 9586;
Barbara Tobin, President, Local 13301;
Michael Peterson, President, NABET-CWA Local 59053; and
Barbara Bradley, Secretary, TNG-CWA Local 33091.

Now I recognize the Chair of the Committee, Administrative Director Marge Krueger, District 13.

DELEGATE MARGE KRUEGER (District 13, Chair, Credentials Committee): Good morning.

President Cohen, Delegates, Retirees, and Guests: I am pleased to announce on behalf of the Credentials Committee that the committee has registered over 1,724 delegates, alternates, and guests to this 71st CWA Annual Convention. (Applause)

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 for our

delegates, alternates, retirees, and guests.

The Committee also wishes to thank the staff who are assigned to the Committee for all 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 assignments.

Since our convention, new locals have been added to our ranks. These locals are: 3965, 23090, 27077, and 24067. Let us welcome these new 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; and

Category 5, unusual circumstances.

There are 1,078 credentials properly received and executed on time. The Committee moves that these delegates be seated.

PRESIDENT COHEN: There is a motion before you to seat the delegates. All those in favor of the motion signify by raising your hand. Down hands. Opposed. Motion adopted. (Applause)

CHAIR KRUEGER: There are no Category 2, 3, 4 or 5 credentials to report on.

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 been not 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; give the Committee some time, they will shortly be at the registration counters in the lobby.

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

PRESIDENT COHEN: I want to again thank the Credentials Committee and also some of the staff that worked with them -- Marge Krueger, Betty Witte, and Don Rice. It's hours and hours of work, and we appreciate all of you. Thank you. (Applause)

As they exit, we will get ready to welcome the Resolutions and Rules Committee to the platform.

PRESIDENT COHEN: The Chair recognizes at Microphone

2, the Privilege mike, Delegate Stevenson.

DELEGATE ROBERT STEVENSON (Local 14200): The purpose for me rising is that we are violating our own laws here. We have a law within the CWA that there will be no literature put on any delegate's desk or handed out in the hallway that doesn't have the union label. (Applause)

When I noticed it, I approached the ladies and gentlemen in the hall and asked them to quit handing it out. I also went to the Sergeants-at-Arms and asked them to remove the literature from the desks and the hall. One of the delegates sitting with us, I asked for her name, and she was delegate Roeder, and I explained to her that that's a violation of our law and it shouldn't be done. The answer I got was, "Well, we didn't have time to get the union label on there."

Isn't it ironic that one of the first things we are doing is, President Cohen and the rest of the people who are staying for the legislation conference, we are going before them asking to make it easier to unionize. We have in the PPMWS Sector, the typers and mailers have started a website, a CWA label website. We have our own label now. So we can make it easy for anybody who wants a label, even if they come from the smallest town in this country, we can make sure that they can get literature that has a label on it.

I would hope that, without any motions having to be made,

that instructions would be given to remove this literature from the desks of the delegates. (Applause) And also remove it from the hallways. We fought for this for a number of years. This has taken money out of the families of my workers, and we are continually fighting it. As you know, in the newspaper industry right now we are having an extremely hard time. It affects at least two if not three sectors of the CWA. So I would hope that instructions would be made to remove this literature. Thank you very much. (Applause)

PRESIDENT COHEN: Thank you.

It's a pleasure to introduce the hard-working Resolutions Committee, starting with:

Jim Marshall, Shop Steward, TNG-CWA Local 31003;

Carl Mayers, President, NABET-CWA Local 52031;

Anetra Session, President, CWA Local 6327;

Robert Santucci, Executive Vice President, CWA Local 3806;

and

Gregg Gibson, President, Local 9586, Committee Chair and wearing a hat with the Union Label made in Buffalo, New York, by CWA members there. (Applause)

I recognize the Chair of the Committee.

DELEGATE GREGG GIBSON (Local 9586, Chair, Resolutions & Rules Committee): Thank you, Mr. President. Will the

delegates please turn to the report of Resolutions and Rules Committee.

The Resolutions and Rules Committee met in the city of Washington, D.C., beginning on June 18, 2009, for the purpose of reviewing and considering any proposed amendments to the Permanent Rules Governing the Conduct of CWA Conventions. This can be found in your CWA Constitution beginning on Page 24 and ending on Page 26.

There were no proposed amendments received by the Committee. It is the opinion of the Committee that the Permanent Rules adequately assure the democratic functioning of the Union's Convention. Therefore, the Resolutions and Rules Committee of the 71st Annual CWA Convention recommends no changes be made in the Permanent Rules.

I will read the resolution on the Hours of Convention.

Hours of the Convention

Rule VI (Hours of the 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 resolutions or motion by each Convention.

BE IT RESOLVED: That the regular sessions of the 71st Annual CWA Convention shall be as follows:

On Monday, June 22, 2009, the Convention shall be called to order at 9 a.m. The Convention shall be in recess for one and one-half hours beginning at approximately 12:00 noon and shall continue until the

business of the day has been concluded.

On Tuesday, June 23, 2009, the Convention shall reconvene at 8:30 a.m. The Convention will be in recess for one and one-half hours beginning at approximately 12:00 noon and shall continue until the business of the day has been concluded.

On Wednesday, June 24, 2009, the Joint Convention/LP Conference shall reconvene at 8:30 a.m. The Convention/LP Conference shall continue until all business has been concluded, but not later than 1:00 p.m.

Respectfully Submitted.

Mr. President, the Resolutions Committee moves the adoption of the Hours of the Convention.

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

PRESIDENT COHEN: You have heard the motion, seconded from the floor. All those in favor of the motion please indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Thank you. They will be back. (Applause)

The Chair recognizes at microphone five, Delegate Young.

DELEGATE KIM YOUNG (Local 1104): President Cohen, I would like to ask you what the response to the brother on the Privilege mike was?

PRESIDENT COHEN: Well, he was on the Privilege mike,

so I don't respond to Privileges.

DELEGATE YOUNG: I understand, but I am asking the question: Are steps going to be taken to remove the literature that does not have the union bug on it?

PRESIDENT COHEN: The answer is, yes. We only have union literature at this Convention. (Applause and cheers) I would ask delegates to recycle. We passed the resolution last year about recycling, so hopefully we have recycling here somewhere. So recycle it. And the Sergeants-at-Arms are aware that for decades here, if not forever, for decades we only have literature at this Convention with a union bug.

Microphone 2, Delegate Woods.

DELEGATE TEREZ WOODS (Local 4209): Good morning, President Cohen, brothers and sisters. President Cohen, do we have AT&T management in the house this morning?

PRESIDENT COHEN: Well, you're not really at the Questions mike, but that's okay. Anyone can come to our Convention. That's the way we have it. I don't know the answer. So literally anyone can come as a guest to this Convention. Nobody particularly was invited, that I know of anyway, from management, so I couldn't tell you whether they are here or not.

DELEGATE WOODS: Well, President Cohen, if they are here, I'm going to ask that they please identify themselves and then

remove themselves (applause), because I'm going to ask that as a point of personal privilege, it is offensive to me and all of our members that our bargaining team is toiling away, struggling to bring home a contract, and that we are here on behalf of our members, and that management would sit here as we conduct the business of our members.

So if they are here, they need to identify themselves (applause and cheers), and as a point of personal privilege, I ask that they vacate our Convention.

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

PRESIDENT COHEN: Okay.

I now want to introduce the Constitution Committee:

Vicki Hurley, President, IUE-CWA Local 82161;

Jim Gardler, President, CWA Local 13000;

Ron Gay, Vice President, Local 4300;

George Jackson, President, Local 1084; and

Chair of the Committee, Les Evans, President, Local 2108.

I now recognize the Chair.

DELEGATE LES EVANS (Local 2108, Chair, Constitution Committee): Once again, thank you, Mr. President.

... The members of the Committee took turns reading the report, as follows: ...

The Constitution Committee met in the city of Washington,

D.C., beginning April 28, 2009, for the purpose of reviewing and considering proposed amendments to the CWA Constitution.

The Constitution provides under Article XVI, Section 2, that the Constitution Committee is "charged with the duty of considering and reporting to the Convention and to the Executive Board on proposals to change this Constitution." Article XXVIII, Sections 2 & 3, provide that amendments submitted to the Constitution Committee sixty (60) days or more 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 three-fourths (3/4) vote of those voting to effectuate such proposed amendments, but in no event shall the three-fourths (3/4) vote of those voting thereupon be less than a majority vote of the approved delegates at the Convention.

The Constitution Committee held meetings in Washington, D.C., beginning June 19, 2009, to consider additional proposals received after the preliminary report was issued on April 30, 2009.

One additional proposed amendment has been received: Article XIII - Locals. This proposal shall require three-fourths (3/4) vote of those voting to effectuate such proposed amendment, but in no event shall the three-fourths (3/4) vote of those voting thereupon be less than a majority vote of the approved delegates at the Convention.

This report sets forth all proposed amendments that have

been received by the Committee to date. A strikeout denotes deletion of language; **boldface and underlined** type denotes insertion of new language.

Amend Article V - Membership, Section 5 - Retired Members' Chapter and Section 6 - Retired Members' Council as follows:

Section 5 - Retired Members' Chapter, amend as follows:

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

(b) Application for membership **in a Chapter** shall be made to the appropriate Retiree Chapter.

(e) Chapters shall be identified by number. ~~Chapter jurisdiction shall be assigned and described at the time Charters are issued.~~

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

Section 6 - Retired Members' Council - New (a), re-alphabetize (a), (b), (c), (d), and (e), and delete (f).

(a) All dues paying members of the Union who are or may be retired by reason of age or disability shall be eligible to become CWA Retired Members' Council Lifetime members.

~~(a)~~**(b)** The Retired Members' Council shall be a unit of the Union and shall consist of **lifetime members.** ~~Representatives of Retired Members' Chapters which affiliate with the Retired Members' Council.~~

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

~~(e)~~**(d)** A Council Executive Board shall be elected which will consist of one representative from each of the CWA Districts and one ~~at large~~ **Sector** member who shall be elected from the Printing, Publishing and Media Workers Sector, NABET-CWA, **TNG-CWA, IUE-CWA, AFA-CWA,** and any other groups that **may merge with the** CWA ~~may merge with including TNG CWA.~~ The District representatives on the Council Executive Board shall be elected by secret ballot among the **Council Lifetime** ~~members in good standing of the Retired Members' Chapters within each~~ **the appropriate** CWA District ~~which have~~ affiliated with the Council. The at large **Sector** representative shall be elected by secret ballot among the **Council Lifetime** ~~members in good standing of the Retired Members Chapters~~ who are retired from the

Printing, Publishing and Media Workers Sector, NABET-CWA, TNG-CWA, IUE-CWA, AFA-CWA, or any other groups that may merge with the CWA ~~may merge with including TNG-CWA~~. Terms of office shall be consistent with those of Local officers. The elections shall be conducted in accordance with Council bylaws, federal and provincial laws and this Constitution. Any challenge to the Council Executive Board elections or Council officers' elections shall be resolved in accordance with the Council bylaws.

~~(d)~~(e) The officers of the Retired Members' Council shall be a an Executive President, Executive Vice President ~~Chairperson, Vice Chairperson~~ and Secretary-Treasurer or Secretary and Treasurer. Such officers shall be elected from the Council Executive Board ~~by the Retired Members' Council~~ in accordance with Council bylaws. ~~Beginning in 2002, the~~ The term of the office for Council officers shall be three years or until their successors have been duly elected and qualified.

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

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

(Submitted by Bobby Brown, Chairperson, for the CWA Retired Members' Council.)

The purpose of these amendments is to update the language in the Constitution to match the changes enacted by the CWA Executive Board and the Retired Members' Council which took effect on January 1, 2007. These changes reflect the structure currently in place.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

PRESIDENT COHEN: Any speakers on the motion?
There's a question at the Questions mike, Delegate Tayloe.

DELEGATE RANDY TAYLOE (IUE-CWA Local 84800):
My question is, with section 5(b) as well as Section 6(a). I am wondering if I was a retired member and stopped paying dues to the local union, and six months goes by or two years go by, whatever the period of time is, and I want to become a member of the Retirees' Council, am I allowed to do that?

CHAIR EVANS: I believe that, as long you paid your

lifetime membership to the Council, you will always be a member to the Council. Whether or not you belong to a local chapter and pay the dues associated with belonging to that local chapter, that would be up to the local chapter. But as a member of the Council, as long as those lifetime dues were paid, you would always remain a member of the Council,

DELEGATE TAYLOE: My second question is then, if I become a lifetime member in the Council and I continue to not pay dues to the local, am I viewed by the International as a member in good standing of the Union like a dues-paying member of the local?

CHAIR EVANS: I believe you would be considered a member in good standing as a lifetime member of the Council. The local membership would be a separate thing.

DELEGATE TAYLOE: Okay, thank you.

PRESIDENT COHEN: I'm sorry, I was greeting our speakers. I just want to add to that explanation, if it's okay, Chair, that this is not about being a member of the Union. It's about being a member of the RMC, which we consider a partner organization. It's obviously part of our Union family, but it's not about union membership.

At the Questions mike, delegate Winton.

DELEGATE TONY WINTON (Local 31222): Thank you, President Cohen. I have a question about Section 6(a) and the interpretation of it. Occasionally in the previous section, Section 5(b),

there have been some questions about people who have worked for many years in a union-covered job but they didn't actually leave the job at retirement. Maybe they took an interim job, maybe they were laid off. They didn't go out the door as a, quote, "retiree." And the question is whether or not the effect of Section 6(a) would be to allow those people who didn't actually go out the door as a dues-paying retiree to still be active in the organization.

CHAIR EVANS: I'm not sure I understand the question. If they-- are you saying that they didn't retire?

DELEGATE WINTON: You worked 20 years but you haven't reached retirement age yet. You take another job not at a union shop for some reason or you are laid off. You are employed for a period of time and then you hit retirement age. You aren't a retiree because you're still working, but then eventually you do hit retirement age and you decide you want to be part of a retiree group, because that was the bulk of your career. That's the question.

CHAIR EVANS: I would have to say, reading 6(a), it states "who are or may be retired by reasons of age or disability..." So it reads to me that you would need to be a retiree.

DELEGATE WINTON: You wouldn't necessarily have to be out the door or in transition directly from a union job to retirement from a CWA unit. You would still be able to be eligible

CHAIR EVANS: Yes, that's fine.

PRESIDENT COHEN: Again, I think Tony, or Delegate Winton, is asking a detailed question beyond what's in front of us, but the Secretary-Treasurer believes that the Retirees' chapters would welcome the membership, correct?

SECRETARY-TREASURER RECHENBACH: Correct.

PRESIDENT COHEN: I hope that answers the question.

DELEGATE WINTON: Thank you.

PRESIDENT COHEN: Anything else on this?

Again, as the Committee has indicated, this is an update of language. There's a lot of language here, but it's just updating.

If there is no more discussion on it, all those in favor of the amendments, please indicate by raising your hands. All those opposed. They are adopted.

We are going to keep the Committee up here, but we have two terrific speakers who are here to talk about a united labor movement. So if you could all remain up here.

It's a great honor and privilege for me to introduce the Presidents of two of the largest unions in the world-- the National Education Association and the American Federation of Teachers. Between them, their membership is almost five million. I'm going to introduce them jointly, even though they will speak one at a time,

because since January, as we heard earlier today, we have been working together week by week to try to help build a united labor movement in this country. A united labor movement in this country would bring us under one house of labor, 15 million members strong.

Currently we have NEA, proud of its independence for more than a hundred years, the AFT like the CWA in the AFL-CIO, and then four million members in Change to Win unions. Both of these leaders have incredible battles on their hands. Defending education in this country during this recession is brutal; defending the working conditions of their millions of members nearly impossible. But they do it, and also provide leadership for all of us.

Both were elected President for the first time last year. But both are longtime leaders of our movement, and both have made it a priority in their first year in office not to sit back and wait and hope, but to commit to a united labor movement at this historic time in this country.

Dennis comes originally from Arizona, and Randi from New York. But they are on the same mission, as you will hear, and our Resolution 1, which we will consider after they speak, is to build and work for that united labor movement.

So with that, it's my privilege to first introduce Randi Weingarten, the newly-elected President of the 1.4 million-member

American Federation of Teachers, and then Dennis Van Roekel, President of the 3.2 million-member National Education Association. My sister, Randi. (Applause and cheers)

RANDI WEINGARTEN (President, American Federation of Teachers): Thank you, Larry. Thank you, brothers and sisters. Thank you, Dennis.

So, what do you think, I had my Wheaties this morning? (Laughter) You know, I do sometimes feel like Larry, Dennis and myself are in a church or synagogue. We have been very passionate about uniting the labor movement, and we could actually talk in alternative sentences or verses. But as important as spirituality is, and as important as prayer is-- and it is-- we need more than prayer to bring back the muscle of the labor movement. We need unity. (Applause) And Larry is one of the most ardent supporters of unity. As he knows, I am in the middle of a couple of major things. You know, New York is always so quiet. (Laughter) Anybody who has watched, Albany is like the pantheon of good government these days. (Laughter) So we are in the middle of some stuff up there in the next few days.

But I was not going to miss this for the world because, ultimately, I need to tell you that your leadership in the CWA, I watch them virtually every day. They are some of the most amazing people on earth, and thank you, Larry, for letting us be here to address your

incredibly great delegates. Thank you. (Applause)

That same Larry who is like so calm-- is that the same Larry you know? (Laughter) Collected? Look, Larry has led the larger labor movement with the same brilliance and dedication that has made him such an effective leader of the Communications Workers. Your Stewards' Army has become a model throughout the labor movement for how to engage local leadership and the rank-and-file members in the important work of our union and your union.

To a lot of people, you have been the conscience of the work toward the Employee Free Choice Act. Your entire union has, but the real mover and shaker has been the one and only Larry Cohen. I think single-handedly, he has made sure that no one-- no one-- can forget the importance of the Employee Free Choice Act. He has made it-- and I've said this before and I'll say it again-- almost single-handedly with that relentless focus and force. He gets it, as you do, why we need an Employee Free Choice Act, why we need to level the playing field so that once and for all the labor movement can be back to what we always wanted it to be. (Applause)

In that same way, he has been one of the most ardent supporters of getting all of us together as a united labor movement. And ultimately I think both Dennis and I are here today to speak with that one voice about how important it is to unite us.

And speaking of unity, let me just talk about Dennis for a few minutes and about the National Education Association. It is no secret that the AFT and the NEA once engaged in the battles royale across this country. I would say that the Battle of the Roses was nothing compared to the battles that we engaged in. And the distraction it did, and the minimization and marginalization of teachers across the country it did was something that we both have learned to not do inasmuch as we can.

What do I mean by that? We now have four of our states united as NEA and AFT together. Why? (Applause) That's 600,000 of our members who are united as AFT and NEA affiliates. The AFT has supported the opportunity of NEA locals to affiliate with the AFL-CIO in what is called Labor Solidarity Partnership Agreements, and a number of NEA locals have done so.

Why do we do this? Even though we are two labor unions working for teachers, we do this because we understand at our gut level that labor unity is really important. We understand what a union is and is supposed to do. We understand that a union itself is about providing representation on a job, giving workers a voice, affirming the dignity of work, enabling workers to both earn a decent living and make a valuable contribution to the workplace.

But we know that, if we are all islands doing just that, we

would not do the greater good because all three of our unions understand that unions also work to build a certain kind of society, one that fosters social and economic justice, one that respects civil and human rights, one that promotes access to my passion-- quality education-- and to all of our passions-- quality, affordable health care, one that creates a healthy environment, and one that values a safe and secure retirement.

All of us, all of us, every single day have tried to make tremendous progress toward these goals. And many times in many areas we have. But these days, between the lamiae of the global economy and the global recession, it always feels like we are taking two steps backward for every step we take in front of us. And that is why we need a united labor movement, every single member together to fight for the goals of basic working people, to fight for quality education, to fight for quality health care, to fight for safe and secure retirement. We need everyone together in order to do that. (Applause)

The split in the labor movement that occurred in 2005 was tragic, and a lot of it was borne out of the frustration that I know you feel and I know my 1.4 million members feel. Yes, we have cooperated on political campaigns since then. Yes, we've worked on legislative initiatives since then. Yes, we are doing quite a bit of work together in the states, but we are not together. And when we are not together, there can be different voices, they can have different agendas, and it makes

the work we do much more complicated.

Think about what's happening in terms of the Employee Free Choice Act. Look at it. AT&T posted a \$3.1 billion profit for the first three months of this year. Did I get that right?

PRESIDENT COHEN: Yep.

SISTER WEINGARTEN: During roughly that same period, the company reduced its workforce by 8,000 people. Now, I've spent a lot of time talking to Larry when he's spent sleepless nights in this horrible, rancorous, uphill battle that you all have been having in terms of AT&T. Let's get this right, \$3.1 billion-- now, remember, I'm a teacher but not a math teacher-- \$3.1 billion in profits, 8,000 either layoffs or reductions in force, and asking for givebacks in a horrible, protracted labor negotiation.

Hey, it's America. They have that right. But it isn't right what they are doing, and we need a united labor movement so that all of us can help the CWA every single day to stop that. (Applause) We need labor law reform that gives workers voice and rights for their aspirations. We are not asking for a billion-dollar golden parachute. We are asking for the right to decent health care, the right to decent retirement, the right to decent wages. That's all we are asking for. (Applause and cheers)

That is the dignity we need, and that's why we need a united

labor movement, and that's why we need EFCA.

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

SISTER WEINGARTEN: And that is why the employers fight us tooth and nail. Do you think they want us to have more than 7 percent of the United States of America organized in the labor movement?

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

SISTER WEINGARTEN: So they will fight us tooth and nail, because they know that if we get the Employee Free Choice Act, workers in this country are mad and frustrated and they want a union and they want a collective voice. And that's why they are fighting us tooth and nail, and that's why I honor Larry and the CWA for being the conscience of this Act, and that's why we will get EFCA, because we are right and we are strong and we are passionate, and we are motivated to get it, right?

... Cries of "Right!" ...

SISTER WEINGARTEN: I can't hear you. Right?

... Louder shouts of "Right!" ...

SISTER WEINGARTEN: They can't hear you at the Capitol, right?

... Cries of "Right!" ...

SISTER WEINGARTEN: See, this is what it's like to be a

teacher. (Laughter)

So, my friends, just as public education is the great equalizer for our students, the labor movements is the great equalizer for working people. As your Convention theme suggests, the labor movement is central to rebuilding America's middle class and for providing economic mobility and security to all Americans.

I look forward to the day when union density is not 10 percent, not 25 percent, not 50 percent. I look forward to the day when we as a labor movement are synonymous with the aspirations and the dreams and visions of the great people of the United States of America; when we can speak with one voice; when we won't have to go on strike for decent wage, for decent health care or decent retirement benefits; when people in their golden years won't have to go back to work at Wal-Mart; or when people are one check away or one job away from devastation if they have cancer.

I look forward to the day when our dreams and America's dreams are the same. We are part of the same cause. We are part of the same movement. We will unite our movement and bring dignity and justice for all to all Americans.

God bless you and thank you.

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

PRESIDENT COHEN: Thanks, Randi.

And now we will hear from an amazing math teacher-- and Dennis does know calculus if anybody wants any help-- but as Randi said and as I said earlier, it's what we can do together, these three unions and others committed to a united labor movement. And Dennis has made it already in his first year a major commitment to help us unite the American Labor Movement. Dennis.

DENNIS VAN ROEKEL (President, National Education Association): Thank you very much. I'm sure you are all sitting there wishing you could follow Randi as a speaker. (Laughter) I don't know if you know this, but we were sitting up here talking beforehand and, as usual, we think so much alike that we said, "Why don't we just switch speeches?" So she gave mine, and I know how much you liked it. I just hope you like hers as much. (Laughter)

We work all together and it makes all the challenges worthwhile. It's so much better to be together in fighting for what we all care about so deeply. I want to thank you, Larry, for the invitation and the kind introduction. I am honored to be here.

It's kind of ironic for me to be with CWA in that, when I became president of the Arizona Education Association, one of the first unions I went into partnership with was CWA. We had a Constitutional amendment we were trying to pass in Arizona, and AEA and CWA worked together and we succeeded.

I want to make two quick points before I talk about labor unity. Number one, I want to tell you how proud NEA is to sign on with CWA on the Speed Matters initiative. It's about time. (Applause) I mean, if we want to be competitive in this ever-changing world, we need to step up and we need federal policy on this. Just as in the 19th century we could build canals and roads, and in the 20th century we built interstate highways, telephone networks and airports, now is time to build an Internet system that leaves no American without it. (Applause)

The second thing I would like to say, I need to also say what Randi said about Larry. I know of no person in those meetings who was more passionate or committed about the power and potential for America's working families than to find a way for the labor movement to come together-- solid, unified in all that we do.

And, you know, unity so matters. David Stockman was a Budget Director for Ronald Reagan many years ago, and at that time they were cutting budgets right and left. Most of them were social programs. Someone said to David Stockman, "Don't you feel guilty about cutting all these programs?" David Stockman looked at him and simply said, "The unorganized can't play. The unorganized can't play."

Now, there are two ways you can be unorganized. One is not to have a union representing you. And in this country, we have way too many people who are without a union to represent them. Since 1974, we

have seen that rapid decline in the percentage of workers enrolled in unions. We have also seen what should come as no surprise and no accident: that the whole economic growth in this country has shifted from the working families to the other side. The Economic Policy Institute said in 1965 that CEO compensation was 24 times the average worker-- 24 times the average worker's salary in 1965. By 2005, it was 262 times as high as the average worker. Now, if you subtract out weekends, what that means is that a CEO makes in one day what the average American worker makes in an entire year.

And it didn't happen by accident. It's because there were not unions there to represent those people. We need to change that, and what we need to do is to increase the number of people in unions. And in order to do that, we need the Employee Free Choice Act. Absolutely, without a doubt, we need that. There are too many in Congress right now who are feeling a little weak-kneed. I can't believe how much fun it would be to join you when all of you head to Congress for a little Lobby Day. I hope you put on pressure galore. It is time for the Employee Free Choice Act right now. (Applause)

Early in Obama's tenure as President of the United States, he signed three Executive Orders, all having to do with labor, and he invited all the labor leaders there. So Larry and Randi and I and all these labor Presidents were there. But as we were waiting for the thing

to start, we were all saying, "So how long has it been since you were in the White House?"

"About eight years." (Laughter)

Except for John Sweeney, he had the best answer. He actually was invited there one time during the Bush administration, and a reporter said to him, "How did you, as President of the AFL-CIO, get invited to a Bush White House event?"

John looked at him and said, "The President didn't invite me. The Pope did." (Laughter) I love that story. I tell it everywhere.

But remember, I said there were two ways to be unorganized. The second way is to belong to a union, but not use the potential that we have by being unified. Just because we have 16 million people in unions and we ought to double or triple that over the next ten years, it doesn't mean we're organized. We have to do that. We have to make sure that what we do makes a difference.

In the 2006 and 2008 elections, we came a long way. The "Behind the Wall Gang," in finding ways to maximize the use of our dollars in influencing and electing pro-union and pro-education policymakers was critical. Working America was-- wow, what a success that was in 2008.

But now we must take advantage of what we started. I mean, it paid off in 2008. We got Barack Obama as President, Joe Biden as

Vice President. We've got a majority in the House and Senate. Now we have to turn that and make something happen. And that is to pass the Employee Free Choice Act and to build a solid, unified labor movement. (Applause)

I want to give you, in terms from NEA's perspective, why this is so important. Number one, we recognize that the labor movement has been the heart and soul of advocating for public education right along with us. As you look back in the history of the United States, the ending of child labor and the protection of workers, it all came from the labor movement and we recognize that.

Secondly, for those of us in the public sector, we didn't start this on our own. Almost all that we have, all that we bargained for and organized for came from the private sector unions first. We owe you and, frankly, we can't survive without you. We need a strong labor movement in the public sector and in the private sector. (Applause)

And internally, Randi mentioned how much it's changed just in the last ten years since 1998, the four states that are merged between NEA and AFT. It started with Minnesota, Montana, Florida, and New York. So between those close to 650,000, we have 17 locals that are merged with NEA and AFT for another 50,000, and we have 18 locals who are doing Solidarity Partnerships for another 22,000 members, and there are six in the cue to be approved. That comes to a total of NEA

members to about 719,000 members who are part of a union that's in the AFL-CIO.

So times have changed. We understand. But most of all, what we understand is the power of 16 million people. We understand what it means to politicians when all of us sit together in that room.

Some of you may be in Washington for the first time, and if you have a few extra moments, if Larry lets you out just a little bit early one day, you might want to check out the FDR memorial. It's become one of my favorite spots in Washington, D.C. First of all, it's very different from all the other memorials. It's a real tribute to a time in our history.

The first time I ever went there-- there are a lot of quotes carved into the stone. I didn't have a pencil or paper, but I saw one that so struck me. Since I didn't have a pencil, I took a picture of it so I could have it and write it down later. If ever there was a quote that was given in a much different time that applies to what is going on right now in America, I would put forth this one. He was talking about America. And he said, "The test of our progress is not whether we add more to the abundance of those who have much. It is whether we provide enough for those who have too little." (Applause)

Now, the answer to doing that is a unified labor movement. That's how we do that. There are too many working Americans who have

too little health care, too little solid salaries and benefits, too little retirement security, too little of everything they ought to have and deserve. The union movement is part of that. If you look at the last eight years in our country's history, it was all about adding more to the abundance of those who have much.

So for us, we need to move on. We need to unite, be a real voice at a table. We ought to be talking about real issues and making a difference for our members.

You know, I think some days that one day I know I get to retire. I keep saying I'm closer to that than I have ever been before because when I started this I had brown hair. So I envision myself sitting on a porch somewhere in my rocking chair, maybe a glass of bourbon-- not maybe, probably likely. (Laughter)

I dream of thinking back to the fall of 2008 and the years that followed because, you see, they will be talking about us, those of us in this room right now. People will be talking about what we chose to do with the opportunity that we had. You know, it's been a long, long time since the labor movement had this kind of potential, possibility, opportunity. But it won't just happen. We can't sit back now and wait for it to happen. We have to do something. We have to make it happen.

But I hope 20 years from now when they talk about us, those of us who are active right now, I hope they never say we were timid and

shy. I hope they say we had the audacity to dream big, dream real big for America's working families. I hope they say we had the courage to act. I hope they say we had the power to make it happen.

Brothers and sisters of CWA, together we will make this happen. Thank you very much.

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

PRESIDENT COHEN: Before Dennis and Randi have to run, I'm going to bring the Resolutions Committee back up, and we are going to look at and consider Resolution No. 1, "Unity in the Labor Movement."

Just like our own unity, this won't fall from the sky. We all need to carefully consider not only this idea, but what we might do about it. But before I bring up the Committee, we have a delegate at Microphone 1, Delegate Bruno.

DELEGATE JUDY BRUNO (Local 3406): Good morning, President Cohen. I would like to make a motion to only read the resolved on the rest of the resolutions.

PRESIDENT COHEN: You have heard that motion. Is there a second?

... The motion was duly seconded ...

PRESIDENT COHEN: Seconded from the floor. Any debate or discussion? Do you want to say anything? No? No discussion

on the motion.

All those in favor of that motion to read only the Resolves, indicate by raising your hand. Down hands. Opposed by a like sign. It's adopted.

I recognize the Chair of the Committee.

CHAIR GIBSON: Thank you, Mr. President.

Would the delegates please turn to page three the Resolutions report and look at Resolution 71A-09-1 entitled "A United Labor Movement: Together We Are Stronger."

[Full text of Resolutions included for the record]

RESOLUTION 71A-09-1

A United Labor Movement: Together We Are Stronger

This is a time of great opportunity for our labor movement. For the first time in decades we have the promise of real change, restored bargaining rights through the Employee Free Choice Act, real health care reform, and the start of rebuilding our economy and building a society where workers have a place at the table.

It has never been more important for the union movement to be united so that we can fully take advantage of these opportunities. Together, we are stronger. That is true for those of us within CWA and true for the entire labor movement.

All of us-- AFL-CIO unions, Change to Win (CTW) unions,

and the National Education Association (NEA)-- worked together to elect President Obama and Vice President Biden; a House of Representatives with a Speaker and strong majority that support working families; and a Senate that gives us the first real opportunity in years to advance needed legislation without the threat of filibuster.

The historic accomplishments of Labor 2008 showed what we can achieve working together. In many ways, that success bolstered the effort to achieve labor reunification that already was underway.

CWA has been a leader in this effort to bring unity to our labor movement. The process has encouraged and advanced substantive discussion by leading unions in the AFL-CIO and Change to Win, the two federations, and especially important, the National Education Association, all with the goal of moving toward a united labor movement.

The National Education Association (NEA), with more than three million members, is an important ally in everything we do. The NEA already has been working with central labor councils and other union organizations. A united labor movement, with NEA as a full partner, can only increase our effectiveness in states and communities and enable a united movement that is 16 million members strong to speak with a single voice.

Together, we are stronger, whether we are working in

communities, through local labor councils, lobbying state legislatures, or taking our message to Congress and the Administration.

The first steps are underway. In April 2009, the AFL-CIO, Change to Win, and the NEA established a National Labor Coordinating Committee with representatives from each organization, which has been meeting and working toward unification and for passage of the Employee Free Choice Act.

There is more work to do to reach our goal. We need a labor movement that can speak and act nationally on the critical issues facing working Americans, one that will create the political and economic climate that enables working families to thrive.

Resolved: That we are in a unique moment in history having elected a President and Vice President who support workers, as well as a House of Representatives and Senate with majority support for the Employee Free Choice Act.

Resolved: To change our nation and create a society in which workers have a real voice and a seat at the table, we must change ourselves. That means exploring new ways of working together with the AFL-CIO, Change To Win, and National Education Association, and new ways of supporting each others' campaigns.

Resolved: CWA leadership on every level will work together wherever possible with the AFL-CIO, Change to Win, and the NEA.

Resolved: CWA leadership continues to participate in discussions to reunite the AFL-CIO, Change To Win and NEA with the goal of creating a unified labor movement that advances the interests of all working families.

Resolved: We urge CWA locals to move similar bold Labor Unity resolutions in their Central Labor Councils and State Federations, building the house of labor to a strength that cannot be ignored.

Mr. President, the Resolutions Committee moves the adoption of Resolution 71A-09-1.

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

PRESIDENT COHEN: Thank you. The resolution has been made and seconded from the floor.

Microphone No. 1, Delegate Black-- Microphone No. 3, I'm sorry.

DELEGATE CHRISTINE BLACK (AFA-CWA Local 29011): Good morning, President Cohen and fellow delegates. I speak strongly in favor of this resolution and ask that you adopt it unanimously. This is an historic moment for America's unions. The time is now that we must have a united labor movement from coast to coast, from Maine to Hawaii.

A divided house of labor means that the voice of America's working families is fractured. President Obama and this Congress

perceive Labor's position on key legislation from multiple union federations who produce a mixed bag of messages on our landmark agenda. This is wrong.

America's working families are best served by a unified labor voice-- one voice, one message. We need to be able to say, "Mr. President, Madam Speaker, and Senator Reid, the House of Labor is united once again." (Applause)

If the House of Labor is not united, it means that corporate America gets a free pass to send their unified message. United Airlines San Francisco flight attendants have an historic and active relationship with our central, county and state councils and federations. We know that when labor is unified we get things done to raise the living standards for our members and all workers in our community.

Fellow delegates, I urge you to take this resolution back to your state and local labor organizations and pass it resoundingly, and insist that we put our labor movement back together again American working families are counting on it. Thank you. (Applause)

PRESIDENT COHEN: I think we have another delegate wishing to speak, so we are waiting as he identifies himself. On microphone No. 3, Delegate Maldonado.

DELEGATE STEVE MALDONADO (Local 9573):
President Cohen, Officers, Delegates, Guests, Brothers and Sisters: I

stand before you today with a mission. I believe we have been called upon once again to deliver this message. We must set the example. We must prove that we can step up to the plate and take care of business once again.

The line has been drawn in the sand. Corporate America has no respect for the labor movement. Over the years, our work has been outsourced to a great abundance of contractors while our numbers have dwindled. We must prove to corporate greed that we are not going to be pushed around.

It's time to reach out to our other affiliates in the labor movement, but we must set our differences aside. It's time to reunite the labor movement once again. We must go back and reacquaint ourselves with our labor councils and state federations. We need to mobilize the labor movement again.

This is our time in history to make change. The working people, our families, our children, our friends-- they are counting on us to create the path to a better future. We must show unity in order to fight for our cause. Therefore, I ask that you stand with me today and support this resolution. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 1, Delegate Huggins.

DELEGATE CHRISTINA HUGGINS (Local 9415): I call

for the question.

PRESIDENT COHEN: That's a non-debatable motion, obviously. All those in favor of the motion to close the question, please indicate by raising your hands. Down hands. Opposed by a like sign. It is adopted.

Now on the main motion, Resolution 1, "A United Labor Movement: Together We Are Stronger," all those in favor of that motion indicate by standing. It is adopted. (Applause) Thank you.

I want to thank Randi and Dennis, the NEA and AFT for their leadership on this, and the other unions that have joined together to form the National Labor Coordinating Committee. And as the resolution says that we just adopted, this is something we will have to work for and fight for, because there are unfortunately those who think it comes later. We need to wait. And it's going to be up to us in this room and these great unions to say, this summer and fall that this is the time for unity. This is the time to fight back.

Thank you so much for joining us, Randi and Dennis, NEA and AFT. We love you forever. (Cheers and applause)

PRESIDENT COHEN: And the Resolutions Committee will be back, but right now we bring back the Constitution Committee. I recognize the Chair.

CHAIR EVANS: Thank you, Larry.

I would like to call on George Jackson to read the next amendment. And this is our Constitution. Quiet in the hall, please.

COMMITTEE MEMBER GEORGE JACKSON (Local 1084): AMEND Article VIII - Conventions, Section 4, Composition of Convention, add (e).

(e) No Local will be entitled to representation at the Convention and its delegates shall not be seated if the Local is considered to be more than ninety (90) days delinquent in any per capita payments to the International Union at the time of the Convention, except those locals that have established and remained current on a formal payment arrangement with the International Union.

Locals shall be notified of such delinquency not less than ninety (90) days prior to the first day of Convention.

(Submitted by 2009 CWA Finance Committee members: Pam Siefers, Local 4900, Chair; Monica Eason, Local 6016; Mitchell McMurry, Local 37083; and Chris Lane, Local 2201)

The purpose of this amendment is to provide a tool for collecting delinquent per capita dues separate from those enumerated under the CWA Constitution, Article XIII, Section 5(a). The CWA Constitution under Article VI, Section 2(a) requires that locals pay per capita dues to the Union within the time and manner set forth by the Convention or the Executive Board. The amendment requires Locals be

notified at least 90 days in advance that they may not be represented at the Convention due to the delinquency.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

... The motion was duly seconded ...

PRESIDENT COHEN: The motion has been made.

Seconded from the floor. At Microphone No. 3, Delegate Tayloe.

DELEGATE RANDY TAYLOE (IUE-CWA Local 84800): I stand in favor of this change for the following: Under the IUE Constitution, we had a current-in-per-capita provision since its inception. It worked well, and all locals understood it. If there were any problems in the recordkeeping, the trustees always resolved the problem.

This is a provision that speaks to fairness and equity. Our per capita runs the union, and it is only fair that, as the participants in the affairs of the union at its highest level, we should demand equal participation. We require our members to be current to participate in the local levels. We should expect no less at the international level at our Convention. To be union is to tender your dues in a timely manner. Thank you.

PRESIDENT COHEN: At the Questions mike, Delegate Bullock.

DELEGATE CRAIG BULLOCK (Local 7906): The

question I have is: How many locals currently are over 90 days late or delinquent in paying their dues to the International?

CHAIR EVANS: I'm going to defer that to the Secretary-Treasurer.

SECRETARY-TREASURER RECHENBACH: As of right now, and we are in the process of putting all these records together, we show that there are 72 processing units that are delinquent. But a number of those, we believe, are units that have gone out of business that dues are no longer collected from.

I would expect in any given year the number shouldn't be more than five or ten locals that would be delinquent more than a 90-day period.

DELEGATE BULLOCK: Thank you.

PRESIDENT COHEN: I think we have another question. We will wait until the delegate calls in.

Microphone 5, Delegate Linehan.

DELEGATE SEAN LINEHAN (Local 2252): I just have a question on the 90-day notice to the local. Is that 90 days prior to the 90 days before Convention, or are they notified on that day and they have to make it right on that one day?

CHAIR EVANS: The intention there is, number one, in talking to the Secretary-Treasurer's office about this proposal, the

intention would be for any local in arrears to know well in advance, but the 90-day time frame means that, at least 90 days in advance of the first day of Convention, the local would be notified that they are in arrearage and that they needed to do something to either make arrangements or rectify the situation. So it would be at least 90 days in advance of the first day of Convention.

DELEGATE LINEHAN: Thank you.

PRESIDENT COHEN: Is there another delegate at the Questions mike? Please pick up the phone. Also, delegates, please, when you begin to speak, give your name, your full name, and your local number.

On the Questions mike, Delegate Grogan.

DELEGATE SANDY GROGAN (Local 6301): On the per capita dues, are we talking about just membership dues, or does this include the Women's Committee, the Diversity Committee?

CHAIR EVANS: This is just the 40 percent per capita that's owed to the International.

DELEGATE GROGAN: That's all it means, thank you.

PRESIDENT COHEN: Did you have a second question, Sandy?

DELEGATE GROGAN: I guess that really didn't answer my question. The 40 percent per capita, aren't all of our quotas based on 40

percent?

CHAIR EVANS: This is not the Pediatric AIDS or the Union-to-Union Fund; this is simply the per capita dues payments.

DELEGATE GROGAN: Thank you.

PRESIDENT COHEN: The lighting is not good or I would have recognized delegate Cheliotas.

DELEGATE ARTHUR CHELIOTES (Local 1180): Sorry for the glare. (Laughter)

Question: For units where we have-- we negotiate 12 different contracts and have 12 different employers sending us dues, or sending you dues, I should say. What happens if one of those isn't done right? Does that mean the whole delegation is out?

CHAIR EVANS: That's why the language is in there that says, "...considered to be more than 90 days." It leaves some flexibility available so that, if you have one of your processing units where there is an issue, you would then be in touch with the Secretary-Treasurer's office and work through that, whatever the case might be. Ultimately, at the end of the day, it would be the Credentials Committee that would ultimately decide whether or not to seat you. That's why it's not a hard and fast 90 days and why that "considered to be" language was inserted in there.

DELEGATE CHELIOTES: Okay. Second question?

PRESIDENT COHEN: Yes, sir.

DELEGATE CHELIOTES: Do we get extra delegates if we overpay? (Laughter and applause)

PRESIDENT COHEN: Just keep organizing, Arthur, like you have been doing.

There are no more speakers; therefore, the question is before us. All those in favor of this amendment, please indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted. (Applause).

At the Motions mike, Microphone No. 1, Delegate Santora.

DELEGATE T. SANTORA (Local 9000): Thank you, Larry. I move the adoption of the Constitutional amendment-- it's not numbered-- beginning on line 217, "Amend Article XIII - Locals, Section 8 - Temporary Administration, (b), to read as follows:

(b) The Executive Board may appoint a temporary administrator to temporarily conduct the affairs of a Local after receiving a request from the Officers or membership of a Local for such action.

PRESIDENT COHEN: Is there a second from the floor?

... The motion was duly seconded ...

PRESIDENT COHEN: Okay. You may speak on the motion.

DELEGATE SANTORA: Thank you, Delegates. I first

want to commend the Committee. They spent a lot of time with me on this. We had great conversation, and I just want to say you guys are doing an awesome job, and I appreciate it.

Having said that, I'm still here. I would like to ask the delegates to look at the last page, Page 7, where the Committee says that their first reading of this proposed amendment sounded like a reasonable idea. And I just commend folks to remember your first impression is usually the best one.

Having said that, I want to start out by saying that this proposed Constitutional amendment is not designed to cast aspersions on anybody in the past. It is looking forward. And with that, I would like to explain at least my perception of this section of the Constitution and the reasons why I think it would be a good move for us to make going forward. And that is that, when a local is put in trusteeship, it's a very traumatic event, and the local officers have a right to appeal. They do so to the President who then has the obligation to select a hearing officer to determine whether or not the Executive Board made the proper decision in putting that local in trusteeship.

Now, prior to that happening, of course, the Executive Board is the one that voted on the trusteeship. So the first problem that I see is that someone who has already voted on the trusteeship is now going to be appointed, according to our Constitution, to be a hearing officer to

determine if they made the right decision, which, you know, with these Executive Board members I have no doubt they would be totally fair and open minded. However, I know these folks. Not every member does and not every local officer does. So the perception at that point is a little bit cloudy.

The next process is that the hearing takes place and the hearing officer, the Executive Board member will make a report back to their colleagues on the Executive Board who will once again vote on whether or not they made the decision correctly in the first place. So here's the second opportunity for what appears to be a possible conflict of interest.

I grappled with this for a long time. The Committee pointed out correctly: Why did I wait beyond the 60 day period to submit this, giving a higher bar for approval today. The reason is, we have been a little bit busy with some contract negotiations with a couple of companies, including AT&T-- not that that's an excuse, but frankly it did get in the way. So it is a higher bar, and I recognize that, and that's why I am speaking on this.

So going forward, we do have a mechanism in place in the Constitution now. We have elected trial panelists. This recommendation would simply say that, if a local decides to appeal the decision of a trusteeship, the President can still appoint somebody who would give a

little bit more appearance of not being biased, and that is from the elected trial panel. So we have these folks elected to do hearings, to sit on trial panels, and to be in a sense judges and hearing officers in other forums.

It seems to me to make good sense to use one of these folks, not from the same district as the local that's been put in trusteeship, and allow them to be an unbiased arbiter and make a report back to the Executive Board. It's really just that simple.

With that, I would like us to seriously consider this change going forward, add a little bit more clarity and transparency to our process and get on with the good business of the union. Thank you.

(Applause)

PRESIDENT COHEN: As Delegate Santora pointed out, because of the date at which this was sent in, this would need a three-quarters vote-- and I should have mentioned that prior-- as opposed to a majority vote. It has to do with our Constitution and the time periods when the Committee meets and reviews amendments prior to that time.

We have a question from Delegate Bachelor at the Questions mike, Mike No. 5.

DELEGATE JOHN BACHELOR (Local 2111): Good morning. Has a hearing officer ever reversed or modified the Executive Board appointment of a temporary administrator?

PRESIDENT COHEN: Aha!

CHAIR EVANS: Could you repeat the question, John?

DELEGATE BACHELOR: Yes. Has a hearing officer ever reversed or modified the Executive Board appointment of a temporary administrator?

CHAIR EVANS: We did ask that question, and we have been told, yes, that has happened. After the investigation, the recommendation came back to reverse the Board's decision.

PRESIDENT COHEN: I can just add that that did happen this year. In one of the two cases where we had hearing officers, there was a modification made by the Board on the recommendation of the hearing officer.

CHAIR EVANS: I would just like to ask for if everyone would take a minute to read the Committee recommendation, I know sometimes on one where we don't recommend, that may not happen.

PRESIDENT COHEN: That's on Page 7, correct?

CHAIR EVANS: Correct.

PRESIDENT COHEN: We can take a minute for everybody to indulge in that. The Committee only reports on what they report out on, just for those who are bewildered here. Anyone can send in amendments and the Committee considers them, no matter when they are sent.

While you are reading, Microphone No. 4, Delegate Natoli.

DELEGATE JOHN NATOLI (Local 9510): President Cohen, Executive Board Members, Delegates, Retired Members, and Guests: I stand before you in opposition to the Constitutional amendment to have the trial panel handle trustee hearings.

From an experience in our local, Local 9510, in the mid '90s there was a temporary administrator hearing which lasted multiple days. Opponents to the temporary administration were represented by a lawyer. The lawyer presented complicated issues, many not relevant to the issue. The hearing officer at the time was M.E. Nichols. He had to rule on some evidentiary questions that were brought up.

CWA Conventions have elected competent leaders, and I think we should continue to use the experience that these Executive Board members have. I believe the system is not broken. I don't really think there is a reason to fix it.

Please support the recommendation of the Constitution Committee and not support this change. Thank you very much.

(Applause)

PRESIDENT COHEN: At the Questions mike, Delegate Bullock.

DELEGATE CRAIG BULLOCK (Local 7906): My question is: What, if any, legal liability the trial court hearing officer would

incur?

CHAIR EVANS: I'm not sure. I'm not sure there would be any. I mean, it would be the same situation, whether it's an Executive Board member or a trial panel member. If there were to be a legal liability, it doesn't really matter the position of the person who held the hearing.

PRESIDENT COHEN: I can add to that. In the current dispute in Local 1034, the hearing officer, Vice President Rosen, has been sued. There are two lawsuits based on that hearing, and the hearing officer is individually liable because he was the hearing officer.

You are entitled to another question on that, if that didn't suffice. You okay?

All right. We go then to Microphone No. 4, Delegate Trementozzi.

DELEGATE DON TREMENTOZZI (Local 1400): I believe that the Executive Board is elected by the delegates in this room, and they have the experience necessary not to have another change where they have a trial body or another process. The process is working well, and I support the Committee's recommendation to not adopt this proposal. (Applause)

PRESIDENT COHEN: There are no more delegates asking for the floor. Therefore, the question is called. The amendment is now

before us. So if you are voting, I just want to clarify the vote. One minute.

... Brief pause ...

PRESIDENT COHEN: You are not voting for or against the Committee; you are voting for or against the amendment. So if you vote for, you're voting for the amendment to change the Constitution and procedure on hearing officer appointment. And this does require a three-quarters vote.

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

I want to thank the Constitution Committee for their work, and the Convention is in recess until 1:30.

... Thereupon, the Convention recessed for lunch at 12:05 p.m. ...

MONDAY AFTERNOON SESSION

The Convention reconvened at 1:30 p.m., CWA President Larry Cohen presiding.

PRESIDENT COHEN: Delegates, take your seats, please. Thank you. Delegates, please take your seats. Sergeants-at-Arms over at the door, can you please ask the delegates to come in so we can get started.

Delegates, good afternoon. If you could take your seats and let's have quiet in the hall. Thank you.

Actually, I meant to tell the sound folks that apparently it is too loud up here. Where is Nelson? Apparently people right here think it's too loud. In the back it's fine, but right here it's too loud. So if we can take care of that. Now I'm sure I will get 50 different opinions on that, but that's okay. I am trying to be softer and gentler. (Laughter)

Okay. Thank you, everybody, and welcome back. We have a great privilege now. We are going to hear from Vice President Ralph Maly for purposes of an introduction. Vice President Maly.

VICE PRESIDENT RALPH MALY (COMTECH): Good afternoon, brothers and sisters.

Let me try that again. Good afternoon, brothers and sisters.

... Cries of "Good afternoon!" ...

VICE PRESIDENT MALY: Are you ready?

... Cries of "Yes" ...

VICE PRESIDENT MALY: Are you ready to go to the Hill and kick some ass and take some names?

... Cries of "Yes!" ...

VICE PRESIDENT MALY: That's good.

It is my privilege and pleasure to introduce our next speaker, CWA's Secretary-Treasurer, Jeff Rechenbach. Many of us have heard Jeff introduced over the years, and many of those introductions focused on his age. Sometimes it was "the youngest local union president ever elected from a big local" or "the youngest District 4 Vice President ever elected." So today I'm not going to talk about Jeff's age. But I do want to talk about the tremendous contributions Jeff Rechenbach makes to our union in so many ways.

Jeff has put his heart and soul into everything he's done in CWA, from his early days as local union president to his current position as Secretary-Treasurer. He's the guy you know you can count on for solid advice, for support on a picket line, for working through tough issues, or for real friendship.

As a member of the CWA Budget Committee, I have personally witnessed Jeff's leadership firsthand as we deal with the worst economic crisis we have seen in our lifetimes. With pension plans

losing millions and bad investments, membership declines continuing in every unit we represent, it has been Jeff's leadership as Secretary-Treasurer that has helped steer CWA through these troubled waters, keeping us from becoming a union of the past.

Jeff is a smart, talented leader, who early in life could have taken his skills and abilities anywhere. But Jeff chose the union movement and our CWA family. All of us who call him a friend and a colleague-- and that's probably everyone in our union-- are very happy about that.

I'm proud now to introduce Costco's number one customer (laughter), my friend, our Secretary-Treasurer, Jeff Rechenbach. (Applause and cheers)

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

SECRETARY-TREASURER JEFF RECHENBACH: Thank you. And I have to thank Ralph. When I first moved to Washington, D.C., before I actually moved here I came and stayed with Ralph for a couple nights. He brought me into the city to look at places to live. And the very first place he took me to, as we were stepping out of the car, there were these spent shells all over the ground. So that's my good friend. (Laughter)

Good afternoon. It's an honor to once again stand before this Convention, and thank you especially to all of you who looked at the

schedule and saw that I was up first after the break and decided not to take an extended lunch break. I appreciate it.

Unlike some of us in the Midwest, I enjoy listening to Garrison Keillor's "Prairie Home Companion," and each week he relates a little bit of what's been going on in a fictional Minnesota town, and Keillor always begins his story with the phrase, "It's been a quiet week in Lake Woebegone." I wish I could tell you it's been a quiet year in the CWA Secretary-Treasurer's office, but it's been anything but that. And for those of you who know me, this would be right on track with most of my career within CWA.

I became a steward in 1971. One week later, we went on a nationwide strike against the Bell System. I was first elected President of Local 4309 in Cleveland on the day in 1973 when President Nixon fired the special Watergate prosecutor, prompting resignation of his Attorney General. Eight years later in 1981, I joined the CWA staff on the week that Ronald Reagan took office. I became Vice President of District 4 the week that Newt Gingrich and the Conservative Coalition took control of Congress for the first time in 40 years. And on August 23, 2005, I was elected Executive Vice President of CWA on the day-- (applause) Thank you. I knew somebody voted for me. (Laughter) I was elected Vice President of CWA on the very day Hurricane Katrina made landfall in New Orleans.

So it should come as no surprise to you that not long after you elected me Secretary-Treasurer, our nation would fall into an economic depression, the likes of which we haven't seen in a lifetime. (Laughter) You will be relieved to know I have no plans to seek any other elected office within CWA. (Laughter and applause)

With that knowledge in your pocket, now let me take the next few minutes to review where we have been over the past year and where I would like to take us over the next one. You know, President Cohen often talks about the operation of our union like a wristband. Everybody sees the outside of it, but you can't or you rarely see the inside. But each of us has a role to fill-- the outside to send a message, the inside to hold things together and enable the outside to do its job.

Well, the Secretary-Treasurer's job is an awful lot like the inside of that wristband. We have to make certain that the inner workings of the union are operating as smoothly and efficiently as possible. That's a dynamic state which has us constantly dealing with changing conditions and processes. It requires us to try and position ourselves ahead of the curve instead of behind it.

Now, fortunately, I have had some very talented people who helped me over the past year, and I would like to recognize a few of them this afternoon. It hardly seems like a CWA Convention without the guidance of Eileen Brackens and Vera McGee. Both of them retired a

few months ago after a combined 93 years of service to CWA.

(Applause) I know Eileen is here and I would like to ask her to stand up and be recognized by the Convention. She is somewhere out here.

Eileen, thank you. She's hiding out on the side over there. (Applause)

You know, if they combine their service with our former Secretary-Treasurer, Barbara Easterling's years of service, I would be in big trouble because you might get a hint as to Barbara's age. But suffice it to say, it would add up to quite a bit. A hundred and forty comes to mind, but that's ballpark. (Laughter)

So while they can't be replaced, helping to fill the void are two newcomers to my office: Teri Pluta out of District 4, by way of the telecom office, (applause) and Gail Gannon. Teri brings years of experience in getting things done in CWA, and Gail brings us an MBA and a CPA to the equation for us, and both have been tremendous assets to the Secretary-Treasurer's operation.

We also have the secretarial staff from the Secretary-Treasurer's office here, including my secretary, Robin Childress. (Applause) And just a whole bunch of people behind the scenes in the Secretary-Treasurer's operation that helped this Convention come together: Melissa Ferguson-- I better start listing everybody now-- two Beths, two Pams, a Sandi, a Karrie, Mark, Cheryl, Laura, Grace, John, Cherry, Krystal, Eoin, Blandon, Theresa. I know I have forgotten

somebody, but those and many, many more have helped to bring this Convention together.

We also have some secretarial staff from the Secretary-Treasurer's office here in the building with us. We have opened up the opportunity for our headquarters support staff working in Facility Services, Membership Dues, and Accounting to come over here in two-hour shifts and see firsthand this great democratic experience, and some of them are in the guest section right now and others will be here throughout the next three days.

All in all, I am fortunate to be surrounded by terrific people and, given the challenges we face, we are going to need all the help we can get.

In an economic mess stemming from years of mindless deregulation of the financial industry, we find ourselves confronting a fiscal crisis. Like each of you trying to balance your budgets with declining membership and revenues, the task we face is not an easy one. It brings us difficult choices, but choices that, as stewards of our members' money, must be made, and must be made with an eye towards the long-term viability of our union.

Now, the inclination may be to just hunker down, wait out this economic storm, batten down the hatches, and hope that we will survive. But let me suggest that the better course would be to lean right

into it. After all, if we are going to be "ready for the future," we need to take advantage of the moment and push harder than ever for the kind of change that would alter the makeup of our movement for generations to come, and, of course, nothing would do that more completely or more dramatically than passage of the Employee Free Choice Act. As you have already heard this morning, it won't be easy, although having all of you here this week will be the single largest push for the Employee Free Choice Act that this town has ever seen. So thank you all for being here (Applause).

All of us are going to be headed up to Capitol Hill to try and undo some of the damage that has been done on repeated fly-ins by the Chamber of Commerce in an all-out \$100 million effort to defeat the Employee Free Choice Act. Yes, as we heard earlier today from President Cohen, the same Chamber of Commerce that opposed OSHA; that opposed S-Chip, the Children's Healthcare Bill; the same Chamber of Commerce that fought against the Family Medical Leave Act and said maternity benefits shouldn't be paid because "pregnancy is voluntary"; the same Chamber of Commerce that kept the minimum wage frozen for more than ten years; and the same Chamber of Commerce that opposed the extension of unemployment benefits.

So, no surprise, they are once again on the wrong side of angels. Corporate America will stop at nothing in their efforts to hang

onto the power they have, power in the workplace-- power that has delivered them incredible wealth, wealth they didn't work for, but they will do everything possible to hold onto and accumulate more of it.

To show you how out of whack our economic system is, all you have to do is look at the 400 wealthiest Americans and how they are getting by. In 1992, the top 400 wealthiest Americans had an average wealth of \$620 million-- over half a billion dollars. By 1995, that figure had doubled, from \$620 million to \$1.2 billion. And now in 2009, the top 400 average over \$3.9 billion each-- and that's after the market crash. That's more than a trillion and a half dollars in the hands of 400 people in the United States of America.

To put it in perspective, the average individual in the top 400 could write a \$1 million check to each delegate, alternate, and guest in this hall-- don't write one to the company people-- each alternate and delegate and guest in this hall, and still be worth over \$2 billion. It's no wonder they will do anything they can to keep workers from getting a voice.

You know, it's never enough for these greediest in our nation. They wave the flag and they cry crocodile tears over the alleged loss of democratic principles; which, of course, in and of itself is an outright lie. As all of us know, no one's right to a vote is being taken away; rather, workers are being given the option of deciding whether

they want to vote, not their bosses. (Applause)

So while Corporate America pretends to tout democracy, we know better. This is nothing but democracy hypocrisy on their part. I don't hear any of them putting their decisions on where to relocate work to a vote. Unless you have a union contract, you are not going to get a vote on what your wages are going to be. Health care, pensions, do any non-union workers get a vote on these? How about who their boss is? If they are for democracy in the workplace, surely they are going to let us start voting on who their boss is going to be. Who here would like to have a hand in voting for who their bosses are? Hands up. Hands down, those of you in the Secretary-Treasurer's office. (Laughter) Those are the first hands up.

Well, if the Chamber of Commerce is so dedicated to the cause of democracy in the workplace, I'm sure they will rally to our side on the idea of voting for bosses. Despite this democracy hypocrisy, we have heard some of the most outrageous statements coming from CEOs about Employee Free Choice. Most of you heard the statements from Bernie Marcus at Home Depot or Lee Scott, the CEO of Wal-Mart.

But the most outrageous was by Sheldon Adelson. Adelson owns the Sands and Venetian casinos in Las Vegas. He told the *Wall Street Journal* that Employee Free Choice Act is, quote, "one of the two fundamental threats to our society." The other, he explained, is radical

Islam.

... Cries of "Ooohh" ...

SECRETARY-TREASURER RECHENBACH: When our Convention returns to Las Vegas in two years, your new membership cards have been programmed to burn a hole in your pocket if you enter the Sands or Venetian Hotel. (Laughter)

So imagine how different all of our negotiations would be today if one-third of working Americans-- which is what it was when I was born-- if one-third of working Americans versus the 7 percent of the private sector it is today, had collective bargaining. Wages and benefits would be out of competition in all the industries that we hold contracts in, and as far as health care, there is absolutely no doubt in my mind that we would have a national single-payer health care system if one-third of the workforce were in unions. (Applause)

By the way, the opponents of reforming the health care system are rolling out the old Larry and Louise argument, that health care decisions should be made by doctors and patients and not by the government. We already know that decisions aren't made by patients and doctors, or even government. They are made by insurance companies, which, as we also know, insurance companies are a lot like hospital gowns. Chances are neither one is going to cover your ass. (Laughter)

I could go on and on about the ways things would be

different if union members made up a larger portion of the workforce-- trade, employment security, pensions-- but that's what the fight for the Employee Free Choice Act is all about. They have the power. And if we want it, we are going to have to take it. So while this might be a little more crowded than usual inside this hotel ballroom, we simply could not have picked a better time to be here in Washington, D.C.

Let me follow up on a question I received from the floor last year on the potential savings to our union that the Convention here in Washington, D.C. might represent. For the National Union, the figure will exceed a quarter of a million dollars. For locals, it's a little more difficult to calculate because there are no two alike, but let's project a local that has 500 members that would have sent three delegates to the convention, that probably would have sent two delegates to the Legislative and Political Conference, and let's assume that, out of those five, one person would have attended both. The President of the local would have gone to the Convention and the LP Conference perhaps.

Using a conservative calculation and assuming all the Convention delegates stayed over for the LP Conference with an additional delegate coming to join the LP Conference, the savings per local would be \$2,085 each. It may not sound like much, but consider that average across a few hundred locals in this country, and you can see the savings overall is well into six figures, and surpasses the savings

even achieved by the National Union.

But perhaps a better measure, I took the total room nights booked for the 2008 Convention and the 2008 LP Conference, multiplied them times the effective room rate, and came up with a total. Then I took the total number of room nights that have been booked here for this Convention/LP Conference and applied the effective rates to that. In room charges alone, the savings were \$362,434, with nearly 90 percent of that going to local unions. And that does not include reductions in the number of paid days of wage loss, transportation, fewer days of per diem, and the elimination of the Legislative Political Conference registration fee.

More importantly, the greatest value is having 2,000 CWA members and supporters marching up to Capitol Hill on Wednesday and demanding action on the Employee Free Choice Act. (Applause) As the Master Card commercials say, "priceless."

But until we get the 60th vote-- and at this point we should be, as President Cohen told us earlier today, just days away from Al Franken being seated as the senator from Minnesota--

You know, let me digress for just a moment on that point. I have been following this court battle surrounding the fight to seat Franken, and my favorite quote-- and some of you probably heard this-- was one by Norm Coleman when he said-- and this is a quote-- "God

wants me to serve." Really? How bad a candidate must Coleman be if supposedly the creator of the universe is on his side, and he can't win?

(Laughter)

Of course, we have heard this morning the drive to 60 votes doesn't end with the swearing in of Al Franken. We have a number of Democrats who need a spinal transplant to get the 60 votes we need for cloture. (Applause) And while that may seem daunting at times, I would turn back the clock and remind you, as Larry mentioned, what happened 45 years ago this past Friday. After 83 days of filibuster, just a couple miles from here in the chambers of the United States Senate, the filibuster was broken and the Civil Rights Act of 1964 was passed.

(Applause)

Unlike today, when not one single Republican has the guts, one single Republican Senator-- I should correct that; there are a few in the House. When not one single Republican Senator has the guts to support the single most important legislation on the road to rebuilding the middle class; in 1964 forty-six Democrats and twenty-seven Republicans voted to pass the Civil Rights Act. I am certain there are times during those 83 days when supporters of the Act were ready to throw in the towel and say, "Let's try again next year. We have an election this fall and maybe we'll get better numbers and we can try it again." But they didn't do that. They hung in there, they drove it, they

drove it, they drove it, and they prevailed, and so can we. (Applause)

At any rate, until the day when President Obama is putting his name on the bottom of the Larry Cohen Act-- some of you may refer to it as the Employee Free Choice Act-- we still have plenty of challenges facing us as a union. In the first quarter, we averaged a drop in membership of nearly 4,000 a month. Our 2009-2010 fiscal budget was put together forecasting a reduction in revenue of nearly \$6 million. And this is further compounded by market losses in our pension plan which necessitated us contributing \$4 million, the first contributions we have had to make in many years.

Adding all that together and still coming up with a balanced budget was a tough task. Only with the cooperation of the Executive Board and the work of this year's Finance Committee were we able to do just that.

As with any challenges in life, there are opportunities, and in keeping with the spirit of "ready for the future," the Secretary-Treasurer's operations are being evaluated as we look to the future. We are looking toward structure issues within our union, as well as ways to take advantage of some 21st Century technologies. Towards that end, we have been making changes in the Secretary-Treasurer's office to improve our efficiency and our service. We have reorganized the Accounting Department, which unfortunately had become too dependent on outside

contract help to get all the books and reports that come with the territory completed.

Next up, tackling dues processing. I have put together a task force to sit down and evaluate the how's and why's of our current system with an eye toward not only making it more efficient, but linking it directly to an online database, a database which you can access as well as the National Union. (Applause)

Two weeks ago, I sent out a survey, and I want to thank over 200 local union officers who responded as we collectively try and carve a path into the future. This project is going to take some time, and I would ask you to be patient as we wade through all the issues that have to be dealt with. The information about our members and more timely ways to communicate though is good for CWA locals and it's good for CWA.

In closing, let me for a moment go back to that day in the Rose Garden when President Obama is handing Larry a pen that he used to sign the Cohen Act. Are we as a union ready for what happens next? Well, I can tell you this much: Every other major union in the United States of America is in the process of putting together their plans for a post-Employee Free Choice Act world.

Comcast, now the third-largest residential phone service provider in the country with a half million more voice customers than

Qwest, is sitting out there. Do you think for a moment that the IBEW will sit back and wait for us to organize the Comcasts of the world? What about the T-Mobiles or Verizon Wireless workers? Would Teamsters be interested in them? Or the SEIU? Will they be content to wait for us to train a new organizing force and decide what our targets might be? I can promise you, they all have plans underway to build their bargaining power off of the passage of this legislation, and shame on us if we don't as well.

One person's opinion here, but I believe we need to be mobilizing now, identifying and training local union organizers, putting together a list of prime targets, and figuring out strategies to give those workers an opportunity to enjoy the benefits of a collective bargaining agreement. (Applause)

If there ever was a call to be "ready for the future," this is it. We shouldn't hesitate, but to look to our Strategic Industry Funds to contemplate ways to get more local activists on the street and organizing for our union. Imagine how different our negotiations would be if we represented a majority of the workers in all the industries that touch CWA? It changes the dynamics at the bargaining table in ways that harkens back to the days when we were able to play offense all the time instead of constantly being on defense.

We can do this. It's no longer a pipedream for us. With the

leadership that you have provided with this Convention, which this Convention has always provided for CWA, you can show the way to make this happen again.

If I can leave you with one thought it's to take some time over the next few days, let your imagination run, let it take you to a place where our union has renewed strength at the bargaining table, where it has unmatched political clout, and where union members once again have a powerful and dominant voice in workplaces across America.

Together we can make that happen. Thank you very much.

... The delegates arose and applauded, clapping in unison as Secretary-Treasurer Rechenbach assumed the Chair ...

SECRETARY-TREASURER RECHENBACH: While the Finance Committee gets settled in, let me make a short announcement here. There are three things you can do to help expedite the process of recognizing those who want to speak. As you saw this morning, there were some delays in making that happen. Remove your delegate badge from its holder before you swipe it, make sure the bar code is facing away from you when you swipe it, and after you have swiped it, step to the side of the podium to allow other delegates space to pick up the phone and swipe their badge. You don't have to wait until one speaker is done before you swipe your badge and get recognized to be in line to speak after that person. This process will move much more quickly if we

can check in with the phone operators before you wish to speak. So thanks for doing that and helping to expedite things and stop some of the delays.

It is now my privilege to introduce the members of the Finance Committee:

From Local 2201, it's President, Chris Lane;

Executive Vice President, Local 6016, Monica Eason;

Absent for some family issues, the Treasurer of TNG-CWA Local 37083, Mitchell McMurry; and

The Chair of the Committee, Pam Seifers, the Secretary-Treasurer of Local 4900.

The Chair recognizes the Chair of the Finance Committee.

... The committee members took turns reading the report of the Finance Committee, as follows: ...

DELEGATE PAM SEIFERS (Local 4900, Chair, Finance Committee): If the delegates would turn to the report of the Finance Committee, please.

Dear Sisters and Brothers:

Your Finance Committee met in Washington, D.C. on April 15, 16, and 17, 2009, to review and recommend the 2009-2010 budget. The Committee reviewed the Budget Committee Report that was 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 Consolidated Financial Audit Report prepared by the Certified Public Accounting firm of Calibre CPA Group for the fiscal year ending May 31, 2008. The Auditors conducted their audit in accordance with generally accepted accounting principles. In the Accountant's opinion, the financial statements reviewed fairly represent, in all material respects, the financial position of the Communications Workers of America as of May 31, 2008.

As stated in last year's report, each administrative unit should focus on living within the dues income that it generates, and we commend those who have successfully done so. Past Convention actions direct Finance Committees to review the expenditures of each administrative unit and require any unit overspent at the end of the previous budget year to give a detailed explanation to the Committee. The Committee directed those administrative heads who exceeded their 2007-2008 and/or 2008-2009 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.

The Committee has submitted a proposal to the Constitution

Committee with regard to locals who are delinquent in remitting their dues to headquarters. These delinquencies create a negative impact on budgetary planning and execution. The goal of our proposal is to encourage dialogue between the locals, their administrative heads, and the Secretary-Treasurer's office in order to resolve delinquency problems before they become unmanageable.

The Committee notes the Constitutional requirement as amended by the 1996 Convention action, that not less than 10 percent of the overall annual budget be dedicated to organizing activities, and applauds the effort of the Budget Review Committee to meet this commitment through a combination of administrative unit resources, and National Programs' allocations.

The Finance Committee is recommending the 2009-2010 Budget as one that shows fiscal responsibility while maintaining a high level of representation and organizing commitment, as outlined above. The Committee applauds the work and efforts of the Budget Review Committee reducing the overall budget by 5 percent. Financial stability will require oversight of internal controls to meet budgetary compliance. The Committee recognizes the planning and implementation of progressive changes to maximize efficiency and improve cost containment, while continuing to provide necessary service to the membership.

The 2009-2010 Finance Committee would like to thank President Larry Cohen, Secretary-Treasurer Jeff Rechenbach, Executive Vice President Annie Hill, Assistant to the Secretary-Treasurer Teri Pluta, and CWA Staff for their time and effort in aiding the Committee in the review, development and preparation of this year's report.

The Committee wishes to thank all representatives in CWA Districts, National Units and Headquarters for their ongoing efforts to achieve the financial targets outlined in the 2009-2010 budget.

We respectfully request delegate approval, in solidarity. With the approval of the delegates, we would like to suspend the reading of the full report, but we would like to bring to your attention on Page 2 under "Members' Relief Fund," a correction in the last paragraph to the MRF floor, which should read \$377,494,108.

SECRETARY-TREASURER RECHENBACH: You have heard the recommendation of the Finance Committee.

... The motion was duly seconded ...

SECRETARY-TREASURER RECHENBACH: There is a second from the floor. At the Questions microphone, Delegate Henning.

DELEGATE BILL HENNING (Local 1180): My question is: Effective July 1, 2009, what will be the salaries of our elected officers-- the President, Secretary-Treasurer, and the Vice Presidents?

SECRETARY-TREASURER RECHENBACH: I don't have

the exact numbers here. We forecast a two percent increase in the salaries. I can give you the current salaries, and if you want to do the math and add two percent on top of that, we can do that. For President, it's \$182,956; Secretary-Treasurer, \$163,824; Executive Vice President, \$156,264; Vice Presidents, \$142,867. So add two percent on top of all those.

DELEGATE HENNING: Thank you.

SECRETARY-TREASURER RECHENBACH: At the Questions mike, Microphone No. 5, Delegate Winton. Before I call on you, let me make one correction. The Vice President representing the AFA, Pat Friend, her salary is determined by the AFA Constitution and is significantly lower than the salaries of all the other Vice Presidents. I should have made that note when I made the original announcement.

At Microphone No. 5, Delegate Winton, state your name and local number.

DELEGATE TONY WINTON (Local 31222): My question is about page 6, Exhibit B, on Income. I am just wondering-- I seem to remember in previous years there was a better breakdown on the dues income by district and by sector, which seems to be missing from this report. And, you know, in looking at a budget, it's important to look at the income side along with expense side which is detailed on Exhibit A. So I am just wondering if that information is available or was it just

omitted or what?

SECRETARY-TREASURER RECHENBACH: We could actually break it down by each of the districts and administrative units. You'll see the number on the top of the page, \$105,467,000, that's the income we project for the entire union for the 2009-2010 budget year. Then we base all the structure off of that. Does that help clarify, or do you want more detail?

DELEGATE WINTON: I just seem to remember that detail being provided in previous years, so I am wondering if there was a reason why it changed.

SECRETARY-TREASURER RECHENBACH: I can't tell you the reason why it changed. We are trying to make the report more readable and easier to follow by the delegates. If people think that's a valuable piece of information, I can include that, but we thought the overall income number was the significant number in this instance.

DELEGATE WINTON: Thank you.

SECRETARY-TREASURER RECHENBACH: There appearing to be no other delegates wishing to speak on the motion, the motion is to adopt the report of the Finance Committee. All those in favor of adopting the Finance Committee report, signify by raising your right hand. Down hands. Those opposed by like sign. The Finance Committee report is adopted, and I thank the Finance Committee for

their service. Thank you very much. (Applause)

Would the Defense Fund Oversight Committee come to the platform in their usual sartorial splendor.

I would like to introduce the members of the Defense Fund Oversight Committee:

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

From CWA Local 1101, Terry Daly;

Secretary-Treasurer of CWA Local 2202, John Wills;

From CWA Local 3802, Mark Ledford;

From CWA Local 4340, Ed Phillips;

From CWA Local 6215 James Allen;

Secretary-Treasurer of CWA Local 7026, Cecilia Valdez;

From Local 9505, Joan Gifford;

From Local 13500, Sandy Kmetyk, President;

From IUE-CWA Local 83761, John Lewis; and

The Chair of the Committee and President of CWA Local 1180, Arthur Cheliotas.

At Microphone No. 1, Delegate Luzzi. State your name and local number, please.

DELEGATE AL LUZZI (Local 1101): Good afternoon. I

would like to make a motion on the report of the Defense Fund Oversight Committee, that they revise their report to a highlighted version, summarizing the report rather than go through all the numbers. Those of us who find numbers to be deadly boring, we might find a few corpses in the room after their report is read. (Applause)

SECRETARY-TREASURER RECHENBACH: There is a motion on the floor. Is there a second?

... The motion was duly seconded ...

SECRETARY-TREASURER RECHENBACH: You can speak on the motion, or have you said enough already.

DELEGATE LUZZI: I said enough already.

SECRETARY-TREASURER RECHENBACH: There appear to be no delegates to speak on behalf of the motion. The motion before you is for the Committee to summarize their report.

There is somebody against, all right. The lighting is even worse up here with both Arthur and me up here.

At Microphone No. 4, Delegate Winton.

DELEGATE TONY WINTON (Local 31222): I speak in opposition to this motion. We are making a huge decision here, spending hundreds of millions of dollars that are paid by our members in dues. Information is critical to any democracy. CWA should stand-- or remain, I should say-- in the forefront of being democratic and providing

information to its members so it can be reviewed, and I would ask that this motion be defeated. (Applause)

SECRETARY-TREASURER RECHENBACH: Now there appear to be no other delegate wishing to speak on the motion.

The motion before you is to summarize the report of the Defense Fund Oversight Committee. All those in favor of summarizing the report signify by raising their right hands. Opposed by a like sign. The motion is defeated. Roll call? (Laughter) Sorry. I started that.

The Chair of the Committee.

CHAIR CHELIOTES: Can you hear me okay?

The delegates should know that in their packets they received a revised edition of the Rules of the Defense Fund and the Strategic Industry Fund. They should take them back to their locals and keep them as a reference in the event they need them to either apply for defense fund grants or for MRF or engage in Strategic Industry Fund projects, so they should keep that in mind.

In order to begin our formal report, I would like to turn it over to Terry Daly from District 1.

... The members of the committee took turns reading the report, as follows: ...

Report of the Defense Fund Oversight Committee

Through resolutions and rules adopted by various CWA

conventions, the Defense Fund Oversight Committee (DFOC) is charged with the responsibility to review activities associated with the Defense Fund, the Robert Lilja Members' Relief Fund and the Strategic Industry Fund. The DFOC is authorized to examine receipts, disbursements, investments and the administrative policies associated with the funds. The DFOC may also, with a 2/3 vote, affirm CWA Executive Board actions that are consistent with the rules governing certain funds. The DFOC is required to report its findings to each Convention and make recommendations to the Convention where appropriate.

The Defense/Members' Relief Fund Oversight Committee met on November 17-19, 2008, and March 30-31, 2009, in Washington, D.C. We met again prior to the Convention. The Committee reviewed activities associated with the Robert Lilja Members' Relief Fund, the Defense Fund and Strategic Industry Fund.

INVESTMENTS

In Washington, D.C., we reviewed the report from "Monitoring and Evaluation Services, Inc. - Investment Consultants" for the year ending December 31, 2008. Prior to the Convention we reviewed the report ending March 31, 2009. This firm was responsible for monitoring and verifying that fund investments are made in accordance with guidelines established by the President and Secretary-Treasurer who are the trustees of the funds. We were informed that their

monitoring services were terminated effective May 31, 2009. We were furnished with information regarding the specific amounts invested, the interest rates and returns and the duration of each of these investments. Since our last report, which covered the period ending March 31, 2008, the fund investments, including mortgages held by the fund, lost 12.14 percent over the last twelve month period. This is a dollar decrease of \$51,277,312 bringing the market value of the portfolio to \$370,843,313 as of March 31, 2009.

During the course of the year, due to the economic downturn, assets fell below the floor of \$377,494,108. Beginning in October, the quarter hour dues sent to the Strategic Industry Fund were retained by the Robert Lilja Members' Relief Fund for a total of \$8,890,621. Dues were kept in the RLMRF until the balance went above the floor during April, 2009. The quarter hour dues are now being directed to the SIF.

We also met with John Marco of the Marco Consulting Group (MCG), who was recently retained by the trustees as the investment manager of all of CWA's funds. The Committee commended the trustees for taking this action given the diverse nature of our investments. A draft of a new statement of investment policy, with current and projected asset allocations, was submitted to the Committee for our information. The investment manager, MCG, has consolidated our accounts into one depository bank and negotiated fee reductions estimated at \$260,000

annually.

THE ROBERT LILJA MEMBERS' RELIEF FUND

The balance of the MRF as of March 31, 2009, is
\$370,843,313.

The Committee reviewed mortgages and voted to keep the
current mortgage rate of 7.73 percent.

Mortgage loans held by the MRF as of March 31, 2009 are:

| Local | Amount |
|--------------|---------------|
| 1033 | \$ 112,345 |
| 1107 | \$ 183,128 |
| 1109 | \$ 513,540 |
| 1118 | \$ 218,577 |
| 1133 | \$ 966,618 |
| 2101 | \$ 254,231 |
| 2108 | \$ 677,419 |
| 2222 | \$ 169,344 |
| 3112 | \$ 44,178 |
| 3314 | \$ 53,686 |
| 3406 | \$ 89,847 |
| 4008 | \$ 54,382 |
| 4123 | \$ 150,848 |
| 4340 | \$ 980,462 |
| 4501 | \$ 118,700 |
| 6222 | \$ 3,973,822 |
| 6300 | \$ 1,521,280 |
| 7704 | \$ 78,745 |
| 7708 | \$ 203,451 |
| 7803 | \$ 169,938 |
| 9415 | \$ 37,159 |
| 9423 | \$ 1,073,150 |
| 9503 | \$ 116,631 |
| 9509 | \$ 848,508 |
| 39521 | \$ 93,944 |

TOTAL LOCAL MORTGAGE LOANS = \$12,703,933

THE ROBERT LILJA MEMBERS' RELIEF FUND EXPENDITURES
April 1, 2008 - March 31, 2009

STRIKE-RELATED:

| | |
|----------------------------|--------------------|
| LOCAL 33225 - UPAGRA | 631,000 |
| LOCAL 7500 - QWEST | 132,500 |
| LOCAL 81313 - DRESSER RAND | <u>301,300</u> |
| TOTAL | \$1,064,800 |

VICTIMS OF COLLECTIVE BARGAINING:

| | |
|--------------|-----------------|
| LOCAL 1180 | <u>\$19,580</u> |
| TOTAL | \$19,580 |

DEFENSE FUND:

The balance of the Defense Fund as of March 31, 2009, is
\$13,256,014.

DEFENSE FUND EXPENDITURES
April 1, 2008 - March 31, 2009

Allocations and expenditures which were approved by the
 Executive Board and the Committee:

| <u>Local</u> | <u>Allocated</u> | <u>Spent</u> |
|----------------------------------|------------------|--------------|
| IDEARC Locals 1301 & 1302 | 610,000 | 68,795 |
| Local 39521 CAL Fed-Interpreters | 60,000 | 0 |
| AT&T Contract Fight | 3,608,642 | 0 |
| State of NJ Public Workers | 1,981,825 | 1,902,042 |

| | | |
|---------------------------------|--------------------|--------------------|
| State of NJ Public Workers | 1,970,985 | 0 |
| NABET-CWA Local 51025 | 100,000 | 17,007 |
| AFA-CWA Northwest Airlines | 590,000 | 181,336 |
| Colorado Bargaining | 355,000 | 334,000 |
| Local 1133 Catholic Health Care | 43,000 | 20,000 |
| TNG-CWA Local 39117 | 34,000 | 32,893 |
| TNG-CWA Local 33225-UPAGRA | 95,285 | 5,350 |
| NABET-CWA Locals 51021 & 51026 | 40,500 | 25,795 |
| TNG-CWA Times | 100,000 | 0 |
| CWA Local 30111 | <u>31,920</u> | <u>0</u> |
| TOTAL | \$2,278,750 | \$1,078,479 |

STRATEGIC INDUSTRY FUNDS (SIF)

The balance of the Strategic Industry Fund as of March 31, 2009, is **\$34,218,428**.

The Strategic Industry Fund campaigns adopted by the delegates at the 2006 Convention continue to increase our leverage at the bargaining table and further our major policy initiatives.

The campaigns operate with specific budgets and clear measurable benchmarks at six-month evaluations. We currently have 14

active SIF campaigns. All SIF campaigns continue to stay well within their budgets.

SIF BUDGET AS OF 3/31/09:

| <u>CAMPAIGN</u> | <u>BUDGETED</u> | <u>EXPENSE</u> | <u>BALANCE</u> |
|-------------------------------------|---------------------|---------------------|---------------------|
| Verizon SIF | 6,330,000 | 4,599,027 | 1,730,972 |
| Speed Matters SIF | 3,975,000 | 2,288,975 | 1,686,024 |
| Alcatel-Lucent | 550,000 | 133,658 | 416,341 |
| Telecom Industry | 5,900,000 | 1,693,996 | 4,206,003 |
| Media News | 792,402 | 541,288 | 251,113 |
| News Industry Jobs | 284,591 | 205,324 | 79,266 |
| Canadian SIF | 573,000 | 42,753 | 530,246 |
| PPMWS SIF | 132,250 | 32,742 | 99,507 |
| Healthcare Workers- completed | 101,181 | 67,836 | 33,345 |
| GE Lighting | 360,500 | 195,826 | 164,673 |
| Lean/High Performance | 1,413,000 | 345,740 | 1,067,259 |
| Green Jobs | 1,182,500 | 134,491 | 1,048,008 |
| Healthcare for All | 12,000,000 | 5,022,086 | 6,977,913 |
| Employee Free Choice Act | 8,400,000 | 2,947,724 | 5,452,275 |
| Financially Distressed Employers | <u>1,493,750</u> | <u>79,309</u> | <u>1,414,441</u> |
| TOTAL | \$43,488,174 | \$18,330,775 | \$25,157,393 |

| | |
|----------------------|--------------|
| TOTAL SIF INCOME | \$52,549,210 |
| TOTAL SIF EXPENSE | \$18,330,775 |
| TOTAL SIF BALANCE | \$34,218,428 |
| TOTAL SIF BUDGETED | \$43,488,174 |
| TOTAL SIF UNBUDGETED | \$ 9,061,035 |

SIF CAMPAIGNS:

Currently there are fourteen SIF campaigns:

1. Speed Matters: A bold program to advocate for a national policy on high-speed broadband universal access with build-out timetable.

2. Verizon: A strategic campaign to change the environment in which we negotiate.

3. Future of News Industry Jobs: Aims to bring attention to the state of the industry and have TNG-CWA members take the lead in shaping its future.

4. GE Lighting: Seeks to educate IUE-CWA and CWA members, the public and elected officials to the fact that all GE energy efficient light bulbs are manufactured in China and pressure GE to manufacture "green" in the United States.

5. Media News: Campaign to build union power and ultimately create a global collective bargaining strategy at Media News.

6. Alcatel-Lucent: Aims to expose and alter the company's behavior toward the union and workers and to change "Medicare D" rules so that reimbursements can go back into the pension fund or VEBA.

7. Lean Manufacturing: Is developing a corps of IUE-CWA lean manufacturing experts who can train and implement the program in order to save and grow jobs.

8. Health Care for All: An ambitious campaign to train five percent of the CWA membership on the current state of health care and the need for passage of real health care reform, and build a political structure of State and Congressional District Coordinators to run campaigns focused on lobbying Congress on the Employee Free Choice Act and health care reform.

9. Telecom: Is focused initially on developing and delivering training which clearly presents the changes in the telecommunications industry and how they impact our bargaining. The growth of the Steward's Army is a major goal.

10. Employee Free Choice Act: Initially focused on educating members on the Employee Free Choice Act and obtaining 15 percent of our membership signed on to support and work for passage.

11. PPMWS Union Label: Seeks to assert and promote the new CWA Label.

12. CWA/SCA Canada: Aims to recruit the public to demand

quality journalism and keep media responsible for serving the people in their local area and to preserve free access TV signals across Canada after the 2011 transition to digital.

13. CWA Financially Distressed Employers: Establishes a joint industry/sector SIF fund to cover all necessary resources required to identify and analyze the financial status of CWA employers and to develop strategies and action plans to protect our members' jobs and security.

14. Green Jobs: Push new industrial policy-- an environmental economic development policy that places manufacturing and trade at the center of a green economy program, and uses domestic investments to save and create jobs.

SOME CAMPAIGN SUCCESSES

Speed Matters: The Speed Matters campaign achieved remarkable success. All of the benchmarks set in 2008 have been met. The Obama Administration embraced the goal of universal high-speed broadband; we passed the Broadband Data Improvement Act in 2008, and in February 2009 Congress included \$7.2 billion for broadband funding in the economic stimulus package. Other benchmarks: raised definition of "high-speed" Internet, included Speed Matters in the National Democratic Party Platform, passed Connected Nation legislation in Washington State, West Virginia, and Minnesota. We have collected

over 188,000 e-mail addresses and over 4,000 people subscribe to the Speed Matters weekly blog. In addition, over 530,000 people have taken our speed test.

Verizon: Broke down the wall between union and non-union technicians inside the East Coast Verizon footprint. Hundreds of technicians in Verizon Business joined the union as a result of gains consolidated during our contract negotiations.

Media News: The SIF campaign in this newspaper chain contributed to new contracts being achieved at Long Beach Press-Telegram, St. Paul Pioneer Press, Denver Newspaper Agency, and Denver Post. In addition, the workers at the Bay Area News Group successfully won union representation and are negotiating a first contract. Although the SIF funds did not pay for the organizing itself, the interaction between the San Jose and Northern California Media Workers Locals is what allowed for the victory.

Lean Manufacturing: Saved/created 70 jobs, including insourcing from China, and won \$1 million in new investments at Appliance Park.

Health Care For All: Appointed 100 State and Congressional District coordinators who trained 13,600 members; recruited 13,350 members into the Stewards Army; secured 2,200 first time COPE contributors and 680 who increased COPE contribution

amounts. In addition, 16,300 health care postcards were collected and sent to members of Congress.

Employee Free Choice Act: Collected 120,000 Employee Free Choice Act support cards and 4,000 photos from CWA members. CWA members were effective spokespersons in support of the Act, testifying before Congress, "meeting with elected leaders, and speaking at rallies. CWA members have collected thousands of handwritten letters to targeted Senators and worked in coalition with major unions supporting a major media campaign in targeted states featuring CWA members. CWA has continued to play a critical leadership role in building support for passage of the Employee Free Choice Act.

The Committee requests that the following recommendations be approved by the delegates:

1 - In the event that a newly organized bargaining unit certified to the CWA is on strike for a first contract and they are otherwise eligible to participate in the Members' Relief Fund and the Defense Fund, those strikers shall be eligible for benefits.

2 - A Defense Fund grant will expire after one year of the date of authorization for the specific projects authorized in the grant.

Respectfully Submitted, the Defense Fund Oversight Committee.

SECRETARY-TREASURER RECHENBACH: The

committee report is now before you. Delegates may speak for or against. At microphone No. 5, Delegate Roeder.

DELEGATE RAE ROEDER (Local 1033): I would like to ask the following question: On Page 4 of the Defense Fund report, people I was sitting with at the table asked me what is meant by "Victims of Collective Bargaining." Could you just define it for us?

CHAIR CHELIOTES: I think you are referring to Page 3?

DELEGATE ROEDER: Page 4, Arthur.

CHAIR CHELIOTES: Page 4, got it. Victims of collective bargaining are those who engage in mobilization actions in which the employer then takes adverse action against them and they find themselves without paychecks. We have had many instances where that has occurred. We all know that when members engage in mobilization, it's like putting a target on your back and we thought it was important that we immediately give them the full benefits in the event they engage in those kind of activities.

DELEGATE ROEDER: Thank you for that explanation.

SECRETARY-TREASURER RECHENBACH: You are entitled to a second question. If not, delegate Saether, Microphone No. 5.

DELEGATE KEN SAETHER (Local 7906): My question is, at the end of your report with your recommendation for Members' Relief

and Defense Fund money to potential members. As I understand it, only members can get Member Relief money. So if we are treating potential members as members, are the locals going to have the voting strength during these campaigns at meetings such as this? For example, I have a campaign going on with 1,500 people. Do I get an extra 1,500 votes during that campaign if they are out on strike?

CHAIR CHELIOTES: I can't speak to the question with respect to voting strength, but with respect to the whole idea of who would get these benefits, this is for units that have been certified to the union and are attempting to get a first contract and have no other way to do it but to go out on strike. They might not even be able at this point to reach an agreement with the employer because they don't have a contract to even begin deducting dues, but their intention is to do so once they are in the union and have a contract for which they have dues check-off.

DELEGATE SAETHER: Then in a right-to-work state, how do you envision that with the statement you just made?

CHAIR CHELIOTES: Well, we have had experience with right-to-work states where we have people who are non-members who, right before a strike, will sign on to the union to get the benefit. The goal in a strike is to keep people out; to keep people on the picket line. So we accept their check-off cards even in that instance, because we

want to have a successful strike. So anything that will get people out on the picket line with us we want to support, and that's what we have done with the way we have structured the fund and the benefit.

DELEGATE SAETHER: Thank you.

SECRETARY-TREASURER RECHENBACH: There appears to be no delegates wishing to speak for or against. I will put the question. All those in favor of adopting the Defense Fund Oversight Committee's report signify by raising your right hands. Opposed by a like sign. The report is adopted with the thanks of the Convention. Thank you very much.

I would like to call the Retired Members' Council to the podium. And while they come up here, we have a bit of supplemental credentials business to take care of, so I will recognize the Co-chair of the Credentials Committee for a supplemental report, Don Rice.

DELEGATE DON RICE (Co-Chair, Credentials Committee): Thank you.

President Cohen, Delegates, and Guests: The Credentials Committee would like to report credentials in Category 2, properly executed but late, for the following local: 24051. The Committee moves that the delegates be seated.

... The motion was duly seconded ...

SECRETARY-TREASURER RECHENBACH: The motion

is before you. There has been a second. There appears to be no speakers wishing the opportunity to speak on the motion. I will put it before you. All those in favor, signify by raising your right hands. Opposed by a like sign. It is adopted. Thank you very much.

Now for the purpose of calling on the Retired Members Council, I will call on Vice President Andy Milburn.

VICE PRESIDENT ANDY MILBURN: Thank you, Jeff.
Good afternoon.

I couldn't help but think, when the delegate went to the microphone and asked for the definition of "Victims of Collective Bargaining," after four months at the table with AT&T, I would think if you work there you are a victim of collective bargaining. (Applause and cheers)

I didn't have all these catastrophic things happen to me when I got elected to various union offices like Jeff did, but I have always been curious why, in 2000, when Vice President Ben Turn gave two weeks notice that he was going to retire at the end of March, that Morty Bahr asked me to come to Washington, D.C., to be sworn in on April 1st, 2000. I always thought, "Is this a coincidence that you are doing this on April 1st, on April Fools' Day?" But I never could get a straight answer out of Morty on that. (Laughter)

I want now to introduce the members of our Retired Members

Council, but before I do I want to say a couple words about how I feel about our retirees. I have the greatest respect and gratitude for these retirees. These are folks who not only built the union that we have, that we inherited, but also they fought the battles and made the sacrifices for our collective bargaining.

I know I hired on with Southwestern Bell Telephone-- which is now the new AT&T-- back in 1974 as a lineman, and the pay was only about \$96 a week. But what was most significant was that they had a contract with grievance and arbitration. And I promise you, without that contract with grievance and arbitration, I would not be standing before you today. So you have my thanks and gratitude.

We will give them the one-hand CWA clap as we recognize them.

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

Chair, Bobby Brown, District 6 President and Executive President of the Council;

Addie Brinkley, District 9 President and Secretary-Treasurer of the Council;

Ray Myers, District 13 President and Executive Vice President of the Council;

Patrick Welsh, District 1 President;

Adele Rogers, District 1 Vice President;
Michael Vivirito, District 2 President;
Jenny Sylvester, District 2 Vice President;
Irrel "Fuzzy" Finch, District 3 President;
Jorge "Dusty" Winters, District 3 Vice President;
Annie Flack, District 4 President;
Marcy Gregory, District 4 Vice President;
Ray Kramer, District 6 Vice President;
Judy Fries, District 7 President;
Peggy Dewey, District 7 Vice President;
Chuck Latimer, District 9 Vice President;
Bill Ahrens, District 13 Vice President;
Larry Combs, Merger Partner Sector President; and
Bill Freeda, Merger Partner Sector Vice President.

I now recognize the Chair of the committee, Bobby Brown for the purpose of the report.

DELEGATE BOBBY BROWN (District 6, Chair, Retired Members' Council): You know, I hate like hell to read a damn speech, but they handed me one, so I guess I will start reading.

You know, Andy was talking about when he hired on with the telephone company. I went to work the third day of January for Southwestern Bell back in 1950. A union steward, when I got off that

afternoon, said to me, "Come out here to the car." He got me out in the back seat. He said, "I want to talk to you."

I said, "What about?"

He said, "I've got this piece of paper I need you to sign. It's a union card."

I said, "What the heck is a union card? I'm an old farm boy raised on the farm, ain't been to a big city or nothin' else, okay?"

He said, "Well, this right here says you'll join the union, and all of us in your crew are union people. I just thought I'd let you know, if you don't sign this piece of paper we are not going to train you to be a lineman, so you are not going to have a job very long."

You know, that's what we are missing now. (Applause)
There's certain things you can't say now by law like we could back in those years. They could take me out and kick my butt and make me like it, but you can't do those things any longer.

Let me start in on this speech, and then we will finish up.

Good afternoon. Welcome to Washington, D.C. My name is Bobby Brown, and I am the new Chairman of the CWA Retired Members' Council. We are 42,000 incredible retirees who are some of the best friends you can have if your local needs support at the State House, Capitol Hill, at the bargaining table. We are concerned about retirees' issues, of course, but Employee Free Choice. Believe me, on this

Employee Free Choice, whatever you do, if you've got an ounce of blood left in you, get out there and fight for it. (Applause)

Health care is something we all need, I don't care who you are. In the past, I've heard young people say, "I don't like Social Security. It's not going to be there when I get there."

And you know what I tell them? I said, "Okay, let's say we go back like it was 70 years ago. No Social Security, so whenever your parents and people get older, you are going to have to provide the home for them. Your mother-in-law is going to move in the house with you, and who do you think is going to be the boss?"

And all the issues that mattered to CWA-- I am coming off of this speech, okay?

I'd like to ask delegates from the 190-plus that have retired chapters, to stand and be recognized. All you locals, if you have an RMC club, I would like for every one of you to stand. (Applause)

Now then, while they are standing, all you people who are standing, I want you to look at the ones that are sitting and see why they're not carrying out their union stuff and why they don't have an RMC club in their local. That's the people I want you to look at. They are not doing their damn job-- I'm sorry. (Laughter) They may not be doing everything they possibly can.

Some of you have been doing this for more than 20 years and

are just beginning to reap the many benefits of having an army of retirees ready and eager to help. I know many other locals represented in this room are talking with RMC leaders about starting chapters.

Flip the damn page-- I mean-- (Laughter)

I hope next year you will be joining those who are standing now. For gosh sakes, don't be sitting down there when I ask you this same question next year, okay? One of the reasons we've had impressive growth, not just in chapters but in members, is because some of your locals have given your new members a gift of Lifetime RMC membership. For a one-time investment of \$25 per retiree, you can help keep retiree members interested and active in your local in our large unions and in our RMC. Twenty-five dollars.

We started a new thing here about two years ago or something like that, in order for you to be an RMC member, there's got to be \$25 sent to the International to make them Lifetime Members to the RMC. And so I am asking you, like so many others locals out there, when they retire make that part of the package you give to retirees. Give the \$25, send it to the National RMC for them. That will make them a Lifetime Member, and they have to be that so they can be a member of your chapter and your local. Whatever you do, make that one of your things. Take it back to your E-Board and everything, and get it okayed.

I want to thank those locals that are giving \$25 Lifetime

Memberships to their retirees. They are: Locals 1089, 1150, 2108, 3201, 3290, 7471, 7500, 7803, 9511, and 13000. Please give those ten locals a round of applause. (Applause)

Hey, my darn local is not on that list. I wonder what happened. My local, really and truly, they have an expenditure for the retirees that's somewhere close to \$5,000 they give to the retirees. So they give their part, and us retirees, our chapter, makes sure that whenever they retire and they want to join our RMC chapter, we will pay for them.

So what kind of things are our CWA retirees doing? We are marching and rallying for the Employee Free Choice Act, health care reform, and we are writing letters and making phone calls to our members of Congress. Believe me, we just got through doing that. We do that constantly. We are contacting politicians back home who need to know there are groups of people who won't stand idle.

They just gave me 3204-- oh, I missed one. They also give Lifetime memberships. Thank you. It wasn't on my list. I didn't write my list, so that way I can say, hey, somebody else was at fault.

(Laughter) But thank you.

We were testifying and demonstrating in shareholders' meetings. You know, there's quite a few of us up here that go to these shareholders' meetings. I just got back-- AT&T had a shareholders'

meeting there in Dallas and I live in Fort Worth, Texas. It's about a 50-mile drive. We had a bus going over. There were around 600 AT&T people who went to that stockholders' meeting. It was red shirts all over everywhere. Some of the stockholders couldn't get in because there weren't enough seats, so they left.

I have been speaking at the stockholders meeting for a number of years, and so when I get in there, I say, "I will be going to the mike."

They say, "I don't know whether you can get that mike or not."

I say, "Well, let's get one thing straight. Possibly you don't know me. I will be going to the mike or I will be up on the podium, one or the other. I'm a stockholder." I will talk about the CWA and I will be talking about the retirees. You can bet on that. (Applause)

The CEO met me beforehand and he said, "We will take care of the retirees." He gets on the podium, so when I got up to the mike I asked him again in front of everyone about the retirees' health care. And he said, "AT&T will take care of their health care."

That sounds pretty good, but he didn't give us what we wanted. He didn't say what he would do. Does that mean that he is going to use a new rope to hang us? I don't know. But they had all these directors there, so I asked him, I asked him, "I would like to have

all the directors stand up, turn around, and address this group of stockholders here and tell them that they are going to make sure that the retirees are taken care of."

He looked over and glanced at them twice and said, "I will report to you that they all are saying they will take care of the retirees."

Now then, if he doesn't carry this out, does this make him a liar? Is he also speaking for all of those directors? Is he making them a liar if he doesn't take care of the retirees? We will only find out when that contract comes out.

We are testifying and demonstrating at the stockholders' meetings. We are picketing with you in front of workplaces where employees are refusing to bargain their contract. We are there when you need us, and we are grateful to know that you are there with us.

Thank you for all you have done to help our retirees' chapters grow. (Applause)

Now then, that is my written stuff, okay? Now then, District 6 wants me to talk to y'all like I talk to them. So you all are going to be home folks now, okay?

I don't like a damn scab. (Applause and cheers) I have no need for a damn scab, even if he is your brother or your sister and your mother and your father, or who they are. I have no need for a scab. And it's time for these union people to start standing up and saying, "I don't

like a scab." Once you get a scab, they're there from now on. It's just like a brand on you. I don't want to work with them, but I have to, okay? That's one of the things we have to do.

But if you are a scab, just think what it does to your whole family. My kids are not going to play with your damn kids. They ain't going to have nothing to do with them. (Applause)

Let me tell you something that happened back in Fort Worth a bunch of years back. We went on strike, and Southwestern Bell called those managers to come in. They wanted to talk to them about going to work. We had a third line supervisor who went in there. He came back and said, "Hey, they was in there asking us to go to work with y'all as scabs and do the work for them. I told them there is no way I would cross a picket line and go to work on anything."

One of the men in there, he was a union member at one time. He was pretty darn good. He paid his dues but wasn't real active or anything else. Then he went to supervisor. He wasn't a bad supervisor. People got along with him. He did fairly well and everything. But he went to work for them. He didn't need the damn money. Why did he go to work?

Needless to say, it wasn't long until the contract was settled. And after that contract was settled, he had been going to a group meeting. Every week there was a group of retirees, both management

and union people. They had their coffee, one thing and another. After the contract was settled, he came out there to join them with a big smile on his face, and they said, "Hey, you goddamn scab-- I'm sorry, I shouldn't say that. Anyway, "What are you doing here?"

He said, "Well, I come out here to have coffee with all of you."

They said, "You are the lowest son-of-a-gun there ever was. You are never sitting at this table again." (Applause)

You know, he was never invited to anything. The thing about it was, he had really a nice wife. He put a brand on her and nobody would have anything to do with her or that person. When he died, no one he ever worked with or anything else went to his funeral or anything else. His own kids had nothing to do with him. He was a scab and no good, and that's what we got to remember. That's exactly what they are.

And also, I live in a state that's a right-to-work state. I have come up with a new word that I have been using. And that's a "scablet." What in the heck is a scablet? That's that darn person that won't join the union, sits right next to you, has a contract, probably knows more about it than you do, and the union has to carry on and make sure that that person is treated well. It just makes you madder than everything.

So I say, get in there. If they haven't signed up to be a union

member, I ain't letting one sit at my table. Kind of like a scab, as far as I am concerned, they are scabs. You can call them what you want to. They are scablets until they sign that union card. My family is not having anything to do with them and no one else will either. I have no need for them. (Applause)

The thing of it all is-- I'm going to kind of take it easy on you. I am not going to tell you everything I do in District 6. I'm going to take it little bit easier on y'all. I want you all to repeat after me. The RMC--

... The delegates repeated "The RMC" ...

BROTHER BROWN: --is about--

... Cries of "is about" ...

BROTHER BROWN: Serious business.

Have a great time. (Applause and cheers)

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

VICE PRESIDENT MILBURN: I love Bobby Brown. When I go to a rally in Dallas or San Antonio, if I'm on a picket line, even when I went to the shareholders' meeting in Ohio, Bobby Brown is always there. If he could get over his shyness, he would be a great leader. (Laughter)

Please join me in thanking the Retired Members Council.

... President Cohen resumed the Chair ...

PRESIDENT COHEN: Thank you, guys.

Welcoming back our Resolutions Committee, check out your resolutions books. I recognize the Chair of the Resolutions Committee.

CHAIR GIBSON: Thank you, Mr. President.

The Chair recognizes Jim Marshall.

COMMITTEE MEMBER JIM MARSHALL (TNG-CWA Local 31003): Thank you, Mr. Chair.

Would the delegates please turn to Page 5 of the Resolutions report and look at Resolution 71A-09-2 entitled "Employee Free Choice: It's Our Time."

RESOLUTION 71A-09-2

Employee Free Choice: It's Our Time

Our campaign to win passage of the Employee Free Choice Act has come down to the wire.

We have an overwhelming majority in the House of Representatives, with bi-partisan support in that chamber, and a president who will sign the Employee Free Choice Act with pride. We also have majority support for the legislation in the Senate. However, we need 60 Senators to bring the bill to the floor of the Senate for a vote. That vote will be along strict party lines, and there remain some "wobbly" Democrats.

Working with the labor movement-- AFL-CIO unions,

Change to Win unions, the National Education Association-- and the hundreds of organizations that have stood up to support Employee Free Choice, we need to make the final push to get this measure passed by Congress and sent to President Obama for his promised signature.

This is it. This is our time.

Over many, many months, we have proven the case for the Employee Free Choice Act. We have made the connection between strong bargaining rights and a strong middle class.

The public overwhelmingly supports real bargaining and organizing rights for workers. Nobel-prize winning economists, big and small business leaders, and public policy analysts all agree that Employee Free Choice is the key to turning around our struggling economy. Strong majorities in the House of Representatives and the Senate, not to mention President Obama and Vice President Joe Biden, are standing up for working families and Employee Free Choice.

Not surprisingly, some corporate interests like the Chamber of Commerce do not quite see it this way. The Chamber of Commerce alone has spent \$200 million trying to fight Employee Free Choice. Its latest tactic is to host "fly-in days" for corporate executive officers whom they take to meetings with their senators to lobby against the Act. For example, the Chamber of Commerce just recently flew in 300 executives to meet with California Senator Dianne Feinstein.

Clearly, the Wall Street and financial interests that have run our economy into the ground cannot be allowed to control our economic future. Greed and overreaching by Wall Street and investment banks caused our economic crisis and the extreme income inequality that has been rampant in this country for several decades.

The result is an economy in which people do not have health care, quality jobs, or the ability to move forward confidently into the future. That is why bargaining rights and the Employee Free Choice Act top our agenda for working families.

Eighty-eight percent of American workers do not have bargaining rights. This means workers do not have a seat at the table with their employers and do not have the ability to find solutions to workplace and economic problems. As a direct result, working families in the United States lag far behind working families in the world's other industrial democracies, according to the Organization for Economic Cooperation and Development, which tracks economic, environmental and social conditions in 30 developed countries.

The Employee Free Choice Act serves as the foundation upon which we will address all the critical challenges facing workers and their families today. Without bargaining rights, our nation trails the other advanced economies on every social and economic indicator.

Health care. The United States now spends more than 17

percent of our gross domestic product on health care-- twice that of other industrial democracies. Yet 46 million Americans have no health insurance. U.S. businesses that do provide coverage for employees face a competitive disadvantage compared to other U.S. employers who offer inadequate or no health benefits. Similarly, U.S. corporations that provide health coverage, incur costs that foreign corporations located in nations with national health policies do not bear, raising the cost of U.S. goods and services relative to our foreign competitors.

Pensions and retirement security. For working families, the percentage of income replaced by Social Security and private pensions is lower in the United States than in any other industrial nation with the exception of Mexico.

Jobs and fair trade. In the United States, our trade practices have been based on an imbalanced notion of "free trade" that ignores the impact on working people. In the world's other industrial democracies, workers' interests carry weight in setting national trade policy.

Bargaining rights. Trade union representation has declined to 12 percent of the U.S. labor force, and only seven percent of the private sector. The United States has the worst record of any democracy in protecting workers' rights-- with the exception of Colombia.

The Employee Free Choice Act ties all these issues together. That is why we must take this opportunity, push harder than ever, and

pass this critical legislation.

Our representatives and senators must be on notice that we are watching their votes and that we will hold them accountable for their vote on Employee Free Choice. It is time that our elected officials declare "which side they're on."

Resolved: CWA members must do everything possible to ensure that Congress passes the Employee Free Choice Act and sends it to President Obama for his signature. CWA members must be a massive presence on Capitol Hill at our June 24 Lobby Day. CWA members and locals must continue to contact their senators and representatives and their staff, scheduling meetings in district offices over the next several weeks to press for passage of the Employee Free Choice Act. CWA members must send a deluge of personal letters to members of Congress to make sure that our voices are heard on Employee Free Choice.

Resolved: We will focus our efforts on Democratic Senators this week and every week until passage of the Employee Free Choice Act, since we need all 60 to vote for cloture to get a floor vote. Particularly in key Senate states, we will make sure that every steward is engaged in mobilizing like never before. CWA members will make sure that our elected officials know they will be held accountable for their vote on the Employee Free Choice Act.

Mr. President, the Resolutions Committee moves the

adoption of resolution 71A-09-2 entitled "Employee Free Choice: It's Our Time."

PRESIDENT COHEN: A motion has been seconded from the floor. At microphone No. 3, Delegate Gendron.

DELEGATE MICHAEL GENDRON (Local 1108): Good afternoon, sisters and brothers. I am speaking on behalf of the resolution, "The Employee Free Choice Act: It's Our Time." The membership of organized labor has been on the steady decline for the last 30 to 40 years to the point that it is today. We are at 12 percent of the working men and women of this country who enjoy the protection of a union. It is no coincidence that we have seen a decline in the middle class in our country during this time.

This did not happen by accident. Corporate America has had a plan they have been following. Well, now it's our time. Today we have a plan to make things fairer. Unfortunately, 30 percent of employers fire union organizers, 49 percent of employers threaten to close worksites, 91 percent of employers force employees to attend captive-audience meetings.

Well, I say it's time for a change. The Employee Free Choice Act will bring that change. It will return the choice to form a union back to the employees. Under the Employee Free Choice Act, there will be mandatory mediation and first contract arbitration. Over

40 percent of the time, there is no first contract.

Brothers and sisters, imagine a world where the employer actually gets fined for their illegal activities. We are living through a perfect storm of having a House and Senate along with a President who support the Employee Free Choice Act. We cannot afford to sit back and wait for it to happen. We must be out there as a constant reminder that we will not rest until we restore the middle class, restore respect and dignity back to the working men and women of this country.

So when you look back on today, when you look at your children, will you be able to say you did all that you could to bring real change in the U.S.?

Sisters and brothers, it's our time. Thank you. (Applause)

PRESIDENT COHEN: At the Questions mike, Delegate Walker.

DELEGATE ERIC WALKER (Local 3290): President Cohen, the question is: Will the Employee Free Choice Act principles apply to all private sectors employees, including unions?

PRESIDENT COHEN: Yes.

DELEGATE WALKER: I have a follow-up question. Will the binding arbitration provision apply regardless of issues remaining after three months?

PRESIDENT COHEN: The time period I don't have in front

of me here. Does the committee have that? And that is under discussion, that time period. But the basic answer is that all mandatory subjects would have the binding arbitration. The mediation period, I think that's three months, and then I think the binding arbitration comes in four months. But we can check that and get back to you on that if you want to see me. I don't want to say exactly the time period. I don't have it in my head.

DELEGATE WALKER: Thank you.

PRESIDENT COHEN: Thank you. Microphone No. 3,
Delegate Perez.

DELEGATE JUDY PEREZ (Local 9400): Mr. President, Executive Board, Delegates, Alternates: I rise in support of this resolution. In 2008, we not only elected Barack Obama as President, but also elected to the Congress and Senate a majority of Democrats. CWA put a lot of money, time, and an endless number of volunteers into races across this country-- and we won. Our prayers were answered, we thought. Life was going to be good. We could finally pass the Employee Free Choice Act and dream of organizing the unorganized, unencumbered by restraints and intimidations.

But now we are hearing that nothing has really changed. Those Democrats whom we elected have forgotten about us. In fact, they forgot very quickly that they were elected to represent us, working

Americans. So, brothers and sisters, I guess we've been too nice. We need to get mad. We don't need to kick butt; we need to kick ass.

(Applause)

We need to go to the Hill this week and remind them that they work for us. We pay their salary. They also have good health care benefits that we got for them. So, either they need to support the Employee Free Choice Act, or we will bring them down. Just having "Democrat" next to their names will no longer protect them. (Applause)

Brothers and sisters, we need to fight hard. My father had an old saying, "It's better to get pissed off than pissed on." Well, we've been pissed on for too long. We need to get pissed off! Fight!

(Applause and cheers)

PRESIDENT COHEN: No other delegate wishes to speak on the motion. The motion is before you. All those in favor of Resolution No. 2, "Employee Free Choice Act: It's Our Time," please indicate by raising your hand. Down hands. Opposed. It is adopted.

(Applause and cheers)

CHAIR GIBSON: The Chair recognizes Robert Santucci.

COMMITTEE MEMBER ROBERT SANTUCCI (Local 3806): Thank you, Mr. Chair.

Will the delegates please turn to Page 8 of the Resolutions report and look at Resolution 71A-09-3 entitled, "CWA 2009

Mobilization for National Health Care Reform."

RESOLUTION 71A-09-3

CWA's 2009 Mobilization for National Health Care Reform

"So let there be no doubt: Health care reform cannot wait, it must not wait, and it will not wait another year." With those bold words President Barack Obama set the stage for enacting health care reform in 2009. And he has stood by that bold challenge. His 2010 budget submitted to Congress included a \$600 billion down payment on health care reform. Since then, he has reached out to insurance company representatives, business executives, and most recently to the American Medical Association-- traditional foes of the expansive reforms. President Obama has challenged those factions to stand down, be part of the solution, and help make health care reform a reality.

The President's effort is supported in both the House and the Senate by energetic Committee Chairs determined to get the job done in 2009. As we meet at this Convention, the Senate Finance Committee and Senate Health, Education, Labor, and Pension Committee have drafted bills and are considering them in committee mark-up hearings. The three House committees with jurisdiction over health care have merged their efforts and just released their common bill. Along with H.R 676 introduced by Rep. John Conyers, each of these proposals has set the goal of achieving health care for all.

In spite of this positive momentum, the battle lines are drawn. Business resists the notion that they must pay their fair share. Health insurance companies resist the notion that the American people should be offered the choice of a public plan, fearing a cost-efficient plan might drive them out of business. Health care providers resist the notion that costs might be controlled by implementing best practices. In short, stakeholders are and will continue to lobby hard to make sure that health care reform does not come at their expense.

CWA has a huge stake in the outcome of this historic opportunity. Our members have had to fight hard just to keep the health care benefits we have, but most of us have been losing ground. Health care is soaking up a bigger and bigger portion of our total compensation, but the benefits packages are shrinking. We can no longer expect to solve our health care problems at the bargaining table. We must take our fight for affordable, quality health care for all to the halls of Congress.

Our message to Capitol Hill is that fixing health care is crucial to fixing the economy. The high cost of health care is hurting our families, our businesses, and our government. If we are to build a new foundation for economic growth, we need to fix our health care system to control costs and guarantee good, affordable health care.

It is very likely that a health care reform bill will be passed this year, and CWA members must help the final push for passage so that

this historic opportunity is not missed. We do not want just any reform bill; we want the right reform bill. As the bill is being written and moves through Congress, it is important that we speak out for our priorities, so we get health reform that works for working families.

Resolved: CWA will engage at every level to work for passage of a health care reform bill this year that addresses our top priorities: all employers must pay toward coverage for their workers; pre-Medicare retirees must be guaranteed affordable, quality care; there must be a choice between a public and private health insurance plan; and the health benefits for working families must not be taxed.

Resolved: CWA will join with coalitions who share our principles in order to multiply our power. "Health Care for America Now!" is the largest coalition uniting labor unions and other progressive groups working for comprehensive health care reform. We will link our efforts where we can, beginning with the June 25th National Health Care Rally and Lobby Day and in state and local coalitions thereafter.

Mr. President, the Resolutions Committee moves the adoption of Resolution 71A-09-3 entitled CWA 2009 Mobilization for National Health Care Reform.

PRESIDENT COHEN: You have heard the motion. It's been seconded from the floor. At microphone No. 3, Delegate Blackburn.

DELEGATE DAVID BLACKBURN (Local 7050): Brothers

and Sisters, Delegates, Alternates, and Guests: I stand before you asking for all of us at this meeting, our families and our friends, to make a commitment to do the following: Engage at every level to work for the passage for a Health Care Reform Bill this year that addresses our top priorities: All our employers must pay toward coverage for their workers' pre-Medicare, and retirees must be guaranteed affordable, quality care. There must be a choice between a public and a private health care insurance plan. And on health care benefits, working families must not be taxed. I repeat, **MUST NOT BE TAXED.**

Join with our families, our co-workers, and friends to work with the coalitions who share our principles in order to multiply our power. For any representative of an employer who has the stupidity to still be in this room, I ask them to get off your duffs and start today to help with health care reform and to join with us in fixing it, not just giving us lip service. We have been getting lip service at AT&T from the beginning. (Applause)

Health care, America, is a right. It's not a privilege. And every worker and retiree in America deserves that right. We cannot have life, liberty, or the pursuit of happiness if we don't have affordable national health care. We can no longer resolve our problems at the bargaining table. We must fight for affordable quality health care for all in the halls of Congress.

As a member of the CWA Legacy-T bargaining team, I know from experience that AT&T, one of the richest corporations in the world that made \$12.8 billion last year and is projected to make even more this year, as its first priority, is to shift health care costs to its workers in the tune of at least an 18 percent increase, and refuses to even discuss or bargain for retiree health care.

So when retirees asked the question of AT&T, "How are they going to take care of us," I would suggest you sit down before you get the answer.

So with the passage of a comprehensive Health Care Reform Bill, with a choice between private and public plans, we will be able to bargain for things that we need to bargain for-- wages, hours of work, working conditions, benefits, respect at work.

Brothers and sisters, I urge you to vote for this resolution. Thank you very much. (Applause)

PRESIDENT COHEN: Microphone No. 3, Delegate Tafolla.

DELEGATE JAKE TAFOLLA (Local 6137): Thank you for allowing me to be heard on this critical issue.

The CWA must continue, renew, and strengthen our efforts for national health care reform. The deterioration and erosion of health care benefits for millions of Americans is evident by looking at the state of today's economy. The CWA is amongst the last line of defense for

working class America. Our efforts today can have an enormous impact on our children tomorrow. It's time for all of us to call upon our lawmakers to design and support legislation that will save America from drowning in the high cost of today's health care system.

Brothers and sisters, I urge you today to stand with me in support of this resolution, and also to engage yourself in the campaign to fix the health care crisis that we are facing today. It takes more than just agreeing with the issue. It's going to take hard work from all of you.

Thank you for your time and efforts. (Applause)

PRESIDENT COHEN: No other delegate wishes to go speak, the motion is before us. All those in favor of Resolution 3, please indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted. (Applause)

CHAIR GIBSON: The Chair recognizes Carl Mayers.

COMMITTEE MEMBER CARL MAYERS (NABET-CWA Local 52031): Thank you, Mr. Chair.

I would ask the delegates to please turn to Page 10 of the Resolutions report and look at Resolution 71A-09-4 entitled, "Bargaining Solidarity." I would also like to say that the committee would like you to, if you haven't read all of the resolutions, even though we are reading the Resolves, that you take time to do that, either when you go home or

during this Convention, because we put a lot of work into it.

RESOLUTION 71A-09-4

Bargaining Solidarity

For the last 18 months, working families have suffered through the most challenging economic environment since the 1930s. In May 2009, the national unemployment rate hit 9.4 percent with over 14.5 million workers out of a job.

Not only is the economic downturn the most severe since the Great Depression, employers are wielding their economic power to reverse years of contract gains. CWA-represented employees see this behavior in private and public sector, big and small companies, service and manufacturing companies. This is true both in the United States and Canada. Workers without union representation and without collective bargaining coverage are being hit even harder.

AT&T is among the most profitable companies in the world, and nearly 100,000 of our members have been working since April 4 without a contract. We support the unity of those members and retirees and their fight against cuts and for a higher standard of living.

In the newspaper industry, where five CWA employers have filed for Chapter 11 protection, employers are forcing furloughs and wage cuts on TNG-CWA members. In June 2009, management at the St. Louis Post-Dispatch asked employees to take a 23 percent cut over the

course of a three-year contract. Also in June 2009, management at the Boston Globe imposed a 23 percent wage cut on TNG-CWA members. Several employers are demanding that local unions reopen contracts in mid-term.

Job loss in manufacturing-- with total employment down 30 percent since January 2001-- has had a consequent impact on collective bargaining and IUE-CWA-represented employees. At Dresser Rand, an oil drilling supplier that has flourished with the fortunes of the oil and gas industry, management eliminated retiree health care and unilaterally eviscerated fifty years of work rules in 2007 and 2008. At Momentive Performance Materials, employees' wages were cut by 25 percent in January 2009. In the automobile industry, General Motors appears in June 2009 to be using bankruptcy to renege on funding retiree health benefits for 27,000 IUE-CWA retirees.

At National Public Radio, management forced NABET-CWA-represented employees to accept in April 2009 a net reduction in total compensation in excess of \$16,000 per employee on the sole basis of budgetary projections-- with no protection in the event the projections were flawed.

The slashing of wages and benefits is threatening middle-class jobs at precisely the same time President Obama is seeking to stimulate the economy. Not only does employer behavior threaten CWA

members, it threatens the nation's economic recovery. Solidarity within the union and across the labor movement is now more important than at any other time in recent memory.

Two recent settlements show how solidarity strengthens the union in tough economic times. New Jersey public sector workers demonstrated the concrete benefits of solidarity in June 2009, when, through mobilization, member education, and outreach, public sector locals reached an agreement that provides job protection for CWA members and preserved the integrity of collective bargaining.

Likewise, in May 2009, California newspaper employees reached a first contract at the Bay Area Newspaper Group after first a denial of recognition to the unit, then a year of organizing that involved firings, then a difficult year of bargaining aggravated by the deteriorating financial condition of the parent company Media News. This gain could only take place because of the commitment of union activists to member communication and education and help from an adjacent CWA local.

Resolved: In response to the attacks we all face at the bargaining table, CWA members must continue to stand strong and unified in support of each other's collective bargaining regardless of industry, sector, or region.

Resolved: CWA will join together in solidarity with other

unions, Jobs with Justice, progressive elected officials, and other allies to foster coalitions that support our collective bargaining agenda; build public understanding that slashing workers' wages, benefits, and jobs will not lead our countries out of the current recession nor re-build the middle class; and support public policies that improve the standard of living and collective voice of working people.

Mr. President, the Resolutions Committee moves the adoption of Resolution 71-A-09-4 entitled, "Bargaining Solidarity."

PRESIDENT COHEN: Thank you. A motion has been made and seconded from the floor. At Microphone No. 1, Delegate Thomas.

DELEGATE MAURICE "MO" THOMAS (NABET-CWA Local 52031): Good afternoon, Mr. President. Brothers and sisters of NABET-CWA, union movement at large, I would like to make a motion to amend Resolution 4 at Line 35, inserting the following language: "Negotiations for 2,500 NABET-CWA members working at NBC Universal in New York, Chicago, Washington, D.C., and Burbank, California, have taken place against a backdrop of increasingly hostile behavior from management. The company is determined to scuttle a 75-year relationship by insisting on proposals that include gutting the seniority system and removing a number of union jobs from the bargaining unit."

That is the language. I will provide that to the Chair.

... The motion was duly seconded ...

PRESIDENT COHEN: Thank you. You can speak on your motion. Is there a second? Yes, there was.

DELEGATE THOMAS: Mr. President, you know this is very reminiscent of another move we saw some years ago at CNN where the company made unilateral changes by transferring the work that we used to be doing for many, many years to just another group, change the job title, told everybody they had to reapply for the very same job they had been doing for years. Here again, NBC Universal is trying the same tactic. Of course, we are not going to let them get away with it at the bargaining table, and our members are not going to let them get away with it on the street. We are going to make it very clear. These are our jobs, we have bargained for these jobs, we have had these jobs for a long, long time.

As you have said many times, Larry, this is another race to the bottom by Corporate America; another way of eliminating union protections, union representation. And I think in these economic times, it's exactly what this country does not need. We need more members. These members had these jobs; they deserve the work; they deserve representation. I ask the Convention for support of the amendment.
(Applause)

PRESIDENT COHEN: With no one wishing to speak on the

amendment, we are now voting on adding those lines. Basically, this is the fight at NBC, which is done by GE Universal. We've got GE, NBC, Universal, but we know who they are. And that's the language, as Delegate Thomas just read.

All those in favor of the amendment-- just the amendment-- please indicate by raising your hands. Down hands. Opposed by a like sign. It's adopted. (Applause)

Now we are on the main motion. At Microphone No. 3, Delegate Green.

DELEGATE BILL GREEN (AFA-CWA Council 23057): I speak for the unanimous adoption of this resolution in AFA-CWA. Almost every airline is in negotiation in some form, including mediation. In 1998, Airtran Airways flight attendants were nearing a strike and negotiations were difficult, to say the least. If not for the support and solidarity of Atlanta and the Georgia house of labor, we would not have reached our first agreement without a horrendous strike. The labor solidarity sent management a strong message that labor was in the house in Atlanta, and management had to deal with us.

We are now negotiating our third agreement, and last year the Airtran AFA-CWA leaders all became delegates to the Central Georgia Labor Council because, whether it's a contract fight at AT&T, Verizon, United Airlines, Atlantic Southeast Airlines, we are all in this

together. Our CWA goal here is to rebuild the great American middle class, and standing together and collective bargaining is the first step.

Let's send management a resounding message today by passing this resolution in one voice. (Applause)

PRESIDENT COHEN: At Microphone No. 3, Delegate Duffy.

DELEGATE SHANNON DUFFY (Local 36047): Brothers and sisters, we are in the most difficult bargaining circumstances in my lifetime. I know there are a lot of brothers and sisters out there serving on bargaining committees, trying to walk through a minefield. They are dealing with corporations that have economic difficulties.

But there are also locals, like mine-- and my local is listed in this resolution, the St. Louis Newspaper Guild, St. Louis *Post Dispatch*-- where they want 23 percent in wage concessions when the *Post Dispatch* made a profit last year. As a matter of fact, the *Post* is owned by Lee Enterprises. They have 54 daily newspapers. All of their newspapers send them \$207 million collectively up the corporate chain. In profits they made a 19.6 percent return. How would you like to get 19.6 percent on your 401(k)?

Yet, because they have made such bone-headed corporate decisions in borrowing all kinds of money to buy more and more newspapers, they have over a billion dollars worth of debt. So they have

made really stupid managerial decisions, and they want to take it out on their employees, on the backs of their employees. They want to settle their books.

Finally, there is the corporate greed of the highly-profitable AT&T, which is just using this economic downturn as an excuse to go after their union employees. (Applause)

No matter what your circumstances, if you work for or represent employees at a place that is really having difficult problems or, like me, you are dealing with a company that has managed to just make some really incredibly stupid mistakes, or whether you are dealing with the aggressive greed of AT&T, we need to stand together.

So I want everyone not just to adopt this resolution, but I encourage you to read and actually follow its mandate. Let's not just stand shoulder-to-shoulder in the CWA; let's reach out to other unions; and let's make sure we reach out to other community organizations.

Brother Cohen, I salute you for having the idea and foresight to come up with Jobs with Justice years ago. In St. Louis, I am the labor co-chair of J with J. It's a coalition of labor groups, faith groups, community groups, and student groups. We have about 40 chapters around the United States. If you are not a member of J with J, I urge you when you go back to join it. If you don't have one in your community, I urge you to form one.

Let's stand together. Let's mobilize together. Let's fight together, and by God, let's win together. Thank you. (Applause)

PRESIDENT COHEN: Microphone 3, Delegate Hayes.

DELEGATE TONY HAYS (Local 86782): Thank you, President Cohen.

Last week we concluded contract negotiations at our plant. I think you saw that there was a great deal of difficulty in negotiating with Dresser Rand. Let me tell you today, if you are in the telecommunications industry, if you are in the manufacturing industry, no matter where you work in the United States of America, you are under attack. (Applause)

I saw corporate greed in its most vile form: no respect for workers who had given them the best years of their lives. Health care is under attack, pensions are under attack, and as GM goes, don't you think they are not standing up and taking notice. It's time for us to stand up and unite and fight. (Applause)

These CEOs are enjoying record paydays. I say today, that enough is enough. The American public is brainwashed today by these giants into believing that we are lucky just to have a job.

Today I say we have the tools to make it happen. We need to unite as never before. The American Dream is evaporating before our very eyes. Let's stand strong. Let's stand united. Let's adopt this

resolution. Thank you. (Applause)

PRESIDENT COHEN: No other delegate wishing to speak, the motion is before us, "Bargaining Solidarity." All those in favor of the resolution, please indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted. (Applause)

At this time I recognize the Co-chair of the Credentials Committee for a report.

DON RICE (Co-Chair, Credentials Committee): The Credentials Committee would like to submit a supplemental report to the 71st Annual Convention in Category 2, credentials properly executed but late, to the following local: 3140. The Committee moves that the delegates be seated.

... The motion was duly seconded ...

PRESIDENT COHEN: You have heard the motion. The motion has been seconded. All those in favor of the supplemental report, please indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted.

I recognize the Chair of the committee.

CHAIR GIBSON: Thank you, Mr. President.

The Chair recognizes Jim Marshall.

COMMITTEE MEMBER JIM MARSHALL: Would the delegates turn to Page 12 of the Resolutions report and look at

Resolution 71A-09-05 entitled, "The Path To Economic Recovery: Good Jobs and Fair Trade." I will read the resolved of the resolution.

RESOLUTION 71A-09-5

The Path to Economic Recovery:

Good Jobs and Fair Trade

The current recession has been long and deep. We continue to suffer from the devastating impact of the Bush Administration's financial policy on our labor markets. Years of misguided deregulation spurred reckless speculation in financial markets, diverting capital investment into exotic and now toxic financial instruments rather than sustainable growth based on the real economy. When the bubble burst in 2008, American consumers and companies lost access to necessary credit, precipitating the worst recession and unemployment since the Great Depression of the 1930s.

We have lost over six million jobs since the beginning of this recession in December 2007, the largest job loss in 50 years. Unemployment now stands at 9.4 percent. Weaknesses in the manufacturing and housing sectors suggest that unemployment will continue to rise for several months.

Concurrent with job loss, employers have taken advantage of the economic crisis to cut compensation for workers. CWA employers across all sectors are using the recession as an excuse to slash wages and

benefits. The collapse of job growth means that the recession affects not only the unemployed but also those who keep their jobs, putting downward pressure on living standards, consumption, and consequently delaying demand-driven national economic recovery. Meanwhile, executives at America's top companies continue to be paid excessively-- the average Fortune 500 CEO raked in \$7.7 million last year.

Restricted access to credit has been disastrous for the automobile industry with the resulting bankruptcies at two of the top three companies. Manufacturing as a whole has been ravaged by the global recession. Meanwhile, states and localities have cut back employment and services as their tax revenues have declined.

At the same time, despite weak domestic demand, the U.S. trade deficit continues to be a drag on employment opportunities, especially in the manufacturing sector.

The American Recovery and Reinvestment Act that President Obama signed in February is a good start in spurring the investment necessary for America's economic recovery. By expanding employment opportunities for working Americans-- especially in critical areas like broadband build-out, other infrastructure investment, and support to state and local governments-- this plan is an important first step in getting the economy moving again. However, it is clear that a second stimulus package will be necessary to stimulate domestic demand and

stem the tide of unemployment.

Flawed trade agreements have historically been the source of job loss for hundreds of thousands of American workers. CWA supports balanced trade agreements that create genuine opportunity for the export of goods made here in the United States and make it more difficult for multinational corporations to move production out of the United States to take advantage of non-existent or lax labor, environmental, and health and safety enforcement in foreign countries.

CWA supports passage of the Trade Reform, Accountability, Development and Employment (TRADE) Act of 2009. The TRADE Act calls for a long overdue comprehensive review of U.S. trade policy. This bill shapes a new U.S. trade strategy-- one that puts a priority on the interests of working families, farmers, the environment, and domestic manufacturers, not just multinational corporations.

Employers continue to offshore and outsource North American jobs as they pursue the low-wage employment strategies that destroy good jobs for North American workers and undermine strong communities and our nation. We must continue to fight tax and other policies that create perverse incentives to destroy American jobs, and we must support Buy American provisions in the stimulus and other legislation. CWA applauds the Obama administration for extending Trade Adjustment Assistance (TAA) to customer service professionals

and high-tech and public sector workers who lose their jobs due to offshoring, imports, and other trade practices. Until now, these workers had been excluded from receiving TAA benefits.

Concurrent with our economic crises, our nation must take bold steps to address the challenge of global warming and energy dependence. The United States is the most energy-intensive nation in the world and one of the leading emitters of greenhouse gas. Our country can lead a new technological revolution in the development of new energy technologies that can also serve as a foundation for the revival of our nation's middle class. CWA has joined the Blue Green Alliance, a labor-environmental coalition that supports measures to address our environmental problems while creating good jobs for North American workers. The Obama Administration has taken a number of positive steps in the stimulus bill to fund green jobs, including the development of broadband-enabled smart grids that will drive energy efficiency and reduce greenhouse gas emissions.

Resolved: The Communications Workers of America calls on Congress to pass the Trade Reform, Accountability, Development and Employment (TRADE) Act of 2009. This legislation represents a fair trade policy that puts a priority on the interests of workers, farmers, the environment, and domestic manufacturers, not just multinational corporations.

Resolved: The Communications Workers of America calls on our government to pass another round of stimulus spending to increase domestic demand and create jobs for North American workers.

Resolved: The Communications Workers of America will continue to work with the Blue Green Alliance and other coalitions of environmental and social justice that incorporate workers' interests into the green jobs agenda.

Mr. President, the Resolutions Committee moves the adoption of Resolution 71A-09-5 entitled, "The Path To Economic Recovery: Good Jobs and Fair Trade."

PRESIDENT COHEN: A motion has been made. Seconded from the floor. Microphone No. 3, Delegate Campbell.

DELEGATE BOB CAMPBELL (Local 3176): Brothers and sisters, I rise to speak in favor of this resolution. The passage of the Trade Reform Accountability and Development and Employment Act of 2009, coupled with labor and health care reform issues are vital to our collective futures and those of our future generations.

Corporate America, for the first eight years of this decade, through its greed has created a recession never seen by most of us. Six million jobs have been lost in the last two and a half years due to this greed. Corporate America has used this as an excuse to demand wage cuts, health care cost increases, all while CEO pay keeps increasing.

An example of this is the Rowe AMI where our brothers and sisters with IUE-CWA Local 84981 -- even though they negotiated wage concessions in 2007, they are now losing their jobs at a 100-year-old manufacturing company which had 400 members in 1980, down to 65 in 2009. It's closing its operations and moving to Mexico where the top wage is \$1.58 an hour.

This has been repeated too many times in the last decade and must be stopped, starting here today with us by supporting this resolution. I thank you.

PRESIDENT COHEN: Microphone No. 4, Delegate Taylor.

DELEGATE MICHAEL TAYLOR (Local 9477): I am in opposition not to the whole motion but the green job alliance. From the experience in Europe, for every one green job produced, you lose two and a half regular jobs. Do you want \$8-a-gallon gas? If you go along with this, I assume you are supporting the Waxman-Markey Bill. If you want \$8-a-gallon gas, go for it.

If you go for the whole resolution-- and I also don't believe that CO₂ is a pollutant. If you do go for this for the green jobs, all your jobs will go overseas as soon as the companies find out that China doesn't go along with the CO₂ reduction plan.

And as I like to say, if Hanson and Al Gore had any testicles, the former would resign, the latter would give back his Nobel Prize.

And by the way, the polar bears are doing fine. (Applause)

PRESIDENT COHEN: Microphone No. 3, Delegate Cupp.

DELEGATE WAYNE CUPP (Local 84765): Thank you, brothers and sisters, for giving me the opportunity to speak.

IUE-CWA stands in strong support of this resolution. Bad trade deals have devastated our membership, lost tens of thousands of jobs each year, as companies outsourced our work to countries with no workers' rights or protections, and no environmental protection.

I am on the IUE-CWA Steering Committee for Green Jobs. I believe our nation can solve its energy and economic crisis, problems that we face today, by building a clean energy economy. This goal cannot be accomplished by itself. We must work with our allies to organize, such as the Blue Green Alliance, to ensure that green jobs are good jobs, good union jobs.

Thank you, brothers and sisters. Please support this resolution.

PRESIDENT COHEN: Microphone No. 1, Delegate Venable.

DELEGATE SALLY VENABLE (Local 9415): President Cohen, I call for the question.

PRESIDENT COHEN: The question has been called. It's non-debatable. All those in favor of calling the question, please indicate

by raising your hand. Down hands. Opposed by a like sign. The question has been called.

Now on the main motion, Resolution 5, "The Path To Economic Recovery: Good Jobs and Fair Trade." All those in favor of the motion, please indicate by raising your hand. Down hands. Opposed by a like sign. It's adopted. (Applause)

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

MARGE KRUEGER (Chair, Credentials Committee):

President Cohen, Delegates, and Guests: The Credentials Committee would like to report credentials in Category 2, properly executed but late, for the following local: 23089.

The Committee moves that the delegates be seated.

... The motion was duly seconded ...

PRESIDENT COHEN: A motion has been made and seconded from the floor. All those in favor of the supplemental credentials report, please indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted.

I recognize the Chair of the committee.

CHAIR GIBSON: The Chair recognizes Anetra Session.

COMMITTEE MEMBER ANETRA SESSION (Local 6327):

Thank you, Mr. Chair.

Will the delegates please turn to Page 14 of the resolutions report and look at Resolution 71A-09-6 entitled, "Strategic Organizing and Strategic Industry Fund." I will read the resolves of the resolution.

PRESIDENT COHEN: Quiet in the hall, please.

DELEGATE SESSION:

RESOLUTION 71A-09-6

Strategic Organizing and Strategic Industry Fund

Delegates to the CWA Convention established the Member Relief Fund in 1990 to ensure that CWA had the necessary resources to support our members who were defending our union in approved strike action. In 2006, Delegates established the Strategic Industry Fund so that our union could utilize a wide range of strategic options to reshape the economic landscape in which we bargain and improve the lives of our members. We established strict rules governing SIF monies so that these resources would be used wisely and in the best interests of our members. The SIF was not set up to fund organizing, and it has never been used for that purpose.

Labor 2008 marked a real turning point for working families. The hard work of CWA members and other Union activists across the country helped elect a President who stands with working and middle class families on our critical issues. Our efforts produced a strong majority in the House of Representatives of members who support

worker issues and, in the Senate, our efforts helped bring about a nearly filibuster-proof Senate. Our hard work has changed the national agenda and has put renewed emphasis on the need to restore America's middle class. We have, for the first time in a decade, a real opportunity to reform our labor laws, increase the voice and power of workers within industries and increase working families' standard of living.

The Employee Free Choice Act will provide an unprecedented opportunity to grow our union and spread collective organizing coverage in our industries through strategic organizing. Across the labor movement, unions are significantly expanding organizing staff and programs to take advantage of the current opportunities. CWA has played a major leadership role in bringing about these changes, and we don't want to be left behind. Using SIF funds to protect and expand our union by increasing collective bargaining coverage in our industries is a wise use of our members' money.

CWA's organizing program is built around working with Local unions and mobilizing rank and file members. It has been an effective program in difficult times, but it is not big enough to take advantage of the current opportunities that exist and those that will be created by the passage of the Employee Free Choice Act. We need to train hundreds of members through the CWA Organizing Institutes and

internships. We need more 75/25 Local organizers, more Special Assignment Organizers and more lost time organizers in the field. We need these organizers working with unrepresented workers in strategic campaigns, to help them join our union.

By funding our organizing program, we can actually take charge of our future and build our bargaining power in every major industry group.

Resolved: The Strategic Industry Fund (SIF) monies may be used for strategic organizing in a manner consistent with and in compliance with the existing SIF rules.

Resolved: Monies from industry SIF funds (Telecom, Manufacturing, Media and Healthcare) will only be used for strategic organizing within that industry. As with any SIF proposal, the appropriate Vice Presidents will prepare a proposal with a budget and goals and present that plan to the Executive Board for approval. The Defense Fund Oversight Committee will continue to have oversight responsibilities.

Resolved: SIF funds used for organizing will be used in strategic campaigns with the goal of increasing collective bargaining and union representation within our industries.

Mr. President, the Resolutions Committee moves the adoption of Resolution 71A-09-6 entitled Strategic Organizing and

Strategic Industry Fund.

... The motion was duly seconded ...

PRESIDENT COHEN: Questions from the floor,
Microphone No. 3, Delegate Wynn.

DELEGATE GREGORY WYNN (Local 4100): Thank you.

President Cohen, Executive Board, Delegates, Alternates, Retirees and Guests, Sisters and Brothers: I rise in support of this resolution. The members of my local have seen the kind of obstacles employers have put in place while trying to organize. Comcast Cablevision has gone to great distance and expense to block workers from organizing. The Employee Free Choice Act could change that.

We stand at a moment in history where we can win the single greatest legislation that would improve the lives of working people, but all the hard work we put into passing the Employee Free Choice Act will be wasted if we are not ready. (Applause)

When organizing, Speed Matters. If we do not train hundreds of CWA members to do the organizing work necessary, we can win the battle on paper, but lose the war in the workplace. We must organize on a massive scale if we hope to turn around the decline of the middle class and the wages and benefits our members have fought for.

The way I understand this resolution, it would not take away from the Members' Relief Fund or Defense Fund. It would allow money

already set aside as part of the SIF to be used to organize.

Sisters and brothers, I hope that you will join me to support this resolution to make sure that we not only get EFCA passed, but we make sure the CWA is ready to organize the unorganized workers.

Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 4, Delegate Stanley.

DELEGATE GLYNNE STANLEY (Local 6214): President Cohen, Members of the Executive Board, Fellow Brother and Sister Delegates: I rise in opposition to Resolution 71A-09-6-- not because I am in opposition to organizing, but the way the National Union is trying to go in the back door to get Strategic Industry Fund monies. (Applause)

This resolution itself says, quote, "We established strict rules governing SIF funds so that these resources would be used wisely in the best interests of our members. The SIF was not set up to fund organizing and has never been used for that purpose," end of quote.

Again, the SIF was not set up to fund organizing. For those who were not here in 1990, the SIF monies come from the Members' Relief Fund which, by the way, was set up to ensure that CWA had the necessary resources to support our members who are defending our union in approved strike actions. This is funded by one-quarter of our dues paid by a majority of our members.

It was supposed to be, "if you don't pay, you don't play."

We found out after the SIF fund was established in 2006 that the rule was, in fact, not honored. We found out last year that, yes, members could play even if they didn't pay. We were promised in 1990 that the Members' Relief Fund would only-- and I repeat only-- be used by members on legal authorized strike, and those of us who were here in 1990 went back home and made that promise to our members.

In 2006, the delegates established the Strategic Industry Fund. We were told that the fund would not be used for organizing. So here we go again.

Earlier in this Convention, the budget was approved with Exhibit B, line item expense 029 - Organizing Fund-- I repeat, Organizing Fund-- at \$5,100,000. That's \$5,100,000 in a dedicated fund. This is on Page 6 of the Finance Committee report. Page 2 of the same report shows a totally separate fund called "Strategic Industry Fund."

Delegates, we have separate funds for a purpose. Page 1 of the same report shows we have six funds. After the Finance Committee report is accepted and the budget is set, we cannot go back to intermingle funds. We accuse Congress of using smoke and mirrors to hide how money is budgeted and spent. Let's not put ourselves in the same scenario.

I don't know about you, but I am sick and tired of telling my members and promising my members one thing, and then having to go

back and tell the same members that relief money went to the Strategic Industry Fund that now will go to organizing.

Hell, with the way bargaining is going with AT&T, we should put money from the SIF Fund back in the Members' Relief Fund (applause), and we should do that today.

Brothers and sisters, \$5,100,000 can do a lot of organizing. It was approved by this Convention for organizing and only organizing. If the Executive Board wants the money for organizing, ask for a dues increase and let's vote up or down on the money itself.

Resolutions cannot be used for moving money around after the budget is set. We had a Finance Committee report and it was passed. Let's do what is right. Let's keep our word to our members, and let's vote this resolution down. (Applause)

I know personally that I can do a lot of things in organizing with over \$5 million. Vote "no" on this resolution. Let's do what is right for our members. Earlier in this Convention, someone made the statement, "If it ain't broke, don't fix it." The MRF and SIF are not broke. We have plenty of money for organizing. Let's do the right thing. Let's vote "no." Thank you. Applause.

PRESIDENT COHEN: Microphone No. 1, Delegate Linehan.

DELEGATE SEAN LINEHAN (Local 2252): I would like

to make a motion to postpone the vote on this resolution.

PRESIDENT COHEN: Okay. This is a motion to postpone indefinitely, correct?

DELEGATE LINEHAN: Yes.

PRESIDENT COHEN: That requires a second, and is debatable.

... The motion was duly seconded ...

PRESIDENT COHEN: The motion requires a majority vote. The effect of this motion is to remove this question from this year's Convention.

... Cries of "No" ...

PRESIDENT COHEN: I am saying that's the effect of the motion. I am explaining the motion. Wait a minute, wait a minute. Wait a minute. We treat each other with unity and respect here. The motion has been properly made, and you may speak to the motion, delegate.

DELEGATE LINEHAN: Brothers and sisters, I think everybody in this room is a good unionist, has good ideas on what they want to do. I think everybody in this room is for organizing. I think at this time, especially with the AT&T struggles, the amount of-- we already saw in the motion that the Members' Relief Fund already was under-funded. If, God forbid, the AT&T and some of these others end up

going on strike, we may need this money down the road. I think it is premature to take money out of the SIF Fund to put toward organizing when we have a very large possibility of needing that money to be put back into the Members' Relief Fund if we end up going on strike.

(Applause)

PRESIDENT COHEN: We are now debating for and against the motion to postpone indefinitely.

So at the "For" mike would be those who want to speak in favor of postponing indefinitely, and at the "Against" mike would be speakers against postponing indefinitely. You don't have to move necessarily, just give people room.

After this is decided, we go back to the main motion. Okay, so we are debating whether or not to postpone indefinitely. And I have one speaker at Microphone No. 4, Delegate Henning.

DELEGATE BILL HENNING (Local 1180): I rise in opposition to this motion. We cannot afford to delay any longer building our union. (Applause and cheers) The time is now. We cannot continue to fight the defensive battles. If we have a strike of massive proportions that lasts a long period of time, the chances of our winning are greatly decreased. What we should be doing is avoiding strikes by being so strong the employer can't provoke it. (Applause)

It is time for us to come to grips with the reality that 7

percent of the workforce organized into unions doesn't cut it. We cannot have strategic defeats. We have got to have strategic victories. The way to do that is put this money as an investment in the future of CWA.

I urge you to vote down this amendment. (Applause and cheers)

PRESIDENT COHEN: Microphone No. 4, Delegate Woods.

DELEGATE TEREZ WOODS (Local 4309): Brothers and sisters-- sorry I am losing my voice. You know, normally, if I want to speak against something, I come very well prepared. I'm not prepared this time because I guess I just never thought that I would be standing here having to speak against this kind of amendment, because I just never thought that there would be this kind of amendment. But sometimes we just have to make sense of ourselves.

We are sitting here and we are dying. We are dying in this country. Unions are dying. And we sit here and we come here every year, and we talk about this grand plan of how we are going to revitalize ourselves, how we are going to sustain ourselves, and how we are going to try to create a better future for our children. That's what it's supposed to be about.

I don't have any children. It's about you and yours, hopefully. I don't have many more years to invest in this fight. That's why, when we start to talk about Strategic Industry Funds and all these

dreams and plans, and are finally actually able to visualize them being doable, it is such a remarkable thing.

I am a skeptic. I have grilled and pawed and investigated and looked up under the rug and every other thing. You know, in the district board meeting, I wanted to make sure it is doable, believable. I have given it the sniff test, the scratch test, the litmus test, and finally had to accept the fact that this thing is real; that the money is not funny; that everything that they say it is, is.

At what point in time do we face the fact that we need to get on with the business of the day, and the business of the day is facing the fact that you can have a Members' Relief Fund, you can have a Strategic Industry Fund. We can get out there. We can organize. We can build up our union. We can still protect our members. We can be multifaceted in what we do. We can have more than one room in the house. We can protect ourselves. We can grow, and we don't have to stick our heads in the sand like ostriches and continue to lose momentum in this fight.

(Applause)

Brothers and sisters, if I, one of the most cynical people out here, can lay down my sword and say that there comes a point in time when we have to be better than what we have been, please, I ask you to join in that reality. Overturn this amendment so that we can get on with the business of being better than, growing bigger than, and moving our

future forward, not taking another ten steps backwards.

Let's get it done. Let's change people's minds. (Applause and cheers)

PRESIDENT COHEN: Microphone No. 1, Delegate Venable.

DELEGATE SALLY VENABLE (Local 9415): I call the question.

PRESIDENT COHEN: Okay. This is calling for the question to postpone indefinitely, not the main motion. So this is not debatable. All those in favor of calling the question on the motion to postpone indefinitely please indicate by raising your hand. I can see it for now. If it's close, we'll move. Down hands. Opposed by a like sign. The question is called.

The question before you is to postpone this motion, Resolution 6, indefinitely. All those in favor of postponing indefinitely, please indicate by raising your hand. Down hands. Against postponing indefinitely. Motion is defeated.

We are back to the main motion, Resolution 6, and I need to check here on the order and get myself organized here. Give me a second.

Okay. We are at the Questions mike, Microphone 5, Delegate Blackburn.

DELEGATE DAVID BLACKBURN (Local 7050): On line 46 it states: "The Defense Fund Oversight Committee will continue to have oversight responsibilities." My question is: does the Defense Fund Oversight Committee approve these expenditures, or do they only review them after the fact which would, in my opinion, be "aftersite"?

CHAIR GIBSON: They do not have approval. They have oversight.

PRESIDENT COHEN: It's the same as every Strategic Industry Fund campaign. The proposal has to first come through the industry group, and they're each a little bit different. And then the Vice Presidents from that group have to bring it to the Executive Board, and then it must be adopted. In some cases, there is obviously more than one vice president, so that group of VPs has to bring it to the Board. It's then sent out to every local, and then the Board considers it.

If the Board adopts it, it then goes to the Defense Fund Oversight Committee. And then the Defense Fund Oversight Committee, just as the Board and the Executive Committee get a total record of all expenditures at the same time, the Defense Fund Oversight Committee gets that same review. That's the current practice. This resolution would have it be the same as any other SIF proposal.

You are entitled to a second question.

DELEGATE BLACKBURN: In 2006, when the Strategic

Industry Fund was adopted, did not the minutes reflect that in the debate and discussion over the Strategic Industry Fund, it was made clear that Strategic Industry Fund money would not be used for organizing?

PRESIDENT COHEN: Who has the minutes?

CHAIR GIBSON: What I am looking at is Resolution 68A-06-2, and specifically I am looking at Line 11, which says, "The fund is not focused primarily on organizing or merely media, but rather on campaigns which aim to change the employers' anti-union, anti-worker behavior and contribute to our bargaining power."

PRESIDENT COHEN: And that's why, I will just add, that's why this resolution is before us, because of that sentence.

DELEGATE BLACKBURN: That's not my question. My question was: what do the minutes reflect from the 2006 Convention in Las Vegas on the discussion of the Strategic Industry Fund? I did read the proposal.

PRESIDENT COHEN: That's not the proposal. That's the minutes. Let me check here. Okay. We are going to get the minutes and we will read them to you.

DELEGATE BLACKBURN: Thank you.

PRESIDENT COHEN: As soon as we get them, we will read them to the Convention.

At Microphone No. 3, delegate Strong.

DELEGATE TIM STRONG (Local 4900): Thank you, President Cohen. Thank you, brothers and sisters, fellow delegates.

The question is: Can we afford not to pass this resolution? That's the question we should ask. (Applause) With all the work and sacrifice that we have made to get the Employee Free Choice Act enacted into law-- and it will be law-- can we afford not to pass this resolution?

We must be prepared to organize like no other time in our history. This is a unique time, brothers and sisters, and we must be prepared. We can't wait. We must pass this resolution. I ask you to stand with us, support this resolution, and pass it today. Thank you. (Applause)

PRESIDENT COHEN: Microphone 4, Delegate Bloom.

DELEGATE GEORGE BLOOM (Local 1104): Thank you, President Cohen.

Brothers and sisters, I come before you today to speak against the amendment for strategic organizing and Strategic Industry Fund. Let's look back at our past. We used to have a Defense Fund. We used to contribute 25 cents a week. Once we accumulated a significant amount of money in there, our Executive Board would use that money for organizing, to buy buildings, or just to balance the budget.

The Members' Relief Fund was established to avoid these types of abuses. My former President, Bob Lilja, laid out the plan, and

it was to protect these types of abuses from happening and so we would be ready when we had a strike to support the striking people that would be out there in need so they wouldn't be losing their homes.

I believed at the time, in 2006 when we established the Strategic Industry Fund, the Chair said that this fund was to "put employers on notice, that every minute, every hour, every day, that they would be on notice not to mess with the CWA." They would be afraid of us. We would be fighting them every minute of every day.

In case anyone has noticed, I don't see AT&T shaking in their boots. I don't see Verizon shaking in their boots. As a matter of fact, I think we are getting our asses kicked every day out there.

(Applause)

I would like to say that I believe in organizing; that I just organized a group of almost 800 people. It took me five years in court to get the right to organize them. I spent a ton of money, so I know how expensive it is to organize. But I think before we go out and spend all of our money on organizing other people, I think we have to take back our country and, more importantly, we have to take back our bargaining table and stop submitting to these bullshit offers that we get from these people out there, and stand up for what we rightly deserve. (Applause and cheers)

Thank you. I ask you to vote against this. (Applause)

PRESIDENT COHEN: We have a delegate at the Motions mike. Before I recognize her, I am trying to get an answer to that question, so they are reading the minutes. We have the minutes from the 2006 Convention. Apparently, that's not the correct year. So now they have to go and get the book for 2005. But meanwhile, there is a motion at Microphone 1, Delegate Venable.

DELEGATE SALLY VENABLE (Local 9415): Call for the question.

... Cries of "No" ...

PRESIDENT COHEN: That's why we have delegates here, and that's why you vote.

We may have the answer, so maybe we will hold that, if that's okay, Delegate Venable.

It was 2006, and they are reading every word. So far they haven't found any reference, so they are continuing to read. We have had four people read the minutes on that section where we adopted the Strategic Industry Fund, and there is no reference in the minutes to organizing one way or the other.

We have the motion that was just made by Delegate Venable. It's not debatable. This is a motion to close debate. All those in favor of closing debate on Resolution 6, please indicate by raising your hand. Down hands. Opposed by a like sign. Debate is closed.

We are now voting on the main motion. I ask the delegates to take your seats. All delegates take your seats, please.

We need to conduct a vote here on this resolution, and it's very hard to visualize in this room unless you are sitting down. Okay, we are now voting on Resolution 6, "Strategic Organizing and Strategic Industry Fund." All those in favor of the motion, please indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted. (Applause and cheers)

I recognize the Chair.

CHAIR GIBSON: Thank you, Mr. President.

The Chair recognizes Robert Santucci.

... Cry of "Roll Call" ...

COMMITTEE MEMBER ROBERT SANTUCCI: Thank you, Mr. Chair.

Will the delegates please turn to Page 16 of the Resolutions report and look at Resolution 71A-09-7 entitled, "Support for America's Public Safety."

PRESIDENT COHEN: Hold up, hold up. There is call for a roll call here. Okay. We know how to do this, right? There was a call for a roll call vote. That requires 20 percent voting in favor.

All those supporting a roll call, please indicate by raising your hand. Down hands. Opposed by a like sign.

Okay, hey. Just remember, we are CWA here. We don't need to have all kinds of demonstrations on issues like this. There will be a roll call. (Applause)

I would like the Secretary-Treasurer to explain the procedure for a roll call. Secretary-Treasurer Rechenbach.

SECRETARY-TREASURER RECHENBACH: Okay. Before we begin the roll call, let me explain to you the general procedures. I will wait until we get quiet before I start.

We are going to be using our computers to conduct the roll call simultaneously at two separate locations on each side of the platform here. You will be using the bar code on the back of your delegate badge to cast your roll call vote. This procedure will help reduce the time it takes to vote.

This is important stuff, so if we can keep it quiet in the hall, a lot of delegates haven't been here before and haven't done this.

During the roll call, the Sergeants-at-Arms will be assisting you. If you have any questions regarding your voting strength or have problems voting, the Credentials Committee will also be standing by to my right to assist. A full audit record of each vote cast will be made, and the printout will be included in the-- you are lining up at the wrong place. I know you want to get a jump on this.

A full audit record of each vote cast will be made and the

printout will be included in the Convention Proceedings. The procedures are as follows: You will present your delegate badge and photo identification to the Sergeant-at-Arms for verification. The Sergeant-at-Arms is responsible for verifying the photo ID for the person presenting the badge.

After swiping your badge through the card reader, your name and local number will be displayed on the computer screen. You may then cast your vote by pressing yes, the "Y" key or the "N" key for no. Those voting in favor of the resolution would vote "yes." Those voting against would vote "no."

Once you have made your vote selection, you will have the opportunity to review your vote before it is finalized. You may cancel or change your vote prior to confirming it. You must confirm your vote by touching "okay." After you have confirmed your vote, it is finalized and you will not be permitted to change it or vote again.

If an alternate is voting on a delegate's behalf, the alternate must go to the Credentials Committee station located at the side of the podium and present both the delegate and alternate badges. The voting station will remain open for two minutes after the last delegate in line has stepped forward to vote. The voting stations will then be closed. The results will be announced from the podium.

You will be notified when to line up on each side of the hall.

We will do that in a moment. It will take us about 15 minutes to get the computer stations up and operating.

For the station on this side, you are going to go all the way to where the Employee Free Choice Act sign is, Local 9412, and come around this direction, and you will be exiting over here. Likewise on this side, you will be going to "CWA Says Now - Employee Free Choice Act," up that way around and back down.

It's going to take us a few minutes to get the computers up and running. We will announce when we are ready to begin.

... The Convention stood at ease ...

SECRETARY-TREASURER RECHENBACH: The computers are ready so let the voting begin.

... The delegates proceeded to the voting stations to cast their ballot ...

SECRETARY-TREASURER RECHENBACH: The lines are winding down, so this is your last chance to get your vote. No waiting on Register 2. (Laughter)

... The voting continued ...

SECRETARY-TREASURER RECHENBACH: The polls will close in two minutes, two minutes.

... The voting continued ...

SECRETARY-TREASURER RECHENBACH: The polls are

now closed. The delegates will take their seats. As soon as we get the results, we will make the announcement.

In the meantime, I will make a couple of brief announcements. Local 3509 in Hanaford, Mississippi, says they pay for all retired members' fees, and they challenge other locals to do likewise. (Applause)

There will be a meeting for AT&T Mobility delegates tomorrow morning, Tuesday, at 7:30 a.m.

... Cries of "Oooohh" ...

SECRETARY-TREASURER RECHENBACH: I just read 'em, folks-- at 7:30 a.m. in the Lincoln Room here in this hotel. That's AT&T Mobility, 7:30 a.m., in the Lincoln Room.

Lost and found: This bag has a bunch of CWA stewards pins in it. If somebody bought some of these and laid this down somewhere, come on up and claim it.

... The Convention stood at ease ...

SECRETARY-TREASURER RECHENBACH: The hall will come to order. We have the results of the roll call vote.

Eligible to vote, 422,751.

Voting in favor of the resolution, 268,383.

Against, 113,725. It is adopted.

We are about ready to recess for the day, but I have a very

special announcement I have to make. I thank the Resolutions Committee for their report today and we will see you back tomorrow.

As you know, we have got two District elections to be conducted this evening. I need to read the instructions for those. These are very important rules for the delegates from these two districts, so I would ask you to bear with us on this.

Article XV of the CWA Constitution provides for an election at the next CWA Convention following a vacancy in the office of District Vice President. Two elections will be held in District 3 and District 9 at this Convention. The term of office shall be for the unexpired term for the District Vice President until the 2011 Convention.

The elections will be conducted in accordance with the following procedures: Nominations for District 3 and District 9 Vice President will take place 15 minutes after the Convention recesses today in the assigned district meeting room. That's the Lincoln East and West room for District 3, and the Jefferson East and West room for District 9.

The election will begin 30 minutes after the Convention recesses and the polls will be open for approximately one hour. They will close at approximately 7:10 p.m.

The rules affecting eligibility of nominees and voters state, 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 had been elected by secret ballot among the members of their locals and who had 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 one seconding speech, one minute in length. A nominee will be considered nominated only upon acceptance of the nomination by the nominee. When there is only one nominee to an office, the nominee can be declared elected upon a motion made from the floor electing that officer by acclamation.

The following provisions apply to voting procedures. All voting shall be on a per capita basis as certified by the Credentials Committee to the Judge of Elections. A delegate may not split his or her vote. Proxies may be voted only as these are certified by the Credentials Committee to the Judge of elections. Alternates who expect to vote in any one of the elections must apply to the Credentials Committee for certification to the auditors for each of those elections. The Committee will be available in the designated voting area for that purpose.

All voting will take place in the Georgetown East and West rooms which is located here on the concourse. The polls will be open 30 minutes after the Convention recesses and, as I said earlier, will remain

open for one hour. Delegates must identify themselves to the teller at the voting booth. A delegate's convention badge and photo identification shall serve as the 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 record shows 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 ballots. If a question arises as to the delegate's identity or the number of votes they are entitled to cast or any other matters, the delegate shall be directed to the Judge of Elections who shall consult with the Credentials Committee, if necessary, before deciding a question.

Only one delegate at a time will be allowed in the voting booth. Upon receiving a ballot, the delegate will go to the voting booth, check only the nominee of choice on the ballot, fold the ballot once. The voting delegate will then deposit the ballot in the appropriate voting 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 any other ballot is issued any erasure, cross-outs, changing numbers of vote, or other alterations will

cause the ballot to be voided and declared invalid. The delegates are reminded that the polls will open 30 minutes after recess-- think we have said that.

The following provisions apply to the use of observers by candidates. No more than two observers will be allowed for each candidate at the polling and/or ballot counting sites. Observers will be restricted to specific areas designated for observers. Those 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 or vote tabulation processes. Observers must remain in the ballot-counting area until the count is completed. No cellphone use will be permitted in the vote tabulation area. The observers do not have the right to count the ballots.

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

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

If no one nominee receives a majority on the first ballot, a runoff election shall be conducted, and the two nominees receiving the greatest number on the 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 runoff 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 shall be nominees on the second ballot.

If a runoff election is necessary, it will be posted at approximately 8:30 p.m. in the registration area where delegates receive their badges. The voting area for the runoff election will be open one hour after the close of initial balloting at approximately 8:30 p.m. until 9:30 p.m.

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

If there are no questions on the voting procedures, we will proceed on with the rest of the orders of the day.

I did receive a question about the roll call vote we just took. One of the delegates wanted to know whether or not we will get the results of that. Those results will be published, as is our policy in the past. All the votes that were cast and who cast them will be published in the Convention record.

There being no further business coming before this Convention at this time, we stand in recess until 8:30 a.m. tomorrow morning.

Thereupon, the Convention recessed at 5:42 p.m. ...

TUESDAY MORNING SESSION

June 23, 2009

The Convention reconvened on Tuesday, June 23, 2009, at 8:33 a.m., President Larry Cohen presiding.

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

For purposes of an invocation, it is a real honor for me to introduce Reverend Clete Kiley, the President of The Faith and Politics Institute here in Washington, D.C. For all of us who work with Faith and Politics-- and our Secretary-Treasurer Emeritus is here today, Barbara Easterling (applause), who has worked for years with Faith and Politics, as does our current Secretary-Treasurer, and actually all three of us here do.

But those of us who know him know that his commitment to social justice and his belief that we can change America and can change our world are heartfelt, and you feel it instantly.

He spent years on the South Side of Chicago, like the President of the United States, and like the President of the United States, Barack Obama, is an organizer. Before assuming the presidency of Faith and Politics, he frequently-- not once or twice-- frequently worked with union organizers, not only in Chicago but around the country. And when we say we hope that God is on our side, we get

pretty close with Father Kiley.

It is an honor for me to welcome him here today, Father Kiley.

REVEREND CLETUS KILEY (The Faith and Politics Institute): Thank you, President Cohen.

I love this union. I love your energy, your diversity, and your commitment. (Applause) And it is a special privilege for me to offer a prayer this morning. And in a moment, I'm going to say, "Let us pray," and I do not mean "Let me pray." I mean "Let us pray."

You see, when we join our voices together in some way or another, let our bodies get involved in it a little bit, that prayer goes to heaven. We believe it. But more so, we believe that the spirit of God gets unleashed here in our midst, and we want to see some testimony, some witness of this spirit loose among us today.

That spirit might speak through you and just say, "Mm-hmm" as I am praying. It might say an "AMEN!" I know it's not going to say [softly] "amen." It's going to say "AMEN!" Maybe a "Hallelujah" or "Insha'Allah" or "Alabamos al Señor." But that spirit is going to go loose in here. It might make you put your hand up, might make your hands clap together.

So I'm going to invite you-- you all look very pious like we are in church. (Laughter) The only difference is there are actually

people sitting in the front, unlike usually in the back. (Laughter)

I'm going to ask you to stand up for a minute. I know you can do that. See, we are gathered here in a Convention, in a Legislative Conference. We've got some things to do here and we can't do it sitting on our duffs, can we? We can't even pray doing that. So I'm going to say, "Let us pray" now, and I mean "Let us pray."

Sovereign of all Creation, Spirit of Life, You of many names who we all imagine with yearning hearts, we invoke Your presence over this Convention. We are working people gathered here in Convention, communications workers, and we recognize that it is through our very work as communications workers that ideas can be exchanged and people can be brought together; that your truth is told, and the human family is strengthened.

You see, this is the way, Lord, of our union. It is the ultimate goal of all unions because it is a bit of Your vision for our world. This makes our work here a sacred work, and so this morning we seek Your strength before the challenges we face. We need Your strength and Your spirit to fire up our own commitment to rebuild the economy of America and to rebuild the middle class. This is our purpose in this Convention. We know that with Your help, Lord, we can make change happen, change we can believe in.

The Employee Free Choice Act is before us now, Lord. It

has our focus, our full attention. We are at a threshold moment, the final push. For our sake and for the sake of all working people, we believe EFCA will strengthen our unions, strengthen our nation, and make life better for millions. We need to strengthen our unions so that together we can take one more step toward the fulfillment of Your divine plan. So strengthen us now, Lord. Fire us up with your Spirit.

If you are feeling that spirit, friends, raise a hand.

Fire us up with Your spirit, Lord. Fire us up. Let us each know that our work here these days is not just CWA work. It's not just union work. It is Your work. It is holy work, and we pledge to give it our all.

Spirit of life, put some fire in us this morning. Wake us up this morning. This is our appointed hour. It's time. It's time, Lord, to secure the rights of working people to have the freedom and choice to form and strengthen their unions. It's time.

Wake up! It's time to make sure that all people in our nation have health care. (Applause) It's time. Wake us up, Lord, this morning to act on our economy and to rebuild this nation's middle class.

It's time. Wake us up, Lord, this morning to ensure that those who have shared the burden of work will now be secure in their retirement. It's time, Lord, this morning. So wake us up with Your spirit to level the playing field and, with Your help, create a spirit that

we are going to make it happen.

Do I hear an Amen to that? (Applause and cheers) Do I hear a Hallelujah to that? Do I hear an Amen to that?

... Cries of "Amen" ...

So bless us, Lord, bless President Cohen, bless our leadership, and bless and strengthen every one of us as we go out from this Convention Hall across this town. Make our voice strong. Make us loving, make us wise, march us out of here with Your spirit, and let us change this land. Amen. (Applause and cheers)

PRESIDENT COHEN: Thank you, Father Kiley. That was more than-- if there can be something more than an invocation, that was certainly a call to action. And I can assure you that these delegates and their spirit will be felt here all week, not only in this hall, but across Capitol Hill.

I want to thank yesterday's Platform Observers-- Mike Smith, President of Local 4103, and Debora Zabarenko, Unit Chair of Reuters, TNG-CWA Local 31003.

Today's Platform Observers are: Lynn Conwell, Vice President of Local 2101, and Bobby Maida, President, Chicago Mailers Union No. 2, Local 14430.

Okay. We have some election results. District 9 election, Jim Weitkamp was unopposed and elected by acclamation.

... The delegates arose and applauded and cheered, clapping in unison ...

PRESIDENT COHEN: I have a feeling they would just keep clapping all morning. (Laughter)

District 3 election results: Jimmy Donohue, 6,306; Beverly Hicks, 15,370; Judy Dennis, 36,061. Judy Dennis is elected.

... The delegates arose and applauded and cheered, clapping in unison ...

PRESIDENT COHEN: For purposes of the Installation, I call Judy and Jim to the platform. We have the paparazzi here, the union paparazzi.

... The newly-elected officers came to the podium and President Cohen administered the Oath of Office, as follows: ...

PRESIDENT COHEN: Do you, on your honor, accept the office of Vice President, and thereby the trust of Executive Board Member of the Communications Workers of America?

Do you solemnly swear that you will faithfully fulfill the responsibilities of your office and carry out decisions, orders, and regulations of the duly constituted authorities of the Communications Workers of America?

Do you hereby pledge yourself to assist your fellow Vice Presidents and International Officers who comprise the Executive Board

of the Union, and to uphold the Constitution of the Communications Workers of America at any and all times?

Do you solemnly swear to work tirelessly to build our Union by organizing the unorganized?

Do you swear that you will faithfully preserve the fundamental principles and traditions of a free and independent labor movement and pledge yourself to defend our nations and their constitutions?

Raise your right hand, and answer, both of you together.

... Brother Weitkamp and Sister Dennis responded "I do" ...

PRESIDENT COHEN: Will each of you, starting with Judy, place your left hand upon the Bible and raise your right hand, pledge yourself to the oath, and sign the CWA Constitution, which is right here, symbolizing your conviction to the Oath.

VICE PRESIDENT JUDY DENNIS: To this, I, Judy Dennis, Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

VICE PRESIDENT WEITKAMP: To this, I, Jim Weitkamp, Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

PRESIDENT COHEN: At the Privilege mike, Delegate Perkey.

DELEGATE JAMES PERKEY (Local 7102): Good morning, President Cohen, brothers and sisters of CWA. Yesterday a tragedy happened here in Washington, D.C. I was kind of disappointed that the good Father didn't mention that. That incident yesterday affected each and every one of us. We lost a brother and a sister and others. I am requesting that my union, my brothers and sisters, take a moment of silence to respectfully remember that it can happen to each and every one of us. Thank you.

PRESIDENT COHEN: We will do that.

... The delegates observed a moment of silent tribute to their fallen colleagues ...

PRESIDENT COHEN: Thank you.

And now for purposes of introducing our Executive Vice President, we bring to the podium Executive Board Member Madelyn Elder. (Applause)

MADLYN ELDER (At-Large Diversity Board Member): Thank you, President Cohen. Good morning, sisters and brothers of CWA.

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

SISTER ELDER: All right! This is a very exciting time for the labor movement. The years of work and struggle, education and learning have led us to this point in history. Our Executive Vice

President Annie Hill exemplifies all that is best about the modern labor movement. She is my sister from Oregon, having been born and schooled there. She is a graduate of Oregon State University-- go Beavers-- Beavers? She started at Pacific Northwest Bell-- hey, it's beavers or ducks in Oregon, okay? That's your choice there, folks.

(Laughter)

She started at Pacific Northwest Bell at the tender age of 23 at first as a plant service clerk, but soon became an I&M technician, in part due to the ground-breaking consent decree with AT&T that gave women an opportunity to become technicians in the field, which up to then were for men only.

She was very active in the Salem, Oregon Local, becoming President of Local 7904, then a Staff Rep in Minneapolis, then Administrative Assistant to District 7 Vice President Sue Pisha. Then she was the assistant to the District 7 Vice President John Thompson.

As District 7 Vice President, Annie instituted measurable goals in District 7. I hear a moan from over there. We locals worked hard to meet those goals. The results included grievance and arbitration handling times that improved immensely, and District 7 won many organizing awards, just some of the achievements that we gained under her leadership.

Because District 7 is so geographically diverse and broad,

we locals tended to sit with, you know, our own states at the District 7 meetings, kind of stuck with our own groups. Annie mixed that up. She made us sit at different tables. She made us have small group discussions. And she gave us workshops that built our skills and addressed new issues.

Annie always has a vision for the future-- a vision that includes organizing campaigns, educating leaders, winning bargaining strategies, and inclusiveness. She is always looking for leaders and likes to offer growth opportunities to challenge those whom she believes can contribute even more to CWA and our movement.

She has taken the lead in re-evaluating and improving our civil rights and human rights work, bringing together members of the Women's Committee, Committee on Equity, Minority Caucus, experienced staff, At-Large Diversity Board Members and other Board Members to create new and bolder ways to develop labor leaders from all walks of life. Her experience at bargaining at "U.S. Worst" and "Even Worse Qwest," gives her the background to coordinate our union's Telecom work.

But what I really like about Annie is that she always keeps her cool when others around her are in a panic. She makes the best out of some really impossible situations, something we can all relate to in the current economic and pro-corporate climate. She is savvy and quick

to understand the political complications of any situation. Her passion for the labor movement and her extraordinary focus make her a dynamo. Annie picks her priorities and gets results.

Our EVP, Annie Hill.

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

EXECUTIVE VICE PRESIDENT ANNIE HILL: Good morning and thank you. Good morning, brothers and sisters.

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

EXECUTIVE VICE PRESIDENT HILL: Well, you can do a little better than that. C'mon. Good morning!

... Shouts of "Good morning" ...

EXECUTIVE VICE PRESIDENT HILL: All right. That's better.

Thank you, Madelyn. I said to Jeff, I didn't know who she is talking about. And somehow I don't think I will ever live down the mascot of where I graduated from college, but we will move on from there.

I want to thank everyone. What a year it has been since I was so honored to become your Executive Vice President. I knew that it would be nonstop, especially for the first year, but it certainly exceeded all my expectations.

I want to start by thanking Larry and Jeff for all of their

support and guidance and patience and patience and patience. There are days that I still can't imagine how I got here. I look out and I see the Capitol and the Washington Monument and think, "How the hell did someone from Sutherland, Oregon, population 2,500 and no stoplights, find her way here?" But I am glad I did, and I thank you so much for all your help.

I also want to thank my support person, Yvette Taylor, who has helped more than she will ever know, and the senior staff I work closely with, especially Yvette Herrera, George Kohl and Bill Bates. I know we occasionally bump heads, but your collective wisdom and support are beyond compare. And there are many others. It truly takes a village to do the work that we do, and I thank all of them very much.

Many of you know that my responsibilities include telecommunications and legislation and politics, which I will talk about tomorrow. Fewer of you may know, as Madelyn indicated a few minutes ago, that my responsibilities also include working with our Human Rights and Civil Rights Department. It is work that I am proud to be part of.

This morning I would just like to spend a couple of minutes talking about that work before you hear from the Committee on Equity and the Women's Committee, two CWA committees that contribute greatly to the human and civil rights work of our great union.

Many names, words, and phrases come to mind when we think about civil rights, women rights, gay rights, and human rights. Some represent what we want-- respect, equality, equal pay for equal work, justice, collective bargaining rights. Some what we want to change or eliminate-- world hunger, genocide, poverty, discrimination, pregnancy discrimination, hate crimes, violence, and the glass ceiling. And some are names and phrases that represent a story-- Martin Luther King, Rosa Parks, Cesar Chavez, Nelson Mandela, Lilly Ledbetter, "I Have A Dream," and Matthew Shepherd.

The names-- especially the names-- can stir up vivid thoughts, feelings, and images. Rosa Parks makes me think not of a black woman, but a black woman who had had enough. She was tired but had the courage not to give her seat up on the bus and move to the back as was expected of her.

Cesar Chavez was not just a Latino man, but one that fought for immigrant rights until the day he died.

Nelson Mandela -- not just a black man in South Africa, but someone who went to jail for many years of his adult life to fight apartheid.

Lilly Ledbetter -- a woman who took her case on pay discrimination all the way to the Supreme Court and lost because of a technicality, but didn't give up. She became the poster woman for this

cause, and now has a law bearing her name. She herself received no monetary gain. Her instant case was not resolved, but she has said that it is enough to know this will not happen to other women.

Matthew Shepherd is not just a young white man from Wyoming, but a young man who died alone, tied to a fence, after having been beaten to death just because he was gay.

And Martin Luther King -- so many things come to mind. His amazing "I Have a Dream" speech and his quiet, vigilant approach provides him a place in civil rights history that will never go away, despite him being taken away from us before his time.

This is only a small piece of the picture. There are many other famous and not-that-famous who made a big and small difference and brought us to the place we are today.

And what about CWA? We have our very own stories, our very own history. Some might say this history and work culminated in the appointment and ultimate election of our four at-large diversity positions on the Executive Board. Madelyn, Claude, Caroline, and Nestor, would you please stand. (Applause)

After all, the face of the Executive Board has been a topic of conversation and a concern from the Committee on Equity, the Women's Committee, the Minority Caucus, and many CWA members and delegates for years. Finally we have a Board that is beginning to look more like

our membership.

Is that enough? The answer is that it is clearly, absolutely not. The report from the original Diversity Committee that prepared the recommendation said very clearly that this step was meant as a first step. This was not intended to be an end point, but yet a beginning.

So how do we take those next steps? What are they, and who will develop the next path for part of our journey? In mid-April, we brought just such a group together. About 25 of us met for a day and a half in Washington, D.C. to get started. We had representatives from the Committee on Equity, the Women's Committee, and the Minority Caucus. We had field staff that work in the field, and the Executive Board Diversity Committee, which includes all four at-large members, plus Brooks Sunkett, Beverly Hicks, and myself. And, of course, we included our Washington staff who lead our civil rights and human rights work-- Leslie Jackson, Alfonso Pollard, and Yvette Herrera-- who do a great job and I'd like to thank them, and I would like you to join me in thanking them as well. (Applause)

Before we begin the discussion of where we go from here, we took time to realize where we have been and what we have accomplished. We also looked at some of the current resources and information that are available to districts and locals, and we heard from other unions about their human and civil rights work. Because, as we all know, before we

know where to go next, it is very important to know where we have been and what we have learned, and, yes, even to celebrate the steps that have been made so far.

It was also important to use our collective knowledge, experiences, and thoughts to start to define the next step of our journey. One of the most amazing things that happened was the exchange of information about the current work being done in CWA by different groups. One would think, since we are one union, we would be more aware of what we are all doing and how our agendas intersect and are common and, yes, may even collide. I believe we all learned a lot and we plan to continue this sharing of information.

We then asked ourselves a series of questions. What were both the strengths and weaknesses of the work we currently do? And what would we like to work on? What do we want the future to look like? What do we think needs to be changed? What needs to be left the same? I know one common theme was that we needed to do a better job of integrating our work on civil and human rights into the total work of the union. The work needs to be represented on all sides of the CWA triangle-- representation, organizing, and political and community action.

Out of that broad exchange of ideas, we have identified three very specific things that we will work on for the next 12 months. The

first one is to clearly identify all of the resources, both financial and people, used to do the work currently. We know there is staff in the field. We do conferences. We have the Minority Leadership Institute. We make contributions to external organizations. We participate formally and informally with constituency groups, and more. We want to not just identify but quantify all our current resources and expenditures.

Next we will evaluate how we use our resources and make recommendations for potential change. One of the things that we discovered is that we have material and information available that some don't even know exists. Even people in the room that work on these issues almost every day were surprised at the amount of information that we already had available. Yes, some of it needs to be updated, and, yes, there are gaps, but we have a start.

So our second task is to identify all of the information available and what needs to be added or modified. But most important will be to make recommendations on how this information can be disseminated and communicated so local staff and members will know it is available. We want to make sure that locals and staff have the resources they need, and we want to provide real, tangible, meaningful projects that they can be part of to make a difference.

Thirdly, we want to explore different ideas for the

Committee on Equity and the Women's Conferences. There were many ideas floated-- some to combine conferences, some to do more regional conferences. Many different approaches were talked about, and we want to talk about each of them. The primary objective will be to give as many people as possible the opportunity to attend these conferences.

Our next steps will include creating three smaller groups from our large committee, each to address one of those items. They will begin this work over the summer and early fall, and we will meet again as a larger group to discuss the progress.

Yes, we know there is even more work to be done, but we wanted to begin with very tangible, measurable items. By next year's Convention, we are confident we will have both concrete results and new plans to report. We are excited about this start and hope you are too. If you have ideas or thoughts to contribute, we would like to hear from you.

Now I would like to call the Women's Committee to the platform. (Applause) It is my pleasure to turn the Chair over to District 7 Vice President Louise Caddell to introduce the CWA Women's Committee for the purpose of presenting their report. (Applause and cheers)

VICE PRESIDENT LOUISE CADDELL: Thank you. I would like to introduce the National Women's Committee:

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

Kathleen Hernandez, Executive Vice President, Local 1031,
Chair;

Claudia Cole, Vice President, Local 2336;

Vonda Hardy, President, CWA Local 3640;

Angie Miller, Executive Vice President, CWA Local 4108;

Judy Dowdy, CWA Local 6222;

Susie McAllister, Secretary-Treasurer, CWA Local 7704;

Gail Crawley, President, Local 9410; and

Mary Behling, Vice President, Local 133301.

I recognize the Committee for the purpose of their report.

... The members of the National Women's Committee took turns reading portions of the various sections of the report. The full text of the report is included for the record, as follows: ...

**REPORT OF THE NATIONAL WOMEN'S COMMITTEE TO THE
LILLY LEDBETTER FAIR PAY ACT**

On January 29, 2009, President Obama signed the Lilly Ledbetter Fair Pay Restoration Act into law. This was the first act he signed as President, and it fulfilled his campaign pledge to nullify *Ledbetter v. Goodyear*.

The History:

Lilly Ledbetter, now a real folk hero, was a wife and mother in 1979 when she began her career as a supervisor at a Goodyear Tire plant in Alabama. During her 19-year tenure, Ms. Ledbetter was subjected to daily sexual discrimination and harassment. She filed a complaint with the Equal Employment Opportunity Commission which resulted in management retaliation and isolation. In spite of these obstacles, she maintained her work ethic and was given periodic pay increases. Subsequently, she was presented with a "Top Performance Award" in 1996.

Shortly before her early retirement in 1998, Ms. Ledbetter received an anonymous note from a co-worker that disclosed the salaries of three of her male counterparts. Ms. Ledbetter was being paid considerably less than her male counterparts who were performing the same duties.

Ms. Ledbetter filed an EEOC claim and eventually sued Goodyear, charging wage discrimination under Title VII of the Civil Rights Act of 1964.

Goodyear claimed that Ledbetter's pay discrimination charges, which were alleged to have taken place before September 1997, were time-barred because they occurred more than 180 days prior to her filing a charge with the EEOC. The 180-day filing deadline is a strictly enforced EEOC deadline.

Ledbetter argued that each time Goodyear gave her a paycheck which, due to gender discrimination was smaller than it should have been, the 180-day window to file a charge with EEOC was reset. Therefore, she was not acting outside the statute of limitations when she filed her claim.

The courts made contradictory decisions; first supporting the plaintiff and later opposing. Finally, the case went to the Supreme Court. In 2007, the Supreme Court (by a 5-4 majority vote) sided with Goodyear and ruled that Ledbetter's complaint was time-barred because the discriminatory decision relating to pay had been made more than 180 days prior to the date she filed her charge.

With her legal options cut off, Ledbetter turned to Capitol Hill. Democrats pushed for legislation bearing Ledbetter's name to overturn the Supreme Court ruling and change the 180-day window.

The Legislation:

The new law overturns the Supreme Court's Ledbetter ruling. It also amends the Civil Rights Act of 1964, the Americans with Disabilities Act, and the Age Discrimination in Employment Act, expanding the possibilities for employees to challenge pay discrimination based on race, gender, age or disability.

The law changes how pay discrimination claims are treated in the following ways:

* It resets the statute of limitations clock for filing a wage claim each time an employee receives a paycheck, benefits, or "other compensation," allowing an employee to sue for alleged discrimination based on when he/she is affected, rather than when the decision occurred.

* It applies to alleged discriminatory pay practices based on all protected categories, including race, gender, age, color, disability, national origin and religion.

* It expands the definition of an unlawful employment practice to include not only discreet "decisions" regarding compensation, but also any "other practice" that affects an employee's compensation.

After nine years of argument, many rounds of litigation and legal challenges and intense lobbying in the halls of Congress, Ledbetter's contribution to the long struggle for women's rights and equal pay finally paid off. Although Ms. Ledbetter contends she may never receive monetary compensation for the injustices she suffered, her reward is the knowledge that those who come after her will never experience the discrimination she did.

It was truly a "wonderful day" on the morning of January 29, 2009, when a few strokes of President Obama's pen overturned the United States Supreme Court's ruling and enacted the "Lilly Ledbetter Fair Pay Act."

Through the wonders of technology and a little assistance from our NABET family, let us take a moment to witness this historic event.

... A video was shown of President Obama signing the Lilly Ledbetter Fair Pay Restoration Act into law. Sister Ledbetter was present at the ceremony as the President spoke on behalf of this historic legislation, as follows:

PRESIDENT BARACK OBAMA: This is a wonderful day.
(Applause)

First of all, it is fitting that the very first bill that I sign, the "Lilly Ledbetter Fair Pay Restoration Act," upholding one of this nation's founding principles-- that we are all created equal and each deserve a chance to pursue our own version of happiness. It is also fitting today by the woman after whom this bill is named, someone whom Michelle and I have had the privilege to get to know ourselves.

Now, Lilly Ledbetter did not set out to be a trailblazer or a household name. She is just a good, hard worker who did her job. And she did it well for nearly two decades before discovering that for years she was paid less than her male colleagues for doing the very same work. Over the course of her career, she lost more than \$200,000 in salary, and even more in pension and Social Security benefits, losses that she still feels today.

Now, Lilly could have accepted her lot and moved on. She could have decided that it wasn't worth the hassle and the harassment that would inevitably come with speaking up for what she deserved. But instead, she decided that there was a principle at stake, something worth fighting for.

So she set out on a journey that would take more than ten years, take her all the way to the Supreme Court of the United States, and lead to this day and this bill which will help others get the justice that she was denied. Because, while this bill bears her name, Lilly knows that this story isn't just about her. It's a story about women across this country still earning just 78 cents for every dollar men earn, women of color even less, which means that today, in the year 2009, countless women are still losing thousands of dollars in salary, income and retirement savings over the course of a lifetime.

Equal pay is by no means just a women's issue. It's a family issue. It's about parents who find themselves with less money for tuition and child care; couples who wind up with less to retire on; households where one breadwinner is paid less than she deserves and it's the difference between affording a mortgage or not, between keeping the heat on or paying the doctor bills or not. And in this economy when so many folks are already working harder for less and struggling to get by, the last thing they can afford is losing part of each month's paycheck to

simple and plain discrimination.

So signing this bill today is to send a clear message that making our economy work means making sure it works for everybody; that there are no second-class citizens in our workplaces; that it's not just unfair and illegal, it's bad for business to pay somebody less because of their gender or their age or their race, their ethnicity, religion or disability; and that justice isn't about some abstract legal theory or a footnote in a case book; it's about how our laws affect the daily lives and the daily realities of people who are building to make a living and care for their families and achieve their goals.

Ultimately, equal pay isn't just an economic issue for millions of Americans and their families; it's a question of who we are and whether we are truly living up to our fundamental ideals; whether we will do our part as generations before us to ensure that those words put on paper some 200 years ago really mean something-- to breathe new life into them with a more enlightened understanding that is appropriate for our time. ... (Applause)

Conclusion:

While the passage of the "Lilly Ledbetter Fair Pay Act" is a critical step forward, the battle for pay equity is not over for women. This act does not change the law in terms of assuring fair pay, but changes when the statute of limitation begins to run on lawsuits

involving claims of unlawful compensation. Women still earn only 78 cents for every dollar earned by men for doing equivalent jobs and for women of color, the numbers are even worse.

ACTION:

The National Women's Committee proposes that CWA:

- * Pursue legislation to strengthen the Equal Pay Act to ensure that it provides effective protection against sex-based pay discrimination.

- * Support the Paycheck Fairness Act (S.182/HR.12) which, if enacted, would deter wage discrimination by closing loopholes in the Equal Pay Act and barring retaliation against workers who disclose their wages.

- * Urge the Senate to fight against wage discrimination by acting swiftly to pass the Paycheck Fairness Act (S.182/HR.12).

DOMESTIC PARTNERSHIP

We live in a diverse society with many different types of people. We are single, married, divorced, widowed, gay, transgender, old, young-- you get the picture. The laws have changed regarding the rights, protections and entitlements of this changing society.

In the early 1980's, legislation was developed to address the rights of same-sex couples. This was called a Domestic Partnership. In some states, a Domestic Partnership has progressed to include opposite-

sex couples. Domestic Partnership is a legal or personal relationship between two individuals who live together and share a common domestic life but are not joined by marriage.

Legislation on Domestic Partnership varies from state to state, with the general intent to grant rights similar if not identical as those conveyed by marriage. A Domestic Partner Agreement is entered into for partners to obtain many of these rights, and Domestic Partners should register as such. Each state has guidelines regarding how to register. Often, registration takes place with the Registrar at municipal offices in the town in which the couple resides.

State laws vary on Domestic Partnership and some states have provided for Civil Unions, a legally recognized union similar to marriage. Other states have expanded Domestic Partnership rights to include opposite-sex couples and even relatives living within the same household (there may be age requirements for this right).

Domestic Partners who are registered may be offered the following rights: hospital visitation rights; the ability to make decisions after a partner's death; health insurance coverage; use of leave for the birth or adoption of a child or to care for a partner; inheritance; guardianship; child custody and other rights accorded a spouse. The State of California has developed an Online Self Help Center to assist Domestic Partners with such issues as how to file/dissolve partnerships,

parenting, tax issues, and more. The site is www.courtinfo.ca.gov/selfhelp/family/overview/endingdp/. It provides helpful information to those looking into a Domestic Partnership.

In today's world, many women are not married but are in committed relationships and would like to share health benefits, tax savings, and other rights similar to marriage. They should review the Domestic Partnership laws in their state and register if their state recognizes Domestic Partners. This will provide them protections.

ACTION:

Add Domestic Partnership language to your local's contracts and provide your membership with information on domestic partnership rights in your state.

AFL-CIO CHARTER OF RIGHTS OF WORKING WOMEN

At its recent winter meeting, the AFL-CIO Executive Council took several actions related to International Women's Day. It called for establishment of a global charter guaranteeing the rights of working women around the globe.

Throughout the world, women are hardest hit by the global economic crisis. Most women work in low-skill and low-wage jobs. They are paid less than men in nearly every country and they work longer hours. Their work is often dangerous, and many women risk their lives every time they go to their jobs.

Women work every day. No matter where they live, their economic activity is vital to the economy and society at large, their communities, their families, and their personal autonomy and growth as human beings.

They care for the young, the sick and the elderly, often without due recognition of their work. They make up more than 40 percent of the global labor force, and whether they are teachers, sales clerks, pilots or plumbers, women fill many professions and perform many jobs. Although they speak different languages, women share the vision of a world founded on respect, peace, equality and solidarity, and without violence, harassment and discrimination.

To this end, the AFL-CIO will do all in its power to secure for women the rights set down in this Charter of Rights of Working Women.

*** The Freedom to Organize and Bargain Collectively**

Particular attention should be paid to organizing young women, immigrant workers and women in the informal economy, and to ensure their full participation in trade union activities and responsibilities.

*** Access to Employment and Promotions**

Equal pay for work of equal value should include any additional reimbursements with all social rights and benefits linked to

the employment relationship.

Discrimination against women in social security schemes must be abolished, particularly provisions in pensions that penalize career breaks for maternity reasons or to provide care to dependent persons.

Employers must be held responsible for ensuring that women have a safe workplace free from all forms of violence and sexual harassment.

Governments should take effective measures to prevent and combat human trafficking by devoting particular attention to protecting women and children and by prosecuting the traffickers.

Women and girls should have equal access to vocational guidance and training including on-the-job training in technical skills.

Positive action programs and gender mainstreaming programs for women and men should be put into operation with a view to changing stereotyped attitudes and addressing the effects of discrimination.

*** Maternity Protection**

Maternity protection is a duty of society. Women must have the right and the opportunity to plan their families and to choose motherhood freely. These protective measures should not negatively affect women's promotions at work or their pension and retirement rights.

Women on maternity leave should be provided with cash benefits at a level allowing them to meet their own needs and their children's needs, and to maintain good health.

*** Family Responsibilities**

Family responsibilities should be shared between women and men on equal terms. Flexible working hours and reductions in working hours are needed to help parents combine work and family life.

Parents should have the right both before and after maternity leave or leave taken for the adoption of a child, to take parental leave without forfeiting any employment and related rights.

*** Education and Training**

Inequalities in access to education, training and programs must be eliminated, as should curriculum content that helps perpetuate the concept of a division of labor between women and men, and thereby discriminating against women.

Access to free, good-quality public education is a prerequisite for the eradication of child labor. Parents need access to decent jobs and a living minimum wage.

*** Integration of Women in Trade Unions**

To actively promote the goal of women's integration in union organizations and gender parity in trade union activities and decision-making bodies at all levels, appropriate constructs should be set up to:

analyze the problems facing women workers; propose solutions; eliminate discrimination, and encourage participation.

A gender perspective should be incorporated in trade union work, including scheduling of union activities and child care at union meetings and events.

Training programs for women should be organized within unions with the goal of training women to move into positions at all levels.

Training on equal opportunities for men and women should be included in the training provided to activists.

*** Solidarity Amid Diversity**

As a driving force for promoting solidarity among women and between women and men, unions should initiate activities designed to remove the barriers that women face owing to factors such as civil conflict and occupation, race, language, ethnicity, culture, religion, age, disability, sexual orientation or socioeconomic class, or because they are indigenous peoples, immigrants, displaced women or refugees.

The AFL-CIO calls on its affiliated organizations and other progressive forces to commit themselves to the promotion and implementation of the principles set out in this Charter.

ACTION:

The CWA Women's Committee is committed to enforce the

recognition of fairness to women. Our mission will be to protect and secure equal rights and economic opportunities for all women.

Domestic Violence in America

Domestic violence or intimate partner abuse is not a private matter. It is a serious crime and public health concern that can include physical, sexual, psychological, or emotional abuse. Domestic violence is not an isolated, individual event, but rather a pattern of repeated behaviors in any relationship that is used by one partner to gain or maintain power and control over another intimate partner.

Domestic violence is not restricted by race, age, sexual orientation, religion or gender. It doesn't only affect those who struggle financially, but affects people of all socioeconomic backgrounds and education levels. Domestic violence occurs in both opposite-sex and same-sex relationships, and can happen to intimate partners who are married, living together or dating.

Each year, women experience approximately 4.8 million physical assaults and rapes from intimate partners. Men are the victims of about 2.9 million physical assaults from intimate partners. Unfortunately, these assaults are on the rise and some wonder if the economy is restricting couples from splitting up, resulting in increasing and often dangerous frustration. The National Domestic Abuse Hotline reported a 21 percent increase in calls between 2007 and 2008.

On September 17, 2008, 78 percent of identified domestic violence programs in the United States, or 1,553 out of 2,000, participated in the 2008 National Census of Domestic Violence Services. This was the third consecutive year that the National Network to End Domestic Violence conducted the census and the results are eye opening. During the 24-hour survey period, more than 60,000 victims received assistance, including counseling, legal advocacy, children's support groups, emergency shelter or transitional housing.

On the same day, more than 21,000 hotline calls were answered to assist victims by providing support, information and safety planning. However, a significant number of requests, nearly 9,000, went unanswered due to a lack of resources. More than 50 percent of those unmet requests for services were from victims seeking emergency shelter or transitional housing.

Programs reported waiting lists of more than a month for everything from housing and emergency shelter to counseling and legal aid. Unfortunately, some victims decided to stay with their abusers because their only other choice was to be homeless.

On September 17, 2008, a shelter reported: "One of our clients miscarried last week after being beaten by her abuser. We have absolutely no room for her in our shelter and the nearest shelter is too far for her travel to."

Assistance was provided on that day to a woman who sought a protection order from her ex-husband who had been released on parole after being in jail for nine years. When the judge asked her if she was still afraid of him, she replied, "Yes. The only reason I'm still alive today is because his gun jammed."

Domestic violence not only affects those who are abused but has a significant effect on family members, friends, co-workers, other witnesses and the community at large. Children who grow up witnessing domestic violence are among those most seriously affected by this crime. Frequent exposure to violence in the home not only predisposes children to numerous social and physical problems, but also teaches them that violence is a normal way of life and increases their risk of becoming society's next generation of victims and abusers.

If you or someone you know is a victim of domestic violence or abuse, please contact the Domestic Violence Hotline at 1-800-799-SAFE (7233).

ACTION:

The CWA National Women's Committee strongly recommends that delegates commit individually and collectively to engage in educating members about domestic violence and their rights, with the goal of empowering them to do what is necessary to secure their safety and the safety of others within their communities. By addressing

domestic violence, we can make a significant and, in some cases, life saving difference in the lives of our CWA sisters and brothers and the communities in which they live.

We further recommend that delegates encourage the donation of time and money to assist shelters in creating an independent life free of violence for each and every victim of domestic violence and abuse.

THE UNION ADVANTAGE

Women make up 46 percent of the labor force, and they are almost as likely as a man to be the principal supporters of their families. More than 70 percent of both married and single mothers hold jobs according to the Department of Labor. They earn money that is vital to paying mortgages and putting food on the table. Their contribution is especially valuable to working families as the nation faces the worst recession in decades.

Women are on course to become the majority of unionized workers. The most recent data from the Center for Economic and Policy Research suggests that even after controlling for differences between union and non-union women, unionization substantially improves the pay and benefits received by women workers. In today's economy, that could make all the difference.

According to the 2007 Census Bureau, more than one of every three female-headed households is living in poverty. Nearly one-

quarter of the nation's workers have jobs that pay less than the \$8.85 an hour needed to keep a family of four out of poverty. Sixty percent of such low-wage workers are women, and unionization provides a way to ensure a living wage for the millions of women who provide the education, social services and healthcare that are an essential part of a productive labor force.

Obviously, better protection of workers' rights to unionize would have a substantially positive impact on the pay and benefits of women in the workforce overall. The Employee Free Choice Act, currently under consideration by Congress, should remove most of the impediments corporations have placed in the way of workers attempting to form or join a union. Employee Free Choice represents the best opportunity we have to rebuild the middle class and put workers on the right track to a better life.

According to the Center for Economic and Policy Research in 2007, women made up 45 percent of union members. If the representation of women in unions continues to grow at the same rate that it has over the last 25 years, women will be the majority of the unionized workforce by 2020. Comparing union and non-union workers, union representation substantially improves the pay and benefits of women workers. On average, unionization raised women's wages by 11 percent, or about \$2.00 an hour, more than non-union women with

similar characteristics and employment. Among women workers, about 19 percent of those in unions were more likely to have employer-provided health insurance, and about 25 percent were more likely to have an employer-provided pension. In fact, according to an article in the San Diego Tribune (2008), joining a union is twice as effective as earning a four-year college degree in terms of increasing a woman's likelihood of having health insurance and a pension.

The union effects are large by any measure. For the average woman, joining a union has a much greater effect on living standards.

Union women earn substantially more than their non-union counterparts. The median wage for unionized women was \$18.77 per hour, compared to \$13.30 an hour for non-union working women. The benefits of unionization are also significant for women in low-wage occupations; for women in the 15 lowest paid jobs, unionization raised wages 14%.

ACTION:

The CWA National Women's Committee strongly recommends a continued effort to encourage women in the workforce to join a union and to explain the benefits and value of the Employee Free Choice Act and union membership in terms of increased pay, benefits, and job security.

WHITE HOUSE COUNCIL ON WOMEN AND GIRLS

On March 11, 2009, President Barack Obama signed an Executive Order establishing a White House Council on Women and Girls. We have made tremendous progress in eliminating some of the barriers to women's success; however, inequalities still exist: American women, on average, earn 78 cents for every dollar paid to men. Women are underrepresented in the science, engineering and technology fields. More than 17 million women have no health insurance. One in four girls drops out of high school resulting in an average annual income that is \$9,100 below even the lowest wages earned by male high school dropouts. Violence against women and girls remains a global epidemic. These issues do not only affect women, they affect the entire family, the communities we live in and our economy.

By establishing the White House Council on Women and Girls, the President intends to "establish a coordinated Federal response to issues that particularly impact the lives of women and girls and to ensure that Federal programs and policies address and take into account the distinctive concerns of women and girls, including women of color and those with disabilities."

The mission and functions of the Council are as follows:
"The Council shall work across executive departments and agencies to provide a coordinated Federal response to issues that have a distinct

impact on the lives of women and girls, including assisting women-owned businesses to compete internationally and working to increase the participation of women in the science, engineering, and technology workforce, and to ensure that Federal programs and policies adequately take those impacts into account.

"The Council, whose functions are advisory, shall be responsible for providing recommendations to the President on the effects of pending legislation and executive branch policy proposals; for suggesting changes to Federal programs or policies to address issues of special importance to women and girls; for reviewing and recommending changes to policies that have a distinct impact on women in the Federal workforce; and for assisting in the development of legislative and policy proposals of special importance to women and girls."

ACTION:

The CWA National Women's Committee encourages all locals to read the President's Executive Order at <http://www.whitehouse.gov> and share this important information with members. The National Women's Committee will follow the progress of the newly formed council and keep our union up-to-date on the council's work.

**FINAL REGULATIONS TO THE
FAMILY AND MEDICAL LEAVE ACT**

On November 17, 2008, the Bush administration released its

final changes to the Family and Medical Leave Act regulations. Those changes went into effect on January 16, 2009. Though there is good news in the regulations, the overall effect is to make it harder for workers to take the leave they need.

I. Direct Contact with Worker's Health Care Provider

Workers have to follow the employer's rules regarding when vacation leave can be used while on FMLA leave. For example, if an employer requires a certain amount of notice, or that vacation leave must be used in four (4) hour blocks, a worker must abide by those rules in order to use vacation leave while on FMLA leave. This rule will make it harder for workers to be paid while on FMLA leave, especially in situations of unforeseeable or intermittent leave.

II. More Frequent Medical Visits

Employers can require workers to recertify their medical condition every six months, even if the original certification made clear that the condition will last longer than six months (e.g., in the case of a chronic condition).

III. Notice Provisions: Shorter for Workers, Longer for Employers

Foreseeable Leave - Workers must give thirty (30) days' notice if possible and, if they fail to do so, the employer can require that workers explain why this requirement was not met. If the thirty (30) day notice is not possible, workers have just one day after they learn they

need leave to give notice. This time frame may be extended depending on the facts and circumstances of the case.

Unforeseeable Leave - Workers will have to meet their employer's rules about when to call in and give notice (e.g., call in the night before). This time frame may be extended depending on the facts and circumstances of the case.

Meanwhile, for all types of leave, the regulations increase the period of time in which employers have to respond to workers' requests for FMLA leave from two days to five days. For both types of leave, workers must follow their employer's regular notification procedures (i.e., written notification, contact a specific person) unless unusual circumstances exist. If workers fail to meet these rules, FMLA leave can be delayed or denied.

IV. Special New Rules for Intermittent Leave and Certain Jobs

Physical Impossibility - If the worker uses intermittent leave and cannot rejoin her/his shift (e.g., if the bus or train has left), the worker must use FMLA leave for the entire time of the shift. Under this rule, workers will exhaust their FMLA leave very quickly, even if they only need a small amount of time for the actual leave.

Fitness for Duty - Workers using intermittent leave must provide a medical certificate that shows they are fit to return to duty if the position and the condition raise "reasonable safety concerns" and if

the employer usually requires fitness for duty certifications.

V. Waiver

Waivers of FMLA claims need not be reviewed by the Department of Labor or the court.

Positive Regulatory Changes for Workers that the Bush Administration Did Not Include in the Final Regulations

One of the positive changes in the proposed regulations was that workers, once they started the FMLA request process, would receive more information from their employers, including: the reasons FMLA leave was denied; how much FMLA leave they had left; and whether their health care provider had returned the medical certification. In addition, employers who do not provide hand books (currently 8% of employers) would have been required to inform their employees about the FMLA annually. In the final regulations, the Bush administration modified these proposed changes so that employers now have fewer responsibilities in these areas and less obligation to provide information to employees.

Proposed Regulatory Changes that Were Modified in the Final Regulations to Respond to Workers' Concerns

Because of the concerns raised by workers and their advocates, the Bush administration modified the proposed regulations so that the final regulations:

* Limit which employer representatives can have direct contact with the worker's healthcare provider.

* Do not require workers to have sworn statements to prove family relations.

* Allow work done over seven years (rather than five) to count towards the 12 months of employment required for the employee to show eligibility.

* Do not allow employers to force workers who used unscheduled intermittent leave to transfer to another position.

AFA-CWA Flight Attendants FMLA Coverage:

The Association of Flight Attendants-CWA was pleased that the U.S. House of Representatives passed the Airline Flight Crew Family and Medical Leave Act (H.R.912). (Applause) That Act was passed by a unanimous vote on February 9, 2009. Current FMLA language denies flight attendants FMLA coverage because of the way the airline industry calculates worker hours. The next step is passage by the U.S. Senate.

ACTION:

The CWA National Women's Committee recommends that every Local make its membership aware of the harmful changes made by the Bush administration to the existing FMLA regulations. The CWA National Women's Committee recommends that all CWA locals support the Flight Attendants by contacting their U.S. Senators to co-sponsor and

to support legislation to provide AFA-CWA members with this important FMLA coverage. (Applause)

**A GLOBAL PHENOMENON - GLOBAL VIOLENCE AGAINST
WOMEN**

"Imagine a world in which three to four million people are suddenly struck by a serious, recurring illness. There is chronic pain, trauma and injury. Authorities fail to draw any connection between individual bouts with the disease and the greater public threat. Many suffer in silence."

Everywhere and in all age groups, women have been victims of violence. They have been raped, mutilated, battered and murdered. Gender-based violence has long been tolerated in most societies throughout the world, letting the perpetrators go unpunished. Based on the popular view that a wife is the property of her husband and that, therefore, he may do with her whatever he thinks fit, legal systems in some countries have recognized a husband's right to chastise or even kill his wife if she is considered disobedient or is thought to have committed adultery.

Studies from a variety of countries show that at least one quarter-- and often more than half-- of women report having been physically abused by a current or former partner. Many more are subjected to ongoing emotional and psychological abuse.

Dowry-related abuse is common in some countries. In India, "bride-burning" is a known practice. Women are killed because of their families' inability to meet the demands for money and goods. In Greater Bombay, one out of every five deaths among women aged 15 to 44 were reported as "accidental burns."

Female infanticide and selective abortion of female fetuses has increased in several Asian countries. Genital mutilation is a traditional practice that affects women's health and is currently being practiced in parts of Africa, Asia, and among immigrants in the U.S. and Europe. In Sao Paulo, Brazil, 70 percent of all reported cases of violence against women took place in their homes. In Santiago, Chile, nearly three quarters of all assault-related injuries to women were found to be caused by family members. Violence during pregnancy is identified as a major reason for miscarriage and low birth-weight children.

Why Women Are At Risk

"A wife is like a pony bought. I will ride her and whip her as I like." This proverb, no matter how old, in many places is still in force. Whether it is beating a wife at the end of a bad day, or preying on an unsuspecting evening jogger in a city park, most gender-based violence against women is linked to male power, privilege, and control. Culture and tradition, which often are reflected in national laws, only

help to perpetuate the idea of male dominance.

A more universal reason behind gender-based violence is the structural inequality between men and women in the family as well as in society. Studies from both developed and developing countries show violence to be a by-product of the societal structure in which men make all of the decisions and women are expected to obey. As a United Nations study on domestic violence concludes, violence against women is a function of the belief, fostered in all cultures, that men are superior and that the women they live with are their possessions, which they may treat as they wish and as they consider appropriate.

A Platform for Action

- * Use educational systems to influence values and attitudes.
- * Recognize violence against women.
- * Publicize violence against women.
- * Emphasize preventing violence against women.
- * Review existing laws relevant to violence against women.

Violence against women derives from the lower status accorded to women in the family and in society. It is aided by ignorance, the lack of laws to prohibit violence, inadequate efforts by public authorities to enforce existing laws and the absence of education and other means to address this cause. Women's participation in the development process especially in such areas as family planning,

environmental protection and education is crucial.

ACTION:

The CWA National Women's Committee encourages CWA members at all levels to join the fight to stop global violence against women. Each society needs to look at itself and challenge those values and beliefs that reinforce violence against women.

The committee would like to thank and recognize Judy Dowdy of District 6 who is rolling off the Women's Committee after this Convention, Gwend Johnson who retired this year, and Leslie Jackson for their assistance and guidance to the Women's Committee.

The National Women's Committee moves the acceptance of this report.

VICE PRESIDENT CADDELL: A motion has been made and seconded to accept the Committee's report. I would like to recognize Melissa Pike on the "For" mike from Local 3204, Atlanta, Georgia. Melissa?

DELEGATE MELISSA PIKE (Local 3204): Good morning, y'all. I got up here last year, and I chastised y'all who felt like you could get up and wander around and chit-chat during these particular speeches. You did a much better job this year. (Applause)

I want to thank you, fellow delegates, for giving these union activists the respect they have earned for their smart work on issues we

may not all realize affect us every day. And I would like to raise my metaphorical glass to you, Vice President Caddell, of our Women's Committee. I get up and cheer that we now have a U.S. President who will pay more than lip service to these issues, and not just because Michelle said so. (Applause)

VICE PRESIDENT CADDELL: I would like to recognize Anne Holland-McCauley from Local 1106.

DELEGATE ANNE HOLLAND-McCAULEY (Local 1106): Good morning, delegates, and good morning to the Women's Committee. Again, my hat is off to you as well for all the wonderful work you have done. As a proud former member of the Women's Committee appointed by both Larry Mancino and Chris Shelton, I rise to support this Committee, and I recommend the actions of their report to the delegation.

Of particular interest to me is their recommendation that the delegates commit to "engage in educating their members about domestic violence and empowering them to secure their safety of themselves and their communities." I am extremely proud to say in District 1, we have not only walked the walk, but we talk the talk. We have educated thousands and thousands of our members on domestic violence and empowering them on how to keep themselves and their families safe.

My hat is off to the delegation. My hat is off to the

Women's Committee, and I strongly support this resolution. Thank you.
(Applause)

VICE PRESIDENT CADDELL: There are no other delegates wishing to speak on the motion to accept the Committee's report. All those in favor indicate by raising your hands. Down hands. Opposed. The report is accepted. Thank you for your work, and thank you for your vote.

EXECUTIVE VICE PRESIDENT HILL: I would like to thank the Women's Committee again and Vice President Caddell. Let's give them another round of applause. (Applause)

I would like to call the Committee on Equity to the podium, please. I would like to call At-Large Board Member Claude Cummings to the podium for purposes of introducing the committee and the presentation of their report.

AT-LARGE DIVERSITY VICE PRESIDENT CLAUDE CUMMINGS: Good morning, delegates. Let's give this committee a round of applause as they come up this morning. (Applause) I would like to introduce the National Committee on Equity:

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

Gloria Middleton, Secretary-Treasurer, Local 1180, the
Chair;

Daisy Brown, President, Local 2300;

Esther Pond, Area Rep, AT&T Mobility, CWA Local 3806;

Pam Wynn, Retired, CWA local 4309;

Michele Luce, Retired, Local 6215;

Michael Lynch, President, CWA Local 7800;

Liz Sorenson, Executive Vice President, CWA Local 9413;

and

Michael Biddle, Representative-at-Large, CWA Local 13100.

I recognize the Committee for the purpose of presenting the report of the National Committee on Equity.

... The members of the Committee took turns summarizing the various sections of the Report. The full report is included here for the record, as follows: ...

REPORT OF THE CWA NATIONAL COMMITTEE ON EQUITY

Commitment, awareness, tolerance, vigilance, organizing, and solidarity-- these are but a few of the cornerstones that served as the foundation for the work done by CWA and the CWA Committee on Equity this past year. In particular, our recognition of the importance of the work done by CWA minority leaders in the past, along with the work done by our Members today, helped create a vision for our community-- a vision of a brighter future for our great union.

American labor pioneer A. Philip Randolph, stated, "A

community is democratic only when the humblest and weakest person can enjoy the highest civil, economic, and social rights that the biggest and most powerful possess." As CWA and America reached for *Change* in 2008, this particular vision offered by one of the most dynamic labor leaders of our time became the framework upon which working men and women of our movement organized to fight the tireless battle that marked the end of eight years of political and legislative discontent.

Eight years of an Administration that did very little for the least of us became too much for this nation to bear. Americans finally felt the pain of a nation when they witnessed suffering in New Orleans that was met with public indifference by the "most powerful" of our nation. This cruelty became the final straw.

With history as our teacher, the American Labor movement recommitted itself to break the bonds that divided us as a nation. Each year, the Committee on Equity made Convention delegates aware of issues that needed our union's undivided attention. In response, the union honored Committee on Equity findings and supported its platform. Moving forward, CWA leadership made members aware of the fact that the battle for equality, justice, and economic freedom could indeed be won. The union's collective journey toward *Change* required each and every member to understand that we must move beyond tolerance of one another's differences and become a single force for good. Vigilance

allowed us to keep our eye on the prize even when the momentum seemed to move in an adverse direction. But more importantly, our adaptability to workplace political organizing helped seize the day when, on November 4th, 2008, this nation overwhelmingly turned the corner and embraced a new kind of democracy.

This is the work of the Committee on Equity. Examples of this work can be found time and time again in every CWA District and at every Committee on Equity meeting across the country. As defined this year at the CWA District 3 Equity Conference, "Equity means fairness. It means that management and the union treat workers fairly and equally regardless of their race, color, sex, age, religion, national origin, sexual orientation, handicap, or veteran status." Conference organizers promoted those examples through education, teaching respect for the lives and opinions of others.

The Committee is committed to linking the important work of our union, bargaining, health care, retirement security, expanded broadband and Internet access, and worker rights to its mission. With new opportunities to build a better future, the Committee on Equity will continue to provide enlightenment through vigilance and respect for the rights of others. We thank the Convention for its continued support and participation in this important work.

**MAKING CHANGE HAPPEN IN CWA
2009 REPORT ON DIVERSITY WITHIN OUR UNION**

At the 2007 Convention CWA delegates made an historic decision to expand the CWA Executive Board with the addition of four at-large diversity seats. In 2008 the election of the four at-large diversity board members became a reality and the Executive Board Diversity Committee was established.

It has been the duty of the four at-large members and the Executive Board Diversity Committee to work with the National Executive Board, the Civil Rights and Human Rights and Women's departments. The goal is to look within our union and seek change within our own ranks: *a leadership that reflects the membership*. The parties involved requested demographic information from the National union so that we would all better understand who we are and who we represent. Subsequently, a national review committee also reviewed the structure of the Civil Rights Department and the Women's Committee to determine what we are doing well and what changes need to be made so we can do better.

The Executive Board Diversity Committee along with the at-large diversity members asked the Civil Rights Department and the Women's Committee to make a report on established Local Equity and Women's Committees. This was to ascertain the number of Locals in

each district that had active committees and to see what programs they had listed on their agendas.

On April 16-17, 2009, the CWA Human and Civil Rights Review Committee met in Washington, D.C., to discuss our findings and begin to determine where we go from here. Chaired by Executive Vice President Annie Hill, the meeting included members of the Executive Board Diversity Committee, representatives from the Committee on Equity, the Women's Committee, the CWA Minority Caucus, and the Minority Leadership Institute. Headquarters Human and Civil Rights staff, along with additional staff from the President's Office, were also in attendance.

CWA President Larry Cohen addressed the group. He commended the review committee for taking this progressive step toward improving our programs and urged them to include current CWA initiatives such as the Employee Free Choice Act, health care, and Speed Matters in their deliberations.

The Review team looked at the history of Civil Rights and Women's programs while reviewing previous convention reports. A vigorous discussion ensued about what we wanted these departments to focus on in the future.

A key finding revealed current CWA demographics:

CWA DEMOGRAPHICS

| | <u>2005</u> (+/-4%) | <u>2008</u> (+/-3.7%) |
|-----------|------------------------|--------------------------|
| MALE | 52% | 59% |
| FEMALE | 48% | 41% |
| WHITE | 76% | 80% |
| BLACK | 11% | 8% |
| HISPANIC | 4% | 5% |
| ASIAN | 2% | 2% |
| OTHER | 4% | 2% |
| REFUSED | 4% | 4% |
| 18-39 | 20% | 18% |
| 40-49 | 28% | 24% |
| 50-54 | 22% | 20% |
| 55 & OVER | 28% | 30% |
| REFUSED | 2% | 8% |

(*Source: Independent Polling for CWA)

Outside guest presenters included Foster Stringer, Director Human Rights Department of the American Federation of Teachers and Connie Cordovilla, Associate Director of the Human Rights Department at AFT. Each guest outlined the structure of their respective union's civil and human rights department discussing programmatic practices they institute to get their Locals on board with their Human Rights programs. Ester Lopez, International Director Civil Rights and Community Action also attended from the UFCW to tell us about her Union's involvement with various immigrant groups, focusing on organizing the next generation and making it understand what unionism

is all about.

Present on a telephone conference line was Gloria Brimm, Director of the Women's Program from the United Auto Workers. Gloria spoke about the union's organizing efforts with women around voter registration and the 2008 Obama presidential campaign.

Later, the review committee held further discussions on the findings of the Local Equity and Local Women's Committees. A common thread was found among the groups. The groups' work generally involved community services, which is not a bad thing, rather than taking on political issues surrounding civil rights, human rights, and women's rights.

After two days of deliberations in small and large group settings, we set the following preliminary goals:

- * Establish a true line of communication between the National Executive Board, the Diversity Committee, the District Coordinators, the Civil Rights and Human Rights Departments, the National Committee on Equity and the Women's Committee.

- * Encourage the National and Local Committees on Equity to focus agendas on the CWA Triangle: Politics, Organizing and Community.

- * Implement a program that will bring Officers of Locals and Committee Chairs together to educate them on having more member

involvement as well as how to form committees.

* Continue to look within CWA from the Local to the National level on diversity appointments.

The Committee on Equity during its meeting also reviewed diversity at the National and District levels, starting with the Executive Board. The results here reflect Vice Presidents, and assistants to Vice Presidents. Our findings reveal the following statistics:

| | |
|----------------------------------|--|
| Executive Committee: | 2 white males 1 white female |
| District Vice Presidents: | 6 white males 1 gay male 2 white females |
| Sector/Division Vice Presidents: | 6 white males 1 African-American male 1 white female |
| At-Large-Seats: | 1 African-American female 1 African-American male 1 white lesbian 1 Latino male |
| Assistant to Vice Presidents: | |
| District Level: | 5 white males 2 African-American females 1 Latina female |
| Sector/Division Level: | 3 white males 1 African-American male 1 gay male 3 white females |

CWA has made great strides improving the diversity of Officers and assistants at the national level. This has occurred with the prevailing efforts of the CWA Minority Caucus, the Committees on Equity, the Women's Committees, the Civil Rights and Human Rights Departments as well as the Leadership of our great union working together toward one vision. For those accomplishments, the union should be proud of itself. More importantly, CWA is recognized throughout the labor movement for its efforts and its commitment to promote strong, diverse leadership.

However, brothers and sisters, there is still much more work to be done, especially at the Local level. We must see more inclusion of all minorities in the leadership ranks of the Locals. We need to embrace the formation of more Local Equity and Women's Committees. We have to drive our national programs deeper into the Locals. We must continue to monitor our leadership at the National and District levels to ensure that our diversity becomes even more inclusive. CWA must be the example for Labor leaders everywhere to show how inclusion works and only makes the union stronger.

A Piece of the Dream... This Historic Moment

Our great country and some other countries around the world were in awe on Tuesday, November 4, 2008, when Barack Obama became

the first African-American to be elected to the highest office in our nation as the 44th President of the United States. (Applause and cheers)

November 4th, 2008, was the imminent, illustrative day the late Dr. Martin Luther King, Jr., envisioned when he delivered his "I Have a Dream" speech. "This will be the day...when all God's children will be able to sing with a new meaning: My country 'tis of thee, sweet land of liberty, of thee I sing. When we allow freedom to ring, when we let it ring from every village and every hamlet, from every state and every city we will be able to speed up the day when all God's Children, black men and white men, Jews and Gentiles, Protestant and Catholic will be able to join hands. One day little children will live in a nation where they will not be judged by the color of their skin but by the content of their character." (Applause)

President Obama was only a toddler at that time. His story begins with a union between a young man from Kenya and a young woman from Kansas who met when they were both students at the University of Hawaii. They were married in 1960. The couple believed that in America, their son could achieve whatever he put his mind to.

People from around the globe recognize that in this country, hard work and sacrifice set us apart. Each of us, especially our children and our grandchildren, can pursue individual dreams and still come together as an American family.

President Obama is a graduate of Columbia University and Harvard Law School. He served as the first African-American President of the Harvard Law Review. He worked as a Community Organizer. He joined the Davis, Miner, Barnhill & Galland Chicago law firm specializing in civil rights, where he represented Community organizers, discrimination victims and black voters who were trying to force a redrawing of city ward boundaries. He served three terms in the Illinois Senate from 1992 to 2004. He also taught constitutional law at the University of Chicago Law School.

In 2000, he lost his bid for the U.S. House of Representatives to Representative Bobby Rush. He ran for the U.S. Senate and was victorious in the primary in March, 2004. He was elected to the United States Senate in November 2004 with 70% of the vote. He announced his candidacy for President of the United States on February 10, 2007. He said, "I know I haven't spent a lot of time learning the ways of Washington, but I have been there long enough to know that the ways of Washington must change."

He was formally nominated as the Democratic nominee at the 2008 Democratic National Convention in Denver, Colorado, on August 28, 2008. That nomination occurred the same day 45 years earlier when Dr. King gave his "I Have a Dream" speech. Barack Obama was sworn in on January 20, 2009, on the historic West Steps of the U.S. Capitol

Building, in Washington, D.C., as the 44th President of the United States. Most impressively, District of Columbia city government officials along with federal government officials reported that 1.8 million visitors from around the country and around the world came to the Nation's Capital, and stood for hours in the bitter cold to witness this global, historic moment.

Reid Epstein and Vern Gay of Newsday.com reported that billions watched around the world. "Voice of America," America's official government global broadcast network, reported the inaugural proceedings to 134 million people around the world in 45 languages. And finally, the Nielsen Wire, sponsored by the nation's foremost media and entertainment polling company, reported that 37.8 million Americans watched the inauguration and inauguration events at home.

NABET-CWA and TNG-CWA members played an important role broadcasting and reporting this historic event and the CWA Committee on Equity would like to congratulate these members for using their talents to bring this historic occasion into our homes like no one else could.

The CWA Committee on Equity reported to the 69th CWA Convention on the need for diverse leadership. The question was asked, "Will America in 2008 elect yet another male President of northern European descent?" The question was also asked, "Are we as a Union

ready to change the pattern?"

CWA is proud that we as a Union got involved in the political process, encouraging our neighbors, our families and our friends to register to vote, work phone banks, and give donations in any amount, small or large. But most importantly, we voted. Yes CWA, we helped change old electoral patterns and made a piece of "The Dream" come alive. (Applause)

The election of an African-American as President of the United States was a long time coming. It was a defining moment for America, but change had come. Senator Ted Kennedy while delivering his support of Barack Obama for President, reminded us that in 1960, Harry Truman stated publicly, when debating the wisdom of electing a young president versus a more elderly statesman, that we (America) needed "someone with greater experience," and added: "May I urge you to be patient." John F. Kennedy who at that time was running for President replied: "The world is changing. The old ways will not do...It is time for a new generation of leadership."

CWA, the change begins with each of us. From here, we must embrace that change and support our President and his administration.

The Obama Administration's principal forum on policy and political matters can be found at <http://www.whitehouse.gov>. As we

support this President's goal of improving conditions for the American middle class, we must realize that this is only the beginning and there is still much to be done. We must encourage this administration to promote passage of the Employee Free Choice Act (<http://freechoiceact.org>) and sign it into law once it comes to President Obama's desk. We must strive to make health care (<https://www.cwahealthcare.org>) affordable to everyone. And we must provide quality education for all children. And finally, each member of our union must continue to work diligently to improve civil and human rights within our great union and across America.

Congratulations to every member of our union for the solidarity you showed to promote *Change*. The Committee on Equity, as would Dr. King, encourages you to make a daily visit to each of these websites to use the wealth of information each provides to encourage member participation in every CWA Local.

**The Employee Free Choice Act and Civil Rights:
The Indistinguishable Challenge**

"I have a dream that one day this nation will rise up and live out the true meaning of its creed: 'We hold these truths to be self-evident; that all men are created equal!'"

In 1963, Martin Luther King, Jr.'s words rang out over a crowd of thousands of people as they listened intently to the

possibilities of a more hopeful future devoid of the inequalities and discrimination of their current state. Dr. King helped lead one of the most historic movements for civil rights in American history.

His words spoke not only of the struggle of African Americans in the United States, but of all those who fought the endless battle for equal opportunity and basic human rights. It was everyday people such as Dr. King, Rosa Parks, and A. Philip Randolph who took a stand against the majority in the 1950s and '60s and reminded us of basic tenets upon which this nation was originally founded: democracy, freedom, and equality.

The rights of U.S. citizens were first defined by the U.S. Constitution in the late 1700s. Freedom of speech, freedom of assembly, due process of law, and numerous other rights established by the Bill of Rights were considered basic civil liberties that the government could not violate. However, misinterpretation of laws, poor enforcement by leaders, and skewed opinions of "who's worthy" or not worthy of citizenship and basic rights under the law have left opposing groups in an endless battle over civil rights.

For African Americans it has been a steady struggle against discrimination, segregation, and unfair treatment since the 1800s. For women, the 1920s marked a fight for the right to vote and the beginnings of a struggle for fair treatment and equal opportunity. Although

improvements have been made in our nation's governing power and societal views, unequal protection under the law continues to infringe upon the civil rights of many minority groups.

Today, labor unions continue the fight for the rights of workers with the Employee Free Choice Act. Our own CWA President Larry Cohen remains labor's chief strategist working directly with affiliates from the AFL-CIO and Change to Win. His ongoing work with American Rights at Work under the leadership of the Honorable David Bonior has helped spawn a strong national movement in support of passage and in support of a promise from President Obama to sign the bill once it gets to his desk.

As for the civil rights community, support for our effort could not be greater and more profound. Wade Henderson, President and Chief Executive Officer of the Leadership Conference on Civil Rights, one of America's foremost civil rights advocacy groups, in a national conference call on the bill on April 8, 2009, made it clear that, *"The Leadership Conference has long known that workers' rights are civil rights, and that the right to organize is a civil and human rights issue of the first magnitude. That's why the Employee Free Choice Act is one of our highest legislative priorities."*

Dr. Henderson was joined on that call by other nationally recognized civil rights and labor advocates including Arlene Holt-Baker,

Executive Vice President of the AFL-CIO, Hilary Shelton, Washington Bureau Director of the National Association for the Advancement of Colored People, (NAACP), Melanie Campbell, Executive Director of the National Coalition for Black Civic Participation (NCBCP), Dr. Steven Pitts, labor policy specialist at the University of California at Berkeley Labor Center, and William "Bill" Lucy, President & Founder of the Coalition of Black Trade Unionists (CBTU) and Secretary-Treasurer of the American Federation of State, County and Municipal Employees (AFSCME).

Misconceptions, employer intimidation, and lack of labor law enforcement have made it increasingly more difficult to organize the U.S. workforce. Seizing this moment will give labor the opportunity to give workers back their rightful voice and restore equality between employers and their employees. The future of the Employee Free Choice Act, whether viewed as a labor right, civil right, or both, depends on the full support of CWA. It is up to us to educate our members and elected officials on the Employee Free Choice Act and to address any misguided opinions. The struggle for labor unions and the right to organize began long before our time, but the obstacles we have overcome and the battles we have won are a clear indication that if we work together, and stand as one, we will prevail and, once again, restore the civil rights of our nation's workers. Join us at:

<http://www.freechoiceact.org/cwa/http://www.americanrightsatwork.org/>

Civil Rights-Gay Rights: The Same Struggle

"We hold these truths to be self evident, that all Men are created equal, that they are endowed by the Creator with certain unalienable Rights, that among these are Life, Liberty, and the Pursuit of Happiness..."

COMMITTEE MEMBER MICHELLE LUCE: "All Men" does not include us, ladies, or people of color, much less our gay brothers and sisters. Federal civil rights policy has broadened the definition of "civil rights" in this modern age-- well, at least for some of us.

The election of President Obama did not erase racial inequality in this country, but it did show that a state in the heartland with an over 90% white population could overwhelmingly support an African-American as their candidate for President and start him on his way to victory. Thank you, Iowa!! (Applause)

Meanwhile, back at the Reagan Ranch, while the state of California was making the same decision about our President, they slipped a little thing in on us called Proposition 8, which bans gay marriage in that state. Initially, there was much finger-pointing from the LGBT community toward the African-American community. Several exhaustive studies have shown that the overwhelming support for this

initiative comes from the religious right. If they cannot drive a wedge between us with race or abortion, then let's try homophobia.

Why should this matter to us, to CWA and the minority community as a whole? News flash! Each of you in your seat, each of you on your feet out there is a minority because for CWA members, as union members, the opportunity for the rest of the folks to have a union is vanishing at an alarming rate-- one more reason for you to get that Employee Free Choice Act passed. (Applause)

... The faster we realize that we must all unite, the faster we can increase our representation in government and obtain equal protection under the law for each and every one of us.

According to the Leadership Council on Civil Rights, in a report dated March 2009, the LGBT community has no national laws protecting them against employment, housing, or education discrimination. Further, there is not enough research, fact-finding and focus on these issues by the Federal government.

In June of 1969, a police raid on the Stonewall Inn in Greenwich Village, New York, sparked riots for two days. This event became the symbolic beginning of the gay rights movement in this country. Each year there are Gay Pride parades across the nation commemorating that incident.

On December 15, 1973, the Board of the American

Psychiatric Association voted unanimously to strike homosexuality as a mental illness from the diagnostic manual. In 1975, the American Medical Association called for the repeal of all state laws barring homosexual acts between consenting adults.

In 1979, the first gay and lesbian civil rights march on Washington drew more than 100,000 people; however, in 1984, the Supreme Court of the United States ruled that individual states had the right to outlaw sexual relations between same-sex adults. In 2003, the Court reversed that decision in *Lawrence vs. Texas* and struck down all existing sodomy laws between consenting adults.

More recently, in 1998, we had two brutal hate crimes in the United States. One was the brutal dragging death of James Byrd in Texas and the other, the murder of Matthew Sheppard in Wyoming, a young gay man.

As I reported last year, in 2000 in Roanoke, Virginia, we lost one of our own, Danny Lee Overstreet, because some thug went into a gay restaurant and decided to "waste some faggots." There has been little progress made in adding gays and lesbians to the existing hate crime legislation already in place in this country. ...

COMMITTEE MEMBER LUCE: There are 43 states in these United States that ban gay marriage, 29 of which have constitutional amendments. Two states, Maine and New Hampshire,

recognize same-sex civil unions, and four states actually have same-sex marriage laws, including-- one more time-- thank you Iowa!!

... "We've shown that truth and fairness and justice and love are more powerful than one man's veto pen," same-sex marriage advocate Beth Robinson said to cheers from supporters at the state capitol in Montpelier after the House of Representatives of Vermont passed the law by a margin of 100-49.

I tend to agree with Harvey Fienstein who quipped, "Why is it that my sister can have three failed marriages and I can't even have one successful one?" A marriage license is a civil, legal document, not a religious one. In certain states, interracial marriages were illegal until 1967.

The Committee on Equity formally encourages CWA members to familiarize themselves with our civil rights platform. One does not have to be black to march in the MLK parade, nor gay in order to march in a Gay Pride parade. While we are contacting our elected representatives regarding the Employee Free Choice Act, Health Care Reform, and other important issues, remember our gay and lesbian brothers and sisters and those "unalienable rights" mentioned in the beginning! As members of a COE Committee, we must educate our individual locals regarding civil rights, equal rights, and equal protection under the law for everyone.

Harvey Bernard Milk (b. May 22, 1930, and assassinated November 27, 1978) was an American politician and the first openly gay man to be elected to public office in California. He was assassinated in San Francisco's City Hall by a former co-worker. ...

COMMITTEE MEMBER LUCE: I will close with a quote from the first openly-gay man elected to public office in the State of California. He worked with the Teamsters on the Coors boycott and formed a coalition of all of us to fight for civil rights and equal protection under the law for each and every one of the citizens of this country.

"I ask this-- that if there be an assassination, I would want five, ten, a hundred, a thousand to rise. If a bullet should enter my brain, let it destroy every closet door. I ask for the [gay] movement to continue because it's not about personal gain and it's not about ego and it's not about power, it's about the 'Uses' out there. Not just the gays, but the blacks and the Asians, the seniors and the disabled-- the 'Uses.' Without hope, the 'Uses' give up. And I know you can't live on hope alone, but without hope life is not worth living. So you and you and you...you gotta give 'em hope." - the "Mayor of Castro Street," ladies and gentlemen-- Harvey Bernard Milk.

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

... The Committee members continued with their report, as

follows: ...

Reducing the Digital Divide

To many Americans, broadband access is a common everyday tool of our lives. We use the Internet to educate ourselves, search for jobs, keep posted on current events, and much more. However, there are still Americans that don't have that convenience. They live in un-served urban areas or in rural areas that do not have broadband access.

Customers in un-served areas are defined as communities or neighborhoods in which a significant portion of the population has no terrestrial non-dial up Internet access. Underserved areas are areas in which broadband is delivered at less than 3 mbps downstream and 1 mbps upstream.

The Communications Workers of America Speed Matters program reports that the United States is the country that invented the Internet. We have fallen from 1st to 15th in the high-speed Internet penetration. Denmark is now ranked at No. 1.

Until recently, the United States was the only industrialized country without a national policy to promote high speed Internet access. Other countries have moved ahead of us. It's time for the United States to take action.

CWA recognizes the importance of creating a broadband infrastructure that will bring all Americans into the technical reality of

21st century communications improving this country's economic well being. Two years ago CWA launched its Speed Matters campaign to bring affordable high speed broadband to every American household, business and community.

In a brief filed with the U.S. Department of Commerce by Debbie Goldman, CWA Telecommunications Policy staff, it was determined that an estimated 10-12 million households do not have access to broadband and Internet technology. Our Speed Matters program was designed to address this problem technically and legislatively.

As reported by speedmatters.org, high-speed Internet goes far beyond entertainment. The Internet allows people to connect, create, and educate themselves in a way that no other resource can. In public safety, high speed networks quicken the response time of first responders, and in education, video conferencing enables teachers to expand their classroom walls beyond the traditional school setting.

High-speed innovation, job growth, telemedicine, distance learning, rural development, public safety, and e-government require truly high-speed, universal network. Additionally, for the physically and mentally challenged, broadband allows them to break through the limits of their physical disabilities.

A recent study by the telecommunications group, Connected Nation reveals, "*American minorities continue to be among the nation's*

digitally disconnected." Surveys conducted in three states reveal that computer ownership and broadband adoption among minority residents lags behind non-minorities.

The report goes on to say, "*The technology gap for minorities is most evident in both urban-inner city and rural areas.*" The infrastructure required to connect all Americans is less reliable and inaccessible in these communities. In affluent urban areas where broadband is nearly ubiquitous, broadband adoption among minorities in the far reaches of the same cities remains low. This is in contrast to non-minorities who have the means to subscribe to broadband. For those with means, broadband allows those in rural communities the ability to attract businesses and tech-savvy residents that otherwise would not be able to thrive.

The Alliance for Digital Equality found that significant numbers of Americans say they do not see the value of broadband and have no interest in subscribing to high-speed Internet. For this group, digital literacy and I.T. skill programs can promote adoption. In the case of the urban poor, service may be readily available, but many families can't afford the \$30 to \$50 it costs each month to get broadband. Many also lack computers at home.

One of the major challenges of this technology is the speed of Internet access. The speed of the Internet connection is a very

important component in the effective execution of commerce and education. High-speed Internet is essential; for economic growth and global competitiveness. Testimony given by Emily Sheketoffk of the American Library Association at the NTIA/RUS Broadband Roundtable on March 16, 2009, reveals that sixty percent of libraries report that their broadband connections are too slow, forcing 80 percent of patrons to wait in line to use public computers. This is a particular problem for younger Americans who depend on the Internet to complete homework assignments at the neighborhood library.

All of the aforementioned problems form the basis of the digital divide. However, the United States is making progress closing that divide. The United States is now investing in broadband projects that create and preserve good jobs, jumpstart the economy, and promote long-term competitiveness within this country and within the global market.

In February 2009, the United States Congress approved a massive \$838 billion economic stimulus package. The American Recovery and Reinvestment Act of 2009, signed into law by President Barack Obama, included \$7 billion in funds to promote broadband deployment. Funding is targeted at projects that upgrade networks serving state and local government agencies, public safety organizations, and community anchor institutions such as schools, and medical and

health care providers. Funding also prioritizes projects that provide broadband education, awareness, training, equipment access, and support services to facilitate greater use of broadband service by underserved low income, unemployed, aged and otherwise vulnerable populations.

This incredibly positive shift in public policy promoted by CWA is aimed at achieving universal Internet access for every American. Implementation of this policy will improve this country's ability to close the digital divide.

CWA remains active and in the forefront of the broadband challenge and is committed when it comes to broadband deployment and Internet accessibility. Our recent partnership with The Alliance for Digital Equality and Connected Nation has opened opportunities to effectively put broadband, quality equipment, and Internet accessibility into underserved inner city communities and rural areas. CWA's participation in the Congressional Black Caucus Institute 21st Century Council involves us directly in federal broadband policy making with members of Congress and the White House. The Committee on Equity recommends that all CWA locals and staff adopt and support the efforts of all our broadband partnerships (www.speedmatters.com) and congressional activities (<http://cbcinstitute.org>).

Health Care Disparities in the Minority Community

Despite the steady improvements in the overall health of

many in the United States, racial and ethnic minorities continue to receive lower quality health care services. They are less likely to get routine medical procedures and have higher rates of mortality than non-minorities. Many factors contribute to this condition such as, insurance coverage, access and quality of care.

One in three residents of the United States self identifies as African American, Native American, Alaska native, Asian, Native Hawaiian, Pacific Islander, Hispanic/Latino, or multiracial. By 2050 this number is expected to increase to one in two. Even with significant advances in civil rights, race still remains a factor in receiving health care.

In a landmark report by the Institute of Medicine compelling evidence provides that racial/ethnic disparities persist in medical care. Despite the many efforts to reduce or eliminate the disparities, gaps are getting larger rather than smaller.

Although attention to racial/ethnic disparities in care has increased among policy makers, there is little consensus on what should or can be done. The U.S. Congress has provided early leadership on the issues by mandating an Institute of Medicine study on health care disparities, creating the National Center on Minority Health, and requiring the Department of Health and Human Services to produce the National Healthcare Disparities Report. This report examines four

policy areas for addressing racial and ethnic health care disparities:

- * Raising public and provider awareness of disparities in care;

- * Expanding health insurance coverage;

- * Improving the capacity and number of providers in underserved communities;

- * Increasing the knowledge base on causes and interventions to reduce disparities.

Perceptions of a problem often influence the actions taken or not taken to change policy and practices. Efforts to raise public awareness of racial/ethnic health care disparities have achieved modest success. In 2006, nearly 6 in 10 people surveyed believed African Americans received the same quality of care as whites, 5 in 10 believed Latinos received the same quality of care as whites. These estimates are similar to a study done in 1999.

In contrast to the public's lack of awareness, the level of awareness among physicians has risen sharply. In 2002, 69% of physicians said the health care system "rarely or never" treated people unfairly based on a person's racial/ethnic background. In 2005, less than 24% disagreed with the statement that minority patients generally receive lower quality care than white patients.

Health insurance matters, and determines whether, and when,

people get medical care, where they receive care and how healthy they are. However, racial/ethnic minority populations (who constitute 1/3 of the U.S. population) are disproportionately represented among those without any health care coverage. Compared to the insured, the uninsured are less likely to have a regular doctor or get timely and routine care and are more likely to be hospitalized for preventable conditions. So expansions to health insurance coverage are of particular importance to minority groups.

Minority Americans are much less likely to have health insurance offered through their employers. Medicaid is an important safety net for coverage for many of our nations' poor and disabled. Efforts are needed to assure that existing sources of coverage such as Medicaid are maintained while also working to expand other sources of coverage for the uninsured.

Despite efforts since 1970 to increase the number of health care professionals in medically underserved areas, members of racial/ethnic minority groups are still underrepresented in the health care workforce and are more likely than whites to live in neighborhoods that lack adequate health resources. For example, 28% of Latinos and 22% of African Americans report having little or no choice in where to seek care, while only 15% of whites report this problem. Latinos and African Americans are also twice as likely as whites to rely upon a hospital

outpatient department as their regular source of care rather than a doctor's office.

Even when health care resources are geographically accessible, language and cultural barriers are sometimes a problem. Since minority health professionals are more likely than whites to practice in minority and medically underserved areas, a more diverse health workforce could help to improve access and adherence to treatment.

Evidence of racial and ethnic health care disparities is substantial; the evidence-base for developing interventions to eliminate these disparities remains limited. For example, efforts are currently underway to examine how training health care providers to offer culturally and linguistically appropriate services and increasing the use of financial incentives to promote high quality care may reduce racial and ethnic health disparities. Increasing the knowledge base will require investing in collecting and analyzing data on health care across racial/ethnic groups. Data from national surveys, health insurers and providers are needed to better understand the problems and impact of interventions. Because we have not collected the data or have insufficient sample sizes, we know little about patterns of health care use for many racial/ethnic groups.

The nation faces shortages of hospitals, doctors and nurses

in the communities that need them most. Our nation's health care infrastructure requires profound change in order to match the resources to the vision of quality and effective care for all. The United States is facing a shortage of 400,000 nurses and will face a shortfall of 55,100 doctors by the year 2020. The shortages will only increase since many doctors are baby boomers and will retire soon.

In these tough economic times the United States cannot spend its way to better health. We spend 16.5% of our economy on health care, which equates to twice as much per capita as other industrialized nations. Yet we sadly rank at the bottom compared to our peers in terms of measures of quality and outcomes. Our nation needs a human and physical infrastructure that maximizes each health care dollar spent.

A comprehensive, interoperable -- national health information system can dramatically improve and reduce costs. Electronic medical records (EMR) have the potential of reducing medical errors, improving collaboration between health care providers and reducing the cost of health care. Personal health records (PHR) can empower patients to improve their health through better prevention, management of disease and coordination of care. Linking PHRS and EMRS through a National Health Information Infrastructure will enable a coordinated care "delivery system" vital to improving health.

Home and personal bio-monitoring devices can relieve shortages of providers and care centers by allowing more care to take place in the home. Bio-monitoring technologies are already available for home use enabling patients and doctors to track indicators from sleep patterns to eating habits. An interpretable health information system would allow this information to be collected remotely and fed into the patient's electronic medical record. However, security and privacy safeguards will be required. Without good privacy and security safeguards, many patients will not share their medical information.

By 2019, a National Health Information Infrastructure (NHII) system will connect the nation's EMRS and PHRS. This infrastructure runs on open source software standards which allow a high level of interoperability between vendor systems. A patient's PHR is automatically updated with relevant health information after visiting a doctor. The doctor's EMR is updated automatically from bio-monitors located in the home. Powerful technologies allow both providers and patients to review their data, identify trends and develop programs for healthy living.

The federal government takes a leading role in creating the NHII by setting standards for interoperability, altering payment systems to promote technology adoption and providing funding and training to providers. Federal and state governments can increase spending to

increase the number of hospitals and community health centers in underserved communities. The increase in health care spending should focus on prevention. The prevention focus alleviates overcrowding at emergency rooms, but drives demand for more primary care physicians and nurses.

The health of our economy is suffering from the poor health of the U.S. health care system. If we fail to change, our poor, rural and minority communities will continue to suffer from shortages in our health care system.

Immigration

Immigration is important to CWA, our nation, our jobs, and our standard of living. However, until Congress and the White House are able to resolve the issue of citizenship relating to illegal immigrants already in the country, it will be difficult to properly assimilate new arrivals into the nation's workforce and protect all workers' rights. The Department of Labor Bureau of Labor Statistics in a published report states, "*Employment in the telecommunications industry is expected to increase by 5 percent over the 2006-16 period, compared with 11 percent growth for all industries combined.*"

CWA like the majority of organized labor has found it difficult to organize successfully in many parts of the country unless we begin to incorporate immigrant workers as part of our overall organizing

strategy. For years management has successfully driven a wedge between domestic workers and immigrant workers. However, the strategies management uses to mine for profit at historic proportions has, over the past eight years in particular, encouraged exploitation of both domestic and foreign-born workers in equal proportions. This exploitation is now more transparent as the present job market has staggered and spiraled downward.

Organized labor has come under severe attack from management. As more and more workers are laid off, companies are using an economy in disarray as the excuse not to provide a living wage, health care and pensions. However, with a new government that now demands greater corporate transparency and accountability, it is becoming clearer to the average citizen that poor fiscal management and outright corporate greed is the true reason for the failure within our economy. If working people are to assist this new President with re-organizing this country's priorities and holding management accountable, "all" working people must come together to support that message. Just as our environment is deteriorating, so is our quality of life. The only resolution is for workers to come together in Solidarity!

The historic inauguration of our new president in January, 2009, along with sweeping democratic majorities in the United States House and Senate have given working families in all communities hope

that we can address the issue of immigration from a less punitive point of view. But the work of turning this country around cannot be left solely to the new Administration. It is imperative that workers fight together to help turn this country into the inclusive society that we know it can be, where everyone can work and live in peace, harmony, and under the protection provided for us by the Constitution. Immigration reform along with the implementation of other progressive labor laws like the Employee Free Choice Act can only strengthen our ability to organize all workers, relieving them of the fear of management reprisal or punishment.

There will always be those who are determined to fan the flames of racism and negativity, in an increasingly futile effort to continue promoting agendas that will divide us. But the mood within organized labor continues to stand as the model our country should advance. This positive movement forward is underscored as the leadership of the AFL-CIO and Change To Win continue to promote and agree on a single immigration policy that will benefit organized labor, unorganized workers, and immigrants from every cultural background living and working in this country. Labor's agreement on policy is an expression of solidarity that will continue to anchor our movement as we fight for the "Change We Can All Believe In".

Our country and our labor movement have seen some major

changes in demographic density within our communities, in union membership, and in industry make up. We have seen jobs exported with no regard for the ability and needs of unemployed workers in this country qualified to do that work. Since the early '70s labor has witnessed top executives amass great wealth while worker wages and benefits have plummeted. This has happened even as worker productivity has increased and improved.

We have seen our numbers under collective bargaining agreements severely depleted, again while worker productivity has increased. Real wages have become stagnant and in many cases have fallen since the 1970s. For workers confronted with management greed, an effort to ramp up progress in terms of gaining more job security has seen a "race to the bottom".

These losses in job security and benefit security have not been accidental. In many cases, management's vehement promotion of a cottage industry designed to bust the union movement has divided and separated workers for too long. The crisis we presently face will only add to our demise unless we act to protect our own interests. Passage of the Employee Free Choice Act along with health care reform will allow us to move forward aggressively to organize the unorganized immigrant worker, giving them the dignity and job stability they need to become even more integral and productive members of our society.

The approach to immigration reform has five major interconnected components; (1) formation of an independent commission to assess and manage future flows, based on labor markets shortages that are determined on the basis of actual need; (2) a secure and effective worker authorization mechanism; (3) rational operational control of the border; (4) adjustment of status for the current undocumented population; (5) improvement, not expansion, of temporary workers programs, limited to temporary seasonal, not permanent jobs.

The CWA Committee on Equity wants to play a major role in demystifying the problems surrounding immigration policy so that all workers can clearly recognize our commonalities and from there, build on our strengths. We can also continue the work already begun within our union to empower workers of color, women, LGBT members, and young workers who will become leaders in tomorrow's labor movement, and are organized labor's future. Organizing more Equity Committee's in our locals will allow the union to truly accomplish our common goal of unity.

There are different celebrations of culture and religion that we can learn more about and should promote within our local activities. This will help our members better understand one another. It will foster greater appreciation among us regardless from where we hail. The ultimate goal is to strengthen our relationships with one another.

As we organize for the future, we have to create an environment in our work places and union halls where union brothers and sisters can work together to ensure *Change* for working families. We cannot win labor's struggle unless all of our union brothers and sisters are at the table working in unity. The Committee on Equity encourages all of our delegates to return with the message that CWA remains determined to promote a movement that reflects the words, "Do unto others as you would have them do unto you." Immigration and integration remains our goal. One of the most important messages you can take home, if you have not already done so, is to build a CWA Equity Committee within your Local. With unity comes strength.

(Applause)

CHAIR MIDDLETON: President Cohen and delegates, this concludes the Committee's report, and the National Committee on Equity moves for the acceptance of this report.

BOARD MEMBER CUMMINGS: A motion has been made and seconded that the National Committee on Equity report be accepted. The Chair recognizes delegate brother Andrews of Local 3204.

Before delegate Andrews speaks, if I could just have a point of privilege as the Chair, as most of you know, Walter is Chair of the Minority Caucus and I am Vice Chair of the Minority Caucus. Of course, we heard the brother this morning talk about the terrible tragedy

that happened here in D.C. yesterday. And also a couple weeks ago we had another tragedy here where a security guard was killed at the Holocaust Museum. I think it would be proper for the Convention to know that, under Walter's leadership on the Executive Board of the CWA Minority Caucus, at the conference that we had a couple days ago, the Board decided to give \$1,000 to the family of that security guard that was killed, Steven Tyrone Jones. So we thank them for that donation. (Applause)

Delegate Andrews.

DELEGATE WALTER ANDREWS (Local 3204, President, CWA Minority Caucus): Good morning, Executive Board, delegates, alternates, retirees, guests, brothers and sisters.

Mr. Chair, thank you for giving my remarks. I will go to my seat now. (Laughter)

But before I sit down, I just have to say a few words. Thank you, Committee, for the hard work that you have done on compiling this report. God bless you and thank you. (Applause)

Even though Mr. Chair gave my report, thank you for not making me follow Michelle. God bless you. Great remarks. Thank you. We love you.

Committee, you did an excellent job. When you started off on the report, the words that you opened up were most powerful--

"commitment, awareness, tolerance, vigilance, organizing, and solidarity." We've got to have all these things in order to survive.

You captured all the points: Making a change happen in CWA. You even put numbers in there, which was top secret until you all got up there. So we thank you for that. You did an excellent job.

We all want a piece of the dream. The Employee Free Choice Act -- we all know that's the most critical thing.

Civil rights, gay rights-- In the history of this country, it has always been the same struggle. We thank you for reminding us of that.

Reduction of the digital divide-- We got to reach everyone, leave no one behind.

Health care-- We know the problems we're going through. I stand here facing death a few weeks ago myself. If I had not had the health care that I had, I would not be addressing this podium now, and I thank God for my union for providing me with that health care.

(Applause)

Immigration-- As Michelle has said earlier, they use something against us at all times. They have used immigration for the past eight years as a wedge against the races of this great country. It has divided our union in some places, but we worked past that. We understand that it's all of us together in unity that we have to do what needs to be done.

Your closing paragraph captured it all. I couldn't say it any better. I stand here and I thank you, and give a special thanks to the leadership of our great union, Larry Cohen, for his foresight and his willingness, and he has moved us forward in the brief period of time that he has been President. We have come a long way. We thank you, President Cohen and the Executive Board.

As President of the CWA Minority Caucus, we held our 27th conference here in Washington, D.C. Our theme was "It's Labor Time in 2009." So we come here today saying thank you.

As Claude alluded to earlier, each year we present an award to the recipient who exhibits the traits that the first African-American who served on our National Executive Board, Eugene Mays, exhibited. We presented the award, as Claude said, to Officer Steven Tyrone Jones, donated a \$1,000 to their family.

Again, to the Committee: In the spirit of your report, I would like to say, as you heard earlier, District 3 elected a new Vice President, the first female in the history of our great union. I say to my brothers and sisters in District 3, the election is over. We must go to work now to make sure they get Free Choice passed and that we bring in a good contract for our members. (Applause)

Again, thank you, Committee, for the great work that you do. As I go to my seat, I leave you with these words that were taught to me.

"Those who shut their ears to the cries of the poor will be ignored in their own time of need." Thank you. God bless. Appreciate it.

(Applause)

BOARD MEMBER CUMMINGS: Thank you, Walter.

The Chair recognizes T. Santora from Local 9400.

DELEGATE T. SANTORA (Local 9000): I'm sure they would be happy to have me, but actually I'm from Local 9000.

(Laughter) But they are my brothers and sisters, and I would be proud to be in 9400 and any other local in this union. Thank you very much.

(Applause)

BOARD MEMBER CUMMINGS: The record stands corrected.

DELEGATE SANTORA: Thank you, sir. And I must say, I am most proud of Michelle Luce, always and forever. I love you baby.

(Applause)

Brothers and sisters, I want to commend the Committee, as those of you are who are standing up in this line are doing right now and those of you on the floor who will approve this report. Once again, this Committee has shown the leadership that we have been begging for for years, and I thank you so much for that.

I want to share a personal experience, particularly along the lines of Michelle's report. Last year in May, the California Supreme

Court wrote one of the most eloquent decisions I have ever read, establishing the right for everyone to be able to marry the person that they love in California. If you haven't read that decision, I would recommend it to you. (Applause)

It was so moving, in fact, my partner of 12 years and I got married in September. (Applause) Sorry, Michelle.

But then, as Michelle pointed out, a few short months later the California electorate decided to take those rights away. However, the 18,000 of us who got married are allowed to stay married. And I have to tell you, it's a very, very awkward position to be in, one I am deeply uncomfortable with-- not because I don't love my husband, but because I feel like I have something that my neighbor can't have. I have something and my family has something now that my brothers and sisters can't have.

I am also deeply disturbed by the fact that, in addition to the right-wing religious organizations that funded that campaign, union members also by a majority vote supported Prop 8. But I can't tell you how proud I am of this union, particularly the leadership of District 9, who stood up with us at the California Labor Federation, in the public and in the courts, to say what you have all said here today-- that we are all brothers and sisters. An injury to one is an injury to all. (Prolonged applause)

And one more thing before I close, I want to tell you this: For those of you who come from communities who may not get it just yet, there is a lesson for those of us who do organizing. When we are talking to potential members, we know what's coming from the employer. And there's a term we use called "inoculization." We inoculate those new members to the realities ahead. It's going to be a tough fight. They are going to hear a lot of ugly things about us. We have to prepare them.

There is nothing better than these Committee on Equity reports to help you inoculate your members and your community to the hatred that will lie ahead when these battles confront us. And so they will. Nothing is going to stop the Equal Rights Movement. It never has, and it never will. And, ladies and gentlemen, the Civil Rights Movement for gay rights in this country is the Civil Rights Movement of our time. I hope you stand with me and with us as we move forward. Thank you again, Committee. (Applause and cheers)

BOARD MEMBER CUMMINGS: Thank you, T. Seeing no other delegate wishing to speak on the motion to accept the Committee's report, all those in favor indicate by raising your hands. Down hands. The report is accepted. Thank you. (Applause)

I would like you to join me in thanking the National Committee on Equity for its report. Let's give them a round of applause.

(Applause) I thank all of you who stood in line to support them. I also want to thank Alfonso Pollard who works with that Committee. And I would also like to thank President Cohen, Executive Vice President Annie Hill, and Secretary-Treasurer Jeff Rechenbach for giving me an opportunity to chair this most important part of our Convention. Thank you. (Applause)

PRESIDENT COHEN: The Chair recognizes the Resolutions Committee and its Chair for a report.

CHAIR GIBSON: Thank you, Mr. President. The Chair recognizes --

PRESIDENT COHEN: Quiet in the hall, please.

CHAIR GIBSON: The Chair recognizes Robert Santucci.

COMMITTEE MEMBER ROBERT SANTUCCI: Will the delegates please turn to Page 16 of the Resolutions report and look at Resolution 71A-09-7. I will read the resolves of the resolution.

RESOLUTION 71A-09-7

Support for America's Public Safety and

Law Enforcement Officers

CWA's Public Safety Law Enforcement Officers have always been the front line in our communities and states but now, their jobs are more difficult. In addition to standard duties that involve keeping the peace and protecting the lives and property of citizens, these officers

also play an essential role in protecting our national security and responding to natural disasters, accidents, hazardous material spills and other occurrences.

This job, already difficult, has been made even harder by the economic downturn which has caused so many localities to cut and restrict vital public services, including law enforcement and public safety functions.

This approach will likely create even greater problems for those communities and states. In some cases, governments are restricting overtime, instituting a hiring freeze and delaying recruiting and otherwise limiting the work of public safety professionals.

The National Center for Victims of Crime reported a 25 percent increase in calls from October 2007 to October 2008 "as job losses and economic stress factor into increased violence." Clearly, the need for skilled public safety professionals is greater than ever.

President Obama's economic recovery plan included \$4 billion in Department of Justice funding to help support the law enforcement efforts of state and local governments. It is critical that the government jurisdictions that are the employers of our law enforcement professionals actively apply for funds under this program.

Public safety professionals put their lives on the line every day, in communities across our country. Unfortunately, in most

jurisdictions, public safety and law enforcement officers still are deprived of basic rights-- like collective bargaining and the ability to have a collective voice. National legislation to correct this injustice is long overdue, and we are optimistic that this year, public safety and law enforcement officers finally will gain the bargaining rights they deserve.

In January of this year, a bill to provide collective bargaining rights for state and local government public safety officers was introduced in the House of Representatives by Rep. Dale Kildee (D-MI) and already has the support of 88 co-sponsors.

The Public Safety Employer-Employee Cooperation Act of 2009, H.R. 413, is a significant step toward putting in place the kind of employer-employee cooperation that is essential for meeting community and national security needs. In the states and localities where public safety officers already have collective bargaining rights, those laws should be respected and would not be lessened by any national legislation.

Public safety and law enforcement officers also would benefit from a bill introduced in April in Congress by Rep. Bart Stupak (D-MI), the Law Enforcement Officers' Procedural Bill of Rights Act, or the Due Process Act, H.R. 1972. This bill would grant the same due process rights to police officers under investigation that all citizens currently have. Currently, law enforcement professionals under

investigation have limited rights. This injustice must be addressed.

Another important goal for law enforcement professionals is a national certification program-- a set of standards-- that all police officers must meet. Currently, there is no set of standard requirements for local police officers. Such standards are critical to public safety. A national certification for firefighters already exists and a similar measure should be adopted for police officers.

The unique identity of law enforcement calls for a sharp and continued focus on the needs and critical issues facing public safety officers. The National Coalition of Public Safety Officers will lead CWA's efforts in this area.

Resolved: CWA and the NCPSO strongly support federal legislation to provide public safety professionals with the bargaining rights and collective voice that they need and deserve, as well as federal legislation to restore due process to law enforcement officials.

Resolved: CWA/NCPSO will work with other unions, labor organizations and allies in the law enforcement and public safety community to have these important measures passed by Congress and signed by the President.

Resolved: CWA and the NCPSO will continue to work for the development of a national certification program and standards for local police officers.

Resolved: CWA urges all jurisdictions that employ our law enforcement and public safety professionals actively to apply for funds available from the Department of Justice under the federal Recovery Act and any other funds available to them.

Mr. President, the Resolutions Committee moves the adoption of resolution 71A-09-7 entitled support for America's public safety and law enforcement officers.

... The motion was duly seconded ...

PRESIDENT COHEN: You have heard the motion.

Seconded from the floor. At microphone No. 1, Delegate Bullock.

DELEGATE CRAIG BULLOCK (Local 7906): I would like to make a motion to introduce a friendly amendment to Resolution 71A-09-7. The amendment would make a change on Line 8 to change the second word from "job" to "profession."

PRESIDENT COHEN: The motion has been made. Is there a second?

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

PRESIDENT COHEN: You can speak on your motion.

DELEGATE BULLOCK: Changing this word from "job" to "profession," the language would read, "This profession, already difficult, has been made even harder by the economic downturn."

Brothers and sisters, changing this word may seem small to

some people, but it shows the respect these professionals deserve. They have earned it. We demand respect from our employers, and we should show each other respect as well. Thank you. (Applause)

CHAIR GIBSON: The Committee does accept that word change.

PRESIDENT COHEN: At Microphone No. 3, Delegate Ebratt. Good morning, Lou.

DELEGATE LUIS EBRATT (President, National Coalition of Public Safety Officers; President, Local 7077): NCPSO currently represents EMS, 911 operators, police, probation, parole, sheriff, and correctional officers-- approximately 16,000 strong. It is my pleasure to address this body of delegates, alternates, guests, and Executive Board members.

I rise in support of this resolution for NCPSO. The coalition anticipates a significant impact from pending federal collective bargaining legislation. This legislation will enable our public safety officers to work cooperatively with all our brothers and sisters to build and strengthen CWA. Concurrently, NCPSO hopes to develop a national certification standard for all public safety officers as outlined in this resolution.

NCPSO asks for all of CWA to stand with the men and women of public safety who risk their lives daily protecting our

communities. Stand united with your public safety officers, support the national coalition, and the national certification for public safety resolution. Thank you. (Applause)

PRESIDENT COHEN: Microphone 3, Delegate Shirley.

DELEGATE CURTIS SHIRLEY (Local 2911): Good morning. As a corrections officer, I rise in support of this resolution. This resolution puts us in line with Resolution No. 1 that was adopted yesterday. The resolution puts us in the forefront of the labor movement and organizing in public safety.

I am a supporter of the heart of this resolution, which is the passage of the Public Safety Bill of Rights, the passage of collective bargaining rights for all public safety personnel, the passage of a bill for the introduction of standards in public safety and in the relevant fields. These bills, once passed on the federal level and adopted in our respective state legislatures, will give all of public safety one voice.

Brothers and sisters, these bills all together represent growth in public safety and equal growth for our great union, the Communications Workers of America. (Applause)

PRESIDENT COHEN: Thank you. At the Questions mike, Delegate Woods.

DELEGATE TEREZ WOODS (Local 4309): Good morning,

brothers and sisters.

Question No. 1: Would this resolution affect their jurisdiction as far as whether they remain in the public sector?

CHAIR GIBSON: No, it would not.

DELEGATE WOODS: Second question: Is this specifically public safety and law enforcement officers, or does it also affect probation officers?

CHAIR GIBSON: Well, it's public safety officers and-- I can't answer that honestly.

PRESIDENT COHEN: The answer is "yes." The definition we used is from the bill that's before Congress, and actually it has an earlier history to it, and it definitely includes probation and other public safety officers.

DELEGATE WOODS: Because we represent probation officers, and I think when you make this kind of resolution that affects everyone, it would have been nice if you asked all of us who represent them if we felt the same way. Thank you.

PRESIDENT COHEN: Microphone No. 1, Delegate Adams.

DELEGATE JOHN ADAMS (Local 9421): Mr. President, I do rise to call for the question.

PRESIDENT COHEN: There is a motion to end debate. It is not debatable. All those in favor of ending debate on the motion

indicate by raising your hands. Down hands. Opposed by a like sign.

The question is before us. Resolution No. 7, "Support for America's Public Safety and Law Enforcement Officers." All those in favor of the motion, please indicate by raising your hands. Down hands. Opposed by a like sign. It is adopted. (Applause and cheers)

CHAIR GIBSON: Thank you, Mr. President.

The Chair recognizes Anetra Session.

COMMITTEE MEMBER ANETRA SESSION: Thank you, Mr. Chair. Will the delegates look at the Supplemental Resolutions report and find--

PRESIDENT COHEN: Quiet, please, as you take your seats. Wait just one minute, okay, because this is an important resolution. They are still taking their seats.

Thank you.

COMMITTEE MEMBER SESSION: Would the delegates please look at the Supplemental Resolutions report and find Resolution 71A-09-8 entitled, "Redress Past Pregnancy Disability Discrimination." I will read the resolves of the resolution.

RESOLUTION 71A-09-8

Redress Past Pregnancy Disability Discrimination

In May of 2009, the Supreme Court in *AT&T Corp. v. Hulteen* sided against female workers who get smaller pensions than

their male colleagues because they took maternity leave before Congress passed the Pregnancy Discrimination Act of 1978. The 1978 law clarified that, under Title VII of the Civil Rights Act, pregnancy discrimination counted as sex discrimination; therefore, employers must accord pregnancy disability with the same treatment as other disabilities.

The Supreme Court's most recent decision involved four employees of AT&T who took maternity leaves between 1968 and 1976--before the law required employers to offer pregnancy leave on equal terms with other disability conditions. The women were denied full credit for those leaves resulting in reduced pension payments.

The decision in *Hulteen* negatively impacts an estimated 15,000 women who worked at AT&T and took maternity leave before the law was changed. It potentially also affects thousands of other women who worked at other companies that had discriminatory pregnancy leave policies in the years before passage of the Pregnancy Discrimination Act of 1978.

The Court majority decided that AT&T's continued shortchanging of the four women in this case, and the thousands of others it harmed in the past, is permissible based on the fact that their pregnancy leaves predated the 1978 law.

AT&T's denial of equal benefits should not be dismissed as past discriminatory behavior, but rather as an ongoing act of

discrimination that results in reduced pension benefits for the women involved. In effect, this is a denial of equal pay for women. They deserve to be made whole. AT&T cannot be trusted to do the right thing for its employees, as the company has shown time and again.

Resolved: The Communications Workers of America shall explore remedies, including possible legislative action, to supersede the Supreme Court decision in *AT&T Corp. v. Hulteen* in order to provide redress for the thousands of women workers harmed due to prior pregnancy disability discrimination.

Resolved: The Communications Workers of America shall educate our members on the implications of this damaging ruling and potential solutions.

Mr. President, the Committee moves the adoption of the resolution entitled "Past Pregnancy Disability Discrimination."

PRESIDENT COHEN: A motion has been made by the Committee. Is there a second from the floor?

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

PRESIDENT COHEN: I recognize on Microphone No. 3, Delegate Santora.

DELEGATE T. SANTORA (Local 9000): I am here to ask for your support for this resolution. Last month, I got up early one morning to download our bargaining report from the night before. It was

more of the same-- AT&T was dragging its feet, for all intents and purposes, simply trying to ignore us.

I was already in a foul mood from the report when I picked up the *New York Times* to read the front page of the Business Section. It was there that I heard the case called *Hulteen vs. AT&T*. The Supreme Court right-wing majority once again sided against female workers. The case involved four retired AT&T women who took maternity leave between 1968 and 1976, before the law required employers to offer pregnancy leaves on equal terms with other disability conditions. The women were denied full credit for those leaves resulting in reduced pension payments. The decision in *Hulteen* negatively affects approximately 15,000 women who worked at AT&T and has a possibility of impacting thousands more who worked for other discriminatory companies.

The court decided that AT&T's continuing shortchanging of the four women in this case is permissible based on the fact that pregnancy leaves predated the passage of the Pregnancy Disability Act of 1978. Just like in the *Ledbetter* case, the Court is saying it's too late for these women and their families.

AT&T knew they were wrong then, and they know they are wrong now. They should have the decency to make these women whole. But we know better. The enormous greed and arrogance of AT&T drove

them to take this case all the way to the Supreme Court. This is their M.O. We see it every day on the job, in grievance meetings, and at the bargaining table. They simply have no shame.

Sisters and brothers, I hope you will share this resolution with your members of Congress tomorrow and send it to your hometown papers when you get home. It's about time we took the shine off AT&T's "Death Star," and if they think they are delivering our world, they have another thing coming. Thank you, delegates. (Applause)

PRESIDENT COHEN: Microphone 3, Delegate Hernandez.

DELEGATE KATHLEEN HERNANDEZ (CWA Local 1031, Chair, National Women's Committee): Mr. President, Executive Board, Delegates and Guests: We, the 2009 National Women's Committee, rise in support of Resolution 71A-09-8, "Redress Past Pregnancy Disability Discrimination."

Prior to 1978, pregnancy leave was not credited leave for pension and benefits. The Pregnancy Discrimination Act of 1978 changed this. CWA then challenged many of the companies where we represent workers. We fought to have the 1978 Pregnancy discrimination Act enforced retroactively. We won many of these challenges for our female members. This restored lost time to their pension credits. But we have been unsuccessful with the fight at AT&T.

CWA needs to continue this fight. Just as we supported the

Lilly Ledbetter Act, it is crucial that we fight for this Act. The National Women's Committee encourages CWA at all levels to continue to fight against this injustice. Thank you. (Applause)

PRESIDENT COHEN: With no other delegate wishing to speak, Resolution 8 is before us, "Redress Past Pregnancy Disability Discrimination." All those in favor of this motion, please indicate by raising your hand. Down hands. Opposed. It is adopted. (Applause)

CHAIR GIBSON: The Chair recognizes Carl Mayers.

COMMITTEE MEMBER CARL MAYERS: I would ask the delegates to please look at Supplemental Resolution Report No. 2. The Committee has assigned the Resolution 71A-09-9 entitled "Media Diversity, Credible News and Quality Jobs." I will read the resolves.

RESOLUTION 71A-09-9

Media Diversity, Credible News, and Quality Jobs

In the past year, troubling trends are again threatening the news industry. Owners of print and broadcast outlets are responding to the downturn in the economy with the same tired ideas. These include relaxation of anti-trust laws, elimination of jobs, and 'the combining of news gathering operations. This ends up with fewer voices and less diversity which leads to a less informed citizenry-- and this is a threat to democracy itself.

Shared newsgathering is a way for once-competitive local TV

stations-- and in some cases, the TV station and the local newspaper - to decide which stories to cover and then share the video with each other. The number of news crews covering an event is reduced, resulting in fewer work opportunities for our own members. This reduction of competition deprives the consumer of the diversity of viewpoints that is so essential in a democracy. The public suffers as the quality and quantity of local news diminishes.

Like shared news gathering, some broadcast companies are entering into so-called Joint Operating Agreements in which one TV station turns news and/or programming operations over to another station in the community. These agreements undermine the quality and quantity of local news and community service. For example, in Syracuse, N.Y., this past winter, WTVH (Channels) turned all programming operations over to a competitor, WSTM (Channel 3). NABET-CWA members were immediately displaced, and the community suffered by losing one of its three local broadcast news providers. WTVH holds on to its FCC license for its equity value, yet fails to fulfill the public interest obligations of its broadcast license.

It is time to end the corporate attacks on quality and diverse news and quality union news jobs.

Resolved: The Communications Workers of America affirms our commitment to protecting the public interest in diverse and quality

media in broadcast, print, and other media outlets.

Resolved: The Communications Workers of America calls upon Congress, the Federal Communications Commission, and the Federal Trade Commission to hold hearings into the impact of shared news gathering agreements and Joint Operating Agreements on public access to multiple, independent sources of news.

Mr. President, the Resolutions Committee moves the adoption of Resolution 71A-09-9, "Media Diversity, Credible News, and Quality Jobs."

PRESIDENT COHEN: The motion has been moved. Is there a second from the floor?

... The motion was duly seconded ...

PRESIDENT COHEN: I recognize Microphone 3, Delegate Thomas.

DELEGATE MAURICE "MO" THOMAS (NABET-CWA Local 52031): I rise in support of this resolution, and I want to let the delegates know that on two occasions the FCC under Bush moved forward, with little or no opportunity for public hearings, to legalize big media consolidation of the broadcast industry in the name of efficiency and so-called "economics of scale." This means that the number of voices in broadcast media, and particularly the number of minority voices, will be greatly attenuated and greatly reduced.

Mr. President, I urge the delegates to recognize the threat that this trend means to democracy, diversity, and good-paying union jobs in the broadcast industry. I urge you to pass this resolution. Thank you. (Applause)

PRESIDENT COHEN: Microphone 3, Delegate Cahir.

DELEGATE TOM CAHIR (TNG-CWA Local 31041): The newspaper industry is not so much a consolidation within the markets, but the publisher is making wrong decisions that end up costing creative, hard-working union workers to lose their jobs, simply because of expediency and publishers trying to cut costs because of the mistakes they have made in the past. When this happens, untold numbers of workers are not the only ones that lose out, but the consumers of news in the local communities lose out as well.

In independent polling, some of which I've seen as recently as yesterday, consumers overwhelmingly believe they need to have a local voice providing their news. And when a conglomerate takes over their local news provider, the quality of the news goes down. That's why I urge everyone here to support this resolution. Thank you very much. (Applause)

PRESIDENT COHEN: With no other delegate wishing to speak, the motion is before us on Resolution 9, "Media Diversity, Credible News, and Quality Jobs." All those in favor of the resolution,

please indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted. (Applause)

There is one more resolution. There is one final resolution that the Committee did not receive in time to print. So I would ask the delegates' indulgence. They will read the resolution. It will be known as Resolution 71A-09-10, "CWA Next Generation Committee," if that's okay. You may read the resolution. I recognize the Chair.

CHAIR GIBSON: Thank you, Mr. President. The Chair recognizes Anetra Session.

COMMITTEE MEMBER SESSION: I will read the "CWA Next Generation Committee" resolution.

RESOLUTION 71A-09-10

CWA Next Generation Committee

At the 2005 Convention in Chicago, the delegates were introduced to the Next Generation concept. The Next Generation was a movement to both mentor new leaders and the next generation of rank and file within our diverse membership. This progressive idea unfortunately did not realize its full potential. With the dawn of the Employee Free Choice Act on the horizon, we will see significant growth in union membership not only nation-wide, but within CWA.

Our dynamic and diverse union must take proactive measures to cultivate a union that will adapt with the current generation mix.

The demographic in our membership is evolving and there is a need to bridge the gap between generations. Each generation has different values, different perceptions of authority and different views of what is important in life in general. This is what is known as the generation gap. We must meet the challenges of the current reality and ensure that the Next Generation concept is brought to life and sustained.

Resolved: CWA will create a Next Generation Committee appointed by the officers at the national level that will report to the officers, and also to the 2010 Convention delegates.

Resolved: The committee will be composed of members representing the different generations and will address issues including, but not limited to:

- * Changes in worker mobility and service longevity that have occurred in the past decade due to the job market and what this means for the way the union operates.

- * New organizing and mobilization opportunities for the union through social networking (Twitter, Facebook, MySpace, blogs, texting, other online networks and new media).

- * Getting the word out to future officers and activists about the union's resources and opportunities in training, mentoring, and communications. These include but are not limited to organizing institutes, leadership schools, higher-education programs, the Minority

Leadership Institute.

* Recruiting and training of younger and newer activists for CWA's expanded organizing programs.

Resolved: CWA leadership at all levels will make a conscious effort to engage, support and nurture newer and younger activists in order to ensure that the union survives and thrives.

Mr. President, the Resolutions Committee moves the adoption of resolution entitled, "CWA Next Generation Committee."

PRESIDENT COHEN: Is there a second from the floor?

... The motion was duly seconded ...

PRESIDENT COHEN: On Microphone 3, Delegate Henning.

DELEGATE BILL HENNING (Local 1180): I didn't know you were going to call on the old guys first. (Laughter)

Brothers and sisters, I rise in support of this resolution. I probably came to my first Convention in 1981 and thought I was young. I still think I am young, but unfortunately, if you looked at a picture of me in 1981, I had hair. (Laughter) My beard was dark. The bones were a little bit more functional. The fact of the matter is, we need to rejuvenate our labor movement. We need young blood in our labor movement. (Applause) We need to make it easier for young people to rise to leadership positions.

We also, quite frankly, need our young people to fight their way in, because a lot of us are not going willingly. If you look at the dais at the AFL-CIO Convention that's going to take place in September, you will see, I'm sorry to say, part of the problem that we have in the American Labor Movement. We are too old. I mean, it's often been said, "too pale, too male, and too stale." (Applause and laughter)

The New York State AFL-CIO recently had a "Conference for Young Trade Unionists." I knew a couple of shop stewards in our local union that fit that bill, but I wanted to see who else was in there. I did a demographic run of this of a couple hundred shop stewards we had. Other than two or three, I couldn't find a single shop steward born after 1975. That's not acceptable, brothers and sisters. We need to make the leadership of our unions reflect the membership, and a lot of our members are young workers. (Applause)

This is not a proposal for another bureaucratic committee. This is a proposal to breathe life into CWA. And I take nothing away from old farts like me. (Laughter) And I would tell you, you young whippersnappers, you will have to fight your way in to get me dislodged from here. (Applause) But I invite you to do so because that's what's best for our union, that's what's best for our country, that's what's best for the working class. Thank you. (Applause and cheers)

PRESIDENT COHEN: Microphone 3, Delegate Abril.

DELEGATE JESSE ABRIL (Local 9511): We are definitely ready for the fight.

Sisters and brothers, President Cohen: I stand before you to ask for your support on the resolution presented before you regarding the Next Generation Committee. As an elected leader, I had little understanding of a union's purpose. It was through mentoring from my brothers and sisters that I stand here as a Vice President and I am proud of it. (Applause and cheers)

Prior to taking this position as a union officer and becoming a strong union activist, I struggled to find my voice. Since then I have found that there are many more across the labor movement just like myself. I am a young Air Force veteran. I hold two degrees. I hold a Master's in Business, a Bachelor's in Computer Science, and I am very passionate and committed to using my talents that I have to motivate people like myself to join our great labor movement. (Applause)

The time is now, brothers and sisters. We have a unique opportunity at this historical time to bridge the gap and to share our vast knowledge, while recognizing the history and acknowledging those who came before us in our great union. Please rise in support of this resolution. Thank you. Sí, se puede. (Applause)

PRESIDENT COHEN: Microphone 1, Delegate Venable.

DELEGATE SALLY VENABLE (Local 9415): I call the

question.

PRESIDENT COHEN: A motion has been made to call the question. It's not debatable. All those in favor of calling the question, please indicate by raising your hand. Down hands. Opposed.

Resolution 10 is before us, "CWA Next Generation Committee." All those in favor of the main motion, please indicate by raising your hand. Down hands. Opposed. It is adopted. (Applause and cheers)

Please join me in thanking the Resolutions Committee for their wonderful work. (Applause) Great job.

We are waiting for the arrival of the Secretary of Labor, and I will tell you hopefully it will be in a minute. During that time, please stay in your seats. It's going to be within seven or eight minutes. I shouldn't say stay in your seats. That's up to you, but it's going to be within seven or eight minutes, hopefully. We are getting a check with the car that's bringing her here. Her advance team is here.

... Brief pause ...

PRESIDENT COHEN: We are still trying to pinpoint the time. It's going to be within the next ten minutes. Hopefully we can cue up two songs written by our members for the contract battles they are involved in. If they are cued up, we will play those. If somebody can give me a line on each one, I can tell you what they are. Otherwise we

will just listen. We are going to play the songs and later I will give them a proper intro.

... A few songs written by CWA members were played ...

PRESIDENT COHEN: Okay. The Secretary has not yet left the Department of Labor, so we are going to do the Pediatric AIDS presentation. She is leaving momentarily.

I recognize our Executive Vice President Annie Hill.

EXECUTIVE VICE PRESIDENT HILL: Thank you, Larry.

The Elizabeth Glaser Pediatric AIDS Foundation has been CWA's charity of choice for 19 years. CWA delegates attending the 1990 Convention adopted the Foundation after hearing Elizabeth's compelling personal story. She wanted to save her son's life after her daughter died and to make sure every child with HIV/AIDS had a healthy chance for a healthy life. While Elizabeth herself passed away in 1994, the Foundation has thrived and to say that the Foundation has come a long way since then is an understatement.

The Foundation now works in more 3,200 sites in 18 countries around the world. In a day and age when the word "global" has taken on a whole new meaning, the support of CWA has been crucial in the Foundation's efforts to create a generation free of HIV.

Secretary-Treasurer Barbara Easterling, who is here with us today, served on the Foundation's board for many years. It is now my

privilege to serve on the board and see and hear firsthand what a difference they make.

This year the Foundation will celebrate its 20th Anniversary, and it's time to recommitment ourselves to the pledge we made in 1990 that each local would have an annual quota of one dollar per member per year. Many locals have met their quota faithfully every year and several have even exceeded it several times over.

Our goal is to have every local participate. We know that finances are tough as many locals are losing members. And while many locals continue to use treasury dollars to pay their quota, many other locals are doing separate fundraising and often exceed their quota.

Some have raffles, some have golf tournaments, and some use the United Way campaign and have members designate the Foundation as the recipient of their donation. This is great way to meet your quota while demonstrating to our members the breadth of what CWA is about. We don't just care about ourselves and our members, but we care deeply about our hometowns and everyone in our global community.

We also are working with the Pediatric AIDS Foundation and will be providing more information to you throughout the year. We are currently in the process of working on new resources that will both provide you more information about the Foundation and will give you a

way to exchange fundraising ideas.

Our first new feature is the highlighting of a different CWA local every quarter that has gone above and beyond to raise money for the Foundation. They will be featured on the Foundation's website at www.pedaids.org under the Spotlight section.

The first local spotlighted is Local 7026 from Tucson, Arizona. Could they stand, please. (Applause) This local has done a golf tournament for the last several years and is a two-time winner of the "Hope Award" for raising the largest percentage of their quota. We think their story is inspirational.

The opportunity for the world to finally see a generation free of HIV is closer than we think-- and CWA can be a big part of creating that reality.

... A video was shown on the history of the Foundation and its worldwide work ... (Applause)

EXECUTIVE VICE PRESIDENT HILL: We are working on getting that on our website, so you will be able to use that in your locals and more clearly illustrate what's going on.

It seems like all our before-lunch speakers are currently in a cab on the way here, so we are going to continue to move the agenda around a little bit.

I would like to call on Chris Shelton to give out our

Pediatric AIDS Awards. Chris.

VICE PRESIDENT CHRIS SHELTON: Good morning, sisters and brothers.

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

VICE PRESIDENT SHELTON: That was pretty good.

It is my pleasure to present the Elizabeth Glaser Pediatric AIDS Foundation Awards. In the last 18 years, CWA members, together with your leadership, have been extremely generous and raised over \$6 million on behalf of the Foundation. Give yourselves a hand.

(Applause)

This money has been used to advance the Foundation's research, training and advocacy programs around the world. This year, 357 locals participated in our Charity of Choice program, contributing a grand total of \$254,000. (Applause) Great job. Together, we make an even bigger difference.

The Hope Award is presented to the Local that achieved the highest percentage of their quota in 2008. We present this award to two Locals that obtained 1222 percent of their quota: Local 3901 and Local 3950. (Applause) Our thanks and congratulations go out to all the members of these Locals for their support. Would Local 3901 President Michael Lackey and Local 3950 President Meverly Hurst please come forward to accept the award for the Locals. This is the award. Great

job. Please give them a round of applause. (Presentation - applause)

The next award will be presented to Judy Dennis, the newly-elected Vice President from District 3. Let's hear it for District 3.

(Presentation - Applause)

Thank you very much, brothers and sisters.

EXECUTIVE VICE PRESIDENT HILL: I really wish I had taken tap-dancing. (Laughter)

Thank you, Chris, for the awards, and congratulations to the local winners.

And now, it is my pleasure to introduce Dr. Laura Guay. Dr. Guay serves a dual appointment as Vice President for Research at the Foundation and research professor at The George Washington University School of Public Health and Health Services. In the late '90s, Dr. Guay spent seven years in Uganda where she worked on the landmark HIVNET-012 trial, which worked on preventing mother-to-child transmission of HIV. Most recently, her research has focused on reducing the rate of HIV transmission in breast-feeding infants and on the testing of an HIV vaccine in infants.

Delegates, officers, staff, and guests, please join me in welcoming Dr. Guay.

... The delegates arose and applauded ...

DR. LAURA GUAY (Pediatric AIDS Foundation Vice

President): Thank you very much, Annie, for that introduction. Hello to all of you. Thank you for being here. I am delighted to take part in the 71st Annual Convention and have the opportunity to personally thank you all for the years of support that you have provided for the Foundation.

You are here today to stand up for the rights of CWA members around the world. Twenty years ago, Elizabeth Glaser decided to do the same thing for children. After her daughter Ariel died of AIDS in 1988, Elizabeth set out to save the life of her son. From this mother's love grew the Elizabeth Glaser Pediatric AIDS Foundation.

Since then, we have made strides in our mission to eradicate pediatric HIV and AIDS. And we couldn't have done it without the tremendous support that we have received from the Communications Workers of America all these years. To date, we have reached over seven million women with services to prevent transmission of HIV from mother to their infant. Close to six million women have received HIV tests through foundation supported programs, and more than 600,000 individuals, including 50,000 infants, have been recipients of our care and treatment program services.

As the Vice President for Research, I can tell you firsthand that your time and the dollars that you have contributed have helped us to fund groundbreaking, innovative research. Our goal is to find better

treatments for pediatric HIV, more effective ways to prevent mother-to-child transmission, a vaccine that could prevent transmission to infants and allow them to breast feed safely, and one day hopefully a cure. One thousand infants are infected with HIV every single day. This is unacceptable. Today we can change that.

Elizabeth Glaser once said, "Sometimes in life there is that moment when we can make a change for the better. This is one of those moments." It's time to join the moment and finish the work that Elizabeth started 20 years ago. With your continued support, we can and will create a generation free of HIV. (Applause)

Thank you again for allowing me to be here with you today. And I would like to introduce Ben Banks, a Foundation family member who's very important to us and to the Foundation and to all the work that we have done as a strong advocate for HIV infected children across the world. Ben?

BEN BANKS: I want to thank each and every one of you for being here today. It's really important to be here. Your support means a great deal.

Twenty-eight years ago, I was diagnosed with a rare form of kidney cancer. The treatment that I received required chemotherapy and radiation therapy. During the 15-hour surgeries that I had at age 2 I received blood transfusions. I received another blood transfusion

because I was losing too much blood and it needed to be replaced.

Unknowingly, at 12 years old, at the tenth anniversary I was celebrating of being cancer free, the doctors discovered that the blood I was given ten years prior for cancer infected me with HIV. Here I was, 12 years old, the end of the seventh grade, and I had to face the fact that the blood that saved my life infected me with the new disease of HIV.

The policy didn't exist. I had to create the AIDS policy in my town just down the road in Princeton County, Virginia. For my friends, the biggest thing they had to face every day was who they were going to sit with at lunch. I was fighting for my life.

So I went from seeing my cancer doctors and being on no medication, to seeing my infectious disease doctors and being on a drug called AZT. AZT was available to children because of Elizabeth Glaser. She fought for not only her own son Jake, she fought for all kids. She fought for children like me.

My involvement with this Foundation started at that very moment. I was kept alive through the medication and the treatment that was made available to children because Elizabeth wouldn't take "no" for an answer. She knocked on doors. She went through the halls of Congress. She did not leave until her son was kept alive.

So here I am today. I have graduated from high school. I have graduated from college twice. I have gotten married. I have plans

to start a family of my own. I am proof that the work that this Foundation does is helping children here in the United States and around the world.

This cannot be done without the support of people like you. The CWA is greatly involved in helping save children's lives and giving them hope for a future. I thank you from the bottom of my heart.

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

EXECUTIVE VICE PRESIDENT HILL: Thank you, everyone. We have Ben's wife right here at the front, so say "hi" to Ben's wife. (Applause)

So just like we do in our labor movement work, I think it's always special to put a face on things, and Ben is obviously a very great face to have on this cause. So when you get letters from me or letters from the District asking to support the foundation and the work that they do, I hope that you will all remember this moment and Ben's face and give freely. Thank you very much. (Applause and cheers)

PRESIDENT COHEN: We are going to roll another song from Houston, Texas, one of the mobilization songs. The Secretary is in the car, so it's the distance between the Labor Department-- not too far-- and here. So we will play the song, and hopefully present her soon. Big build up for Hilda Solis, right?

... Two more labor mobilization songs were played, one

featuring a rap-style beat and the second song reminiscent of a country song ... (Applause and cheers)

PRESIDENT COHEN: Okay, so this is CWA! Let's have a hand for both songs. (Applause) Keep that creativity coming, whether it's banners or songs or whatever is coming next year, just bring it on.

Hopefully we will be bringing on the Labor Secretary.
What's the latest report over there?

Another song? Too bad I didn't bring my harmonica. It would have gone better with the Woody Guthrie song than that one but--

Now we are told "shortly," whatever that means.

... Brief pause ...

PRESIDENT COHEN: Okay, she has arrived upstairs.
While we are waiting, I want to read two announcements. First of all-- this is good news for Norm Daniels. Where is Norm? Norm, you have won the 50/50 raffle with the Retirees, so go to the Retirees section. We are going to be breaking soon and you are going to get a bunch of money. It's worth the trip. I won't say how much. I don't want everybody asking him for a drink. (Laughter)

And a delegate asked about the Young Worker resolution, will it be printed and available to delegates. And the answer is "yes." If we don't have it printed by the end of today, the Secretary-Treasurer's office says it will be on the tables in the morning.

With that, hopefully we're only waiting a minute here for the Escort Committee.

... Applause and cheers as Secretary of Labor Hilda Solis came to the podium ...

PRESIDENT COHEN: You can see people are a little excited, especially these Californians over here, right?

It's a real honor and a privilege for me to introduce our Secretary of Labor. (Applause and cheers)

Secretary Hilda Solis, the Secretary of Labor, is a living example of how unions can assist working families and help open the door to an amazing career. Her father worked at a battery recycling plant in the San Gabriel Valley where he helped organize immigrant co-workers and the Teamsters improve their health care. I could go on and on, as she does often, about her inspirational story of her parents and her entire career. But she has advanced far from that early life to serve as a member of President Obama's cabinet, but never forgets for a minute where she comes from. (Applause)

Prior to her confirmation as Secretary of Labor, she served for eight years in the House of Representatives. Her legislative priorities included expanding access to affordable health care and improving jobs of working families. During her last term in Congress, she served on the House Subcommittee on Telecom and the Internet,

where she worked with CWA quite actively in support of a national broadband policy that would guarantee every American affordable access to the promises of the Information Age. And this will not be a surprise, but I am especially pleased to say that in the last Congress she was an original co-sponsor and voted for which bill?

... Cries of the "Employee Free Choice Act" ... (Applause)

PRESIDENT COHEN: They know your history really well.

It is a real pleasure and honor to present a champion of workers' rights, a proven friend of our union, our Secretary of Labor, Hilda Solis.

... Applause and prolonged standing ovation and cries of "Hil-da, Hil-da, Hil-da" ...

HONORABLE HILDA SOLIS (U.S. Secretary of Labor):

Thank you. Good morning.

Wow! Thank you so much. Wow, Larry. Thank you, President Cohen, for that lovely introduction, and thanks to all of my friends from CWA. You guys have been with me from the very inception of my political career which began many, many years ago. I won't even tell you how long ago, but you were there. You were there with me when I began my political career.

I want to thank my friends from California that are here. (Applause, cheers and whistles) And my escorts, my group here

representing wonderful leadership, my good friend here in front of me, T. Santora, who I have known for many years. There are so many of you that have been long-time friends. I just want to tell you how important it is for you to be here. And I want to thank your leadership for all of you and your commitment to working families and for being the champions of social justice for all working families. Thank you so much for that. (Applause)

I want to acknowledge Jeff Rechenbach for 36 years of service to CWA and for his leadership. (Applause) And I also want to thank your CWA Executive Vice President Annie Hill. And I love the strong commitment that you all have for strong women leaders. I also want to recognize a good friend, Barbara Easterling, who is here, and I know that Annie Hill, the new addition will be a tremendous--

... Cries of "Hill" ...

SECRETARY SOLIS: I'm sorry, Annie Hill, what am I saying? Annie Hill will be a tremendous asset to all of us. I want to thank both of you. And Barbara, she and I were at a prayer breakfast not too long ago at Faith and Politics, and we go back a long ways in terms of what our commitment is for working class people and for social justice.

President Cohen just told you a little bit about my story and background. Some of you heard it before, that I come from a working

class family, and I am very proud of that, because in a town like this, you don't often hear those stories repeated or talked about. Many times those stories are left back home, back in our communities where the struggles remain. Sometimes those stories, I think, are so important to talk about. And that is what has led me to where I am today, to be able to be serving as the Secretary of Labor and be nominated by the first African-American President in the United States, Barack Obama.

(Applause)

You know, I didn't quite always understand growing up how important my mother and father were in terms of my own family personal history and the labor movement. But I remember and recall very fondly how my father would come home after work, sometimes after working the graveyard shift, and talk about meetings that he had during the day that he would take on to help organize workers in this battery recycling plant that he worked at for about 25 years.

If you know anything about battery recycling, they are some of the most dangerous factories and assembly plants that you can work at. You are lucky if you can walk away at a later age and still have your health, because my father was exposed to lead poisoning and to various other toxic chemicals. But it is through his work with the unions-- and I'm just talking generally about unions-- how important that union was and what they brought to the employees there-- safety and protection in

the workplace, even the notion that they needed to wear protective gear, equipment, and appropriate uniforms, that they would not have to take home and wash with their other children's clothing because that would expose the family to other toxins. But those safety precautions meant so much for us as children growing up.

I grew up in a large family, seven of us, and mom and dad always worked really hard. My mom had to go to work after raising her children. It wasn't an easy task. She made a lot of sacrifices. But both of them always said, "We are lucky we have the union behind us because you all have health care-- meaning their children-- meaning that we didn't have to worry about it if we got sick or if someone had an ailment or something, because we could always have access to a health care provider.

In the end, now that my mother and father are retired and well into their eighties-- thank God, my father just turned 85-- is still alive, and living on his union pension. He is living on his union pension, and thank God for that and all the hard work that came about with his struggles there, helping to improve the lives of working people.

When he came home and talked about how important the union was, I understood that. As I began my political career and saw who my friends were, each and every time that I went out to help other people organize or get involved in their campaigns, the unions were

always there. And CWA, to be sure, was always a friend. So I want you to understand how important that is for me and who I am today. Because you have been through all those struggles. When people told me that I couldn't do things, even in the state house in California when we worked on raising the minimum wage, people told me, "It's not going to happen, Hilda." Some of our own Democratic friends said that.

What we did was, even though we had an obstinate governor at the time, we ran around him. We put an initiative on the ballot. We had the help and support of CWA and many friends in labor, and we got a statewide initiative passed on the minimum wage. It took a lot of work, and labor was there at the table, and resoundingly about 63 percent of the voters said, "You know what? It's time to raise the minimum wage." It's a no-brainer. These things need to happen.

Just recently here in Washington, you know, a few years ago we passed the minimum wage here. It took almost ten years to get that change. And that's what it almost takes right now to continue the movement, to make sure that we have worker protections and safety out there in the workplace, and that we take care of those people who work at minimum wage, because that's still not enough. It's still at the poverty line. So we have to continually remember that.

Now at the Department of Labor, I am happy to tell you, that at least in my department through the Recovery Program, we have

already issued \$45 billion of the \$46 billion that accounts for the Recovery Act dollars. Believe it or not, it's a significant amount of money that's going out to the workers. And we have allocated in the Department of Labor \$3.9 billion for workforce investment programs, and that includes \$1.25 billion for dislocated workers.

What is a dislocated worker? It's a worker who just lost their job. Their plant closed, they got terminated, or they got pink-slipped. Four hundred million went for state unemployment, and 114 million, I was happy to announce two weeks ago, went for our YouthBuild programs. These are for our young at-risk youth who need a second chance. Maybe they didn't make it through high school, dropped out, had a tough time, and now they are coming back and learning skills. Some are getting into construction. Some are getting into health and IT careers. It's a wonderful program that I know the President strongly supports, and I know many of you will want people in your communities to sign up and be a part of it.

We have also in the Department of Labor extended unemployment insurance eligibility so that many, many more workers can take part in that, or dislocated workers. We have increased the size of unemployment checks by \$25 a week. You may say, "That's not a lot." But you know what? After four weeks, that's 100 bucks that will help pay for that electricity bill or maybe pay for those extra school

supplies for your kids. Whatever it is, it's there, and it wasn't there before this President came into office. (Applause)

We are encouraged also by a lot of our states. They have changed and reformed what we call their "modernization" of the Unemployment Insurance Act, and it allows for part-time workers to draw down on this money. And especially for working women who haven't been able to stay at the job for 40 hours because their employer didn't allow them to, it allows them to draw some of that money.

For women who are domestic violence victims, or if you have a spouse who came back from the war and is moving around because they have different locations that they are assigned to, that also allows for an additional type of benefit for people who wouldn't normally have that.

We have also expanded the COBRA benefit. So if you lost your job and you have no health care, the federal government will now pay 65 percent of that coverage if you are eligible for health care. (Applause)

You know, and that's just one part of the down payment on American workers. And I will be honest with you, President Obama and I truly believe that government has a fundamental responsibility, and that responsibility is to protect all of our workers from unsafe workplaces and to protect workers from unjust labor practices. (Applause)

Workplace safety rules that have been so neglected over the last eight years were put in place to protect people like my parents and like you. The wage and hour standards that labor fought for were there to make sure that people, like men and women of CWA, are paid a fair wage for their work. And under my watch, enforcement of our labor laws will be intensified to provide an effective deterrent to employers who put their workers' lives and their employment at risk. (Applause) Let there be no mistake. The Labor Department is back in the enforcement business.

... The delegates arose and applauded ...

SECRETARY SOLIS: Thank goodness we have our dear President and Democratic-controlled Senate and House. And I can tell you firsthand that the commitments I am seeing occur now are just fabulous. And you can see that in the Department of Labor's fiscal budget that's coming up for 2010 in our requests. The budget will return our worker protection efforts to a level not seen since 2001. Everyone deserves a safe job. And in a single year, we are going to be adding over 670 additional investigators, inspectors, and other program staff. (Applause and cheers)

All of these resources will allow the Wage and Hour Division, OSHA, the OFCCP to improve compliance in low-wage industries that employ vulnerable workers; increase its focus on reducing

repeat violations; and use complaint investigations strategically to increase protections for the greatest number of workers. (Applause)

Providing American workers with safe workplaces is a primary responsibility of the Department, and I believe in the promise of providing American families with good and safe jobs. And at the Department of Labor, we are focused on good jobs for everyone, and I know all of you share that thought.

Larry, you would call it Jobs with Justice. We need more jobs, we need good jobs. And that means safe jobs, secure jobs, good benefits, and livable wages, and it means a voice on the job. And as Secretary of Labor, it is my charge to ensure that we are providing the training that will turn the 20th century blue-collar jobs into a secure 21st century green-color job. Under the Recovery Act, we have allocated \$750 million for worker training, \$500 million of which will go into green job creation. (Applause)

As you know, greens jobs will pay anywhere from 10 to 20 percent more in salaries. Green jobs can be labor jobs, and they can be jobs that women can also be involved in. (Applause) And CWA, I know you know what green jobs are because you are already working at them right now. These are jobs that will provide economic security for our middle class families while reducing our nation's energy dependence. And these jobs, we can say, will stay here in the great United States of

America. (Applause)

We are going to work hard to see that that happens. And I'm going to need your help. So remember, I'm going to be calling on you. The Department of Labor, as you know, is a few short blocks away from the CWA building. We truly are neighbors, and all of us who drive by the CWA building see the beautiful banner featuring one of your members, Chinazo Okolo. The headline on the banner reads, "Let's Make This Economy Work for Everyone." (Applause) I don't have to tell you, because I see it in all the banners around the room here, that's what the Employee Free Choice Act is all about, right? EFCA.

I know that one of your top priorities this week while you are visiting congressional members is to talk about EFCA, the Employee Free Choice Act. And I want you to know that you have a friend when it comes to protecting collective bargaining rights and enforcing workplace safety and health laws and creating good-paying jobs for all Americans. We do need the Employee Free Choice Act for all American workers-- workers like Sarah Steffens, one of your brave members. Sarah, is she here?

PRESIDENT COHEN: That's her picture. She just had a child, her second daughter.

SECRETARY SOLIS: Sarah, as you know, is a working mom. She's from my state, California. She stood up for herself and her

co-workers at work and, as a result, lost her job. One year after she and her co-workers voted to form a union, they are still without a first contract. That's just not right. (Applause)

We all know that workers need a fair and efficient way to organize and bargain a first contract, and that's why it's so important that you are here today to help us lobby for the Employee Free Choice Act. (Applause)

This administration, our President, our Vice President and I have clearly said that, in order to rebuild the middle class, we need to level the playing field for working people, and we need to restore fairness in the workplace. And that's why we all support the Employee Free Choice Act. (Applause and cheers)

I was very happy, as a member of the House of Representatives, to be one of the few co-sponsors of the Employee Free Choice Act not too long ago. Now as the Secretary of Labor, I am looking forward to working with the White House to make the strongest case for why we need the Employee Free Choice Act. (Applause)

There are so many other issues that are taking up our time and discussion now on Capitol Hill, and I don't have to tell you how bad we need health care reform and how important that issue is. (Applause)

Last Friday, House Democrats joined Senate Democrats in unveiling legislation on health care reform, and we applaud their efforts

and determination. The President has said he is committed to ensuring that whatever plan we design, we uphold three basic principles, and they are: first, the rising cost of health care has to be brought down; second, Americans must have the freedom to keep whatever doctor and health care plan they have or to choose a new doctor or health care plan if they want a new one; and, third, all Americans must have quality and affordable health care. (Applause)

When it comes to the cost of health care, this much is clear: The status quo is unsustainable for families, businesses and government. And getting health care costs under control is essential for reducing the budget deficits, restoring our fiscal discipline, and putting our economy on a path toward sustainable growth and shared prosperity.

These costs are also hurting businesses as some big businesses are at a competitive disadvantage with their foreign counterparts. I don't have to tell some of you that. And some small businesses are forced to cut benefits, drop coverage, and even layoff workers. By curbing waste, fraud and abuse, preventing avoidable hospital readmissions, and taking a whole host of our other cost-saving steps, you know what? We can save billions of dollars and deliver a better quality of health care for all American people. (Applause)

One of the things that I've worked very strongly on in the past few years as a member of the House was improving the quality of

health care, and that meant making sure that we had an adequate workforce available. And this year, the Department of Labor will be providing a competition for grants, grant solicitation, to provide for careers in health and allied fields and in IT to the tune of \$250 million. It's a good down payment to get people who want to get into health careers because we have a shortage. So many physicians and others don't always stay in our communities and aren't there to help provide us with the prevention tools that we need. So, hopefully, we can work in partnership with some of the other federal agencies-- HHS, Department of Labor, and Department of Education-- to make it easier for people to get into these careers. And for people who need to change their careers, there will be a career ladder for them. That's what's really important about what we are doing here to invest in our working class people.

We are doing everything we can to help create jobs and get our economy moving. And just yesterday, I was out in Los Angeles in a poor neighborhood in east L.A. where we were doing community service. Yesterday was a call-out, a shout-out that the President had on [serve.gov](#), meaning he wants people to come out. Both Michelle and he are asking folks to give of their time. I know you know how to do that because you get involved in all kinds of good things. But I am asking you to consider that, too.

When you go out today or tomorrow and talk to folks on the

Hill about what our concerns are for legislative priorities, also remember the many people that you represent back home. When you go back, get involved with them. Help them better understand our laws and what this administration is trying to do. Help be a mentor to a young person. Go visit a senior center facility. Go help someone that maybe hasn't been able to go out to buy their own groceries because they are immobile. Go do something to help improve that trust and faith in our government and our society.

That's what this President is about. It's not all about putting all this funding forward because of reckless spending that someone did eight years ago. We are stuck with it, but it's not forever, and there is hope. There is a light at the end of the tunnel. And I know our President is going to work very hard, as well as his cabinet members, to see those returns are made and that they are real for you and for your families. That's why I am so proud to be here with you, CWA, but also to know we have a strong President who cares very deeply about working class people. Those are the values that I like, those are the values that you represent, and those are the values that this administration is bringing to Washington, D.C., and throughout the country.

Thank you so much for having me.

... The delegates arose and applauded ...

PRESIDENT COHEN: Okay. Was that great or what?

(Applause and cheers) Okay. We are in recess until 1:30. Thank you.

... The Convention recessed at 12:05 p.m....

TUESDAY AFTERNOON SESSION

The Convention reconvened at 1:35 p.m., President Larry Cohen presiding.

PRESIDENT COHEN: Delegates, please be seated as soon as you can. We have a leader of Congress with us, the Majority Whip. We're actually a couple minutes behind schedule and he's ready and eager to speak to us.

So, if the delegates could please be seated. They are streaming in through the doors. No more dancing until later-- for me, at least. You guys can dance whenever you want.

Before I introduce the House Leader and Majority Whip, I want to make one other announcement. With us here is the President of the National Labor College, Bill Scheuerman. Bill, can you stand up and wave? There's Bill. (Applause)

As you all know, we live in a time of many challenges, and workers everywhere need access to lifelong learning and an affordable college degree program. And that's why we have the National Labor College. Their faculty and staff, by the way, are represented by The Newspaper Guild of CWA. (Cheers and applause)

Thanks, Bill, for being here. And I urge everybody to stop by the table-- there's a National Labor College table in the Exhibit Hall--

and sign up for information and sign up for courses.

Okay. They are still streaming in, so I think we'll be ready in a minute here. I hope you had a good lunch break.

This is a real honor for me to have an incredible friend of CWA and of our movement here with us. House Majority Whip Jim Clyburn has been a member of the U.S. House of Representatives since January 1993. On November 16, 2006, the House Democratic Caucus unanimously elected Congressman Clyburn the Majority Whip of the 100th Congress, the position he holds today.

Congressman Clyburn served previously as Chair of the Democratic Caucus and as Chair of the Congressional Black Caucus. As the Majority Whip, earlier this year Representative Clyburn played a major role guiding the American Recovery and Reinvestment Act of 2009, the stimulus bill (applause) through the Congress, promoting a broad range of issues that positively impact the labor movement and, in particular, CWA.

On top of everything else, his mission to expand broadband and Internet access to underserved communities-- and we heard about that in our Equity Committee report earlier-- throughout the United States is consistent with our own efforts to develop a national broadband policy that will once again bring recognition to the United States as a global broadband leader.

Representative Clyburn is not just a leader of the Congress, but he is a leader for all of us in our movement. It's a great honor and privilege to present U.S. Representative and Majority Whip James Clyburn from South Carolina.

HON. JAMES CLYBURN (House Majority Whip): Thank you. Thank you very, very much. Thank you. (Applause and cheers)

Thank you. Thank you so much. Thank you. My Lord. Thank you very much. Thank you.

My Lord, you make me feel that I might be somebody. (Laughter) Thank you so much.

Oh, it's a pleasure for me to be here today, and to be escorted by my brothers and sister from South Carolina. Thank you so much for being here, and congratulations to the new regional Vice President. It's a real pleasure for me to be here with you today.

I sometimes wonder what life would be like if we did not have the telephone. I'll tell you, I remember when I was a kid in school and we were studying inventions and inventors, and I was always intrigued by the telephone. We used to go out in the middle of street and get this cord of string-- I know y'all are too young to know about that-- a string with cans on the ends that would go from the door to a block down the street and try to talk to each other.

Communications are so important, and I want to thank all of

you for the things that you do to enhance communications and to also help us get the word out to our brothers and sisters all over this country as to what we need to do in order to enhance the other qualities of life that we need to work on.

Now, I know you all talked about broadband, but I want to tell you something. I had an experience about a month ago. I went to Scott's Branch High School. Now, some of you may not remember, but Scott's Branch High School is the school in Clarendon County, South Carolina, where 55 years ago the Supreme Court made its decision in *Brown vs. Board of Education of Topeka, Kansas*. All of that started at Scott's Branch High School. They had been asking me all year to come and spend some time with the student body, and I finally got a chance to do it during the President's Week Workday.

Now, when I got there, I was very moved by the fact that the star on the program was a little four-year-old kindergarten student who got up to welcome me to that school and the entire school district with two outstanding poems by Langston Hughes-- a four-year-old.

So you can imagine how I felt. I turned to the Superintendent and I asked her, I said, "Look, how connected are your students to the Internet?" I said, "Tell me the number of households."

She turned to me and she said, "Somewhere between 30 and 35 percent." I knew then that we had to go to work to make sure that we

don't just get broadband, but we have to get broadband access for all Americans all across the sphere. (Applause)

Today, at the close of last year, at the end of 2008, we ranked 15th as a country out of 30 countries rated for broadband. Something is wrong with that because just a few years earlier we were 12th, and a few years before that we were 4th. We are going in the wrong direction. That's why with this recovery package we have to make sure that, in creating jobs, we create the kind of jobs that will be sustainable for the American people going forward, and there is no better way to do that than through broadband. (Applause)

Now, I have also been very concerned by where we stand when it comes to the Employee Free Choice Act. We must do everything that we can to restore the vibrancy-- I want to use that word again. You know, I play games with words, and for this year, I have been dealing with "V" words. I just go to the dictionary to the "V" section and try to learn new words. And one of the new words that I have learned the real meaning of is "vibrancy." Now, it's one thing to have a middle class. It is something else again to have a middle class that is vibrant. We must have a vibrant middle class in this country, and the best way to do that is for us to restore employees' ability to join unions. (Applause and cheers)

Now, I am from South Carolina. As you know, it's one of

those right-to-work states. You know that. These people from South Carolina can tell you how tough it is. Every year we have what we call "Washington Night" in South Carolina. That's a big gathering in Columbia which is sponsored by the Chamber of Commerce, and they have all the members of Congress standing there or sitting in front of them, and they ask questions.

Well, for the last two years, including this one, the very first question had to do with the Employee Free Choice Act. So when it came time for me to answer, I said to them, I said, "You know, ever since I've been in Congress, I have been coming to this meeting. And every year you all come together, you ask questions, and I try to answer them as honestly as I possibly can. I believe that you all sitting here collectively have banded together in your own interests, and I'm going to do everything I can to respond to your interests. But I don't want any of you to ever think for one moment that I will ever get in the way of workers banding together to bargain collectively. I'm not going to do that."

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

CONGRESSMAN CLYBURN: Thank you.

Now, you know, I taught school. When I first got out of college, I was a history teacher down in Charleston, South Carolina. I was a member of the National Education Association for that purpose

because I knew that, in order for me to better the conditions of school teachers, I needed to be a part of the Association that was in place to represent my interests. That is human nature. That is what we should all be about. It's not being against anybody; it's being for your own self interest, and that's what this is all about. (Applause)

Now, we've got two other jobs to do. Well, we've got more than two (laughter), but there are two jobs on the horizon right now that I think we have got to get done. First we have got to pass an energy bill that will do three things for our great country: Number one, we've got to pass an energy bill that will under-gird our national security. We ought to do that. No matter what may be said to you, I think all of us in this room know full well that we are in the international shape we're in because of our dependence on foreign oil. We get rid of our dependence on foreign oil, and we improve our conditions on the international stage immediately. So an energy bill has got to be passed to do that. (Applause)

I believe all of us are aware that those storms we're having, those weather conditions that we are suffering, much of it has to do with the climate change that's taking place in this country. Whether you agree with the science or not, the fact of the matter is, we need to have an energy bill that will help clean up our environment, and that is something we must do. (Applause)

I think all of us know that we are suffering in our society today because of a lack of job creation. We have got to have an energy bill that will protect the environment, enhance national security, and create new economies all across the board. We've got to have an energy bill to not just get rid of foreign oil, but it's got to create new economies. Some of it may be done on the farms with bio-fuels. Some of it may be up in the mountains with wind. Some of it may be out on the West Coast with sun. And much of it must be with nuclear energy. We have got to get serious about enhancing our energy in this country.

But the second thing we have got to do is health care.

(Applause) There is great debate taking place on Capitol Hill. A lot of people are saying that we can't pass a bill that's got a public option to it. That's the Senate. That's the Senate. You know, sometimes I can't figure the Senate out. But I will say this to you: I do not believe that we can possibly keep faith with the American people if we don't pass a health care bill that is affordable, accessible, high quality health care for everybody. (Applause)

You know, I did one of those talk shows this morning on "Morning Joe." Now, Joe and I have fun. He was on his book tour this morning, so I was talking with Mika and Mike Barnicle. But the question was: How can we afford to do health care? Well, let me tell you this. Every expert says that the biggest contributor to bringing

down the cost of health care is prevention. I ask you, just take a look at the system we currently have and tell me where the prevention is.

I went to do a tour of a children's hospital down in Charleston, a great hospital. I saw one sign on the bulletin board that said, "Brush your teeth every morning, it prevents tooth decay." That was the extent of prevention. (Laughter)

Well, let me tell you this: With community health centers we can drive prevention to where it needs to be-- in the home, in the communities, in our churches. We are going to put together a health care bill that will be high on prevention and low on cost. That's what we are going to do. And thanks to your help, we're going to get it done. (Applause)

When we get this health care bill done, you and I are going to see this economy turned around, and you will see it sustain itself. We know that we are not going to be able to create jobs and sustain them if you don't fix the health care policies we have in this country.

So I come to you today to thank you, to thank you for all that you did last year to help us put this country on a new track heading in a new direction. I come today to tell you that we are going to demonstrate how thankful we are by passing legislation that will do what is necessary to benefit working men and women all over this nation. (Applause) And we are going to do so in such a way that it will return vibrancy to the

middle class.

Thank you so much, and Godspeed. (Applause and cheers)

PRESIDENT COHEN: Jim is one of our key leaders of the House of Representatives. South Carolina has 3 percent collective bargaining coverage, and you don't see Representative Clyburn running away from the Employee Free Choice Act. You see him embracing it as the way we change our country. (Applause and cheers)

It is now my pleasure to call on Vice President Rosen and Executive Board Member-at-Large Carolyn Wade to present the Organizing Awards. (Applause)

DISTRICT 4 VICE PRESIDENT SETH ROSEN: Executive Board Member Carolyn Wade has to do multiple tasks during this presentation. You'll see that in a minute.

Good afternoon, sisters and brothers. I am Seth Rosen Vice President of District 4 and I chair the Executive Board Organizing Committee. (Applause and cheers) And one of the great members of our Committee is Carolyn Wade, Executive Board Member from Local 1040 in New Jersey. Caroline Wade. (Applause)

CWA, you know we have talked a lot about CWA being a pioneer in the creation of the idea of the Employee Free Choice Act. Just as much so and perhaps connected to it, we are also a pioneer in organizing from the bottom up. I remember being a delegate to a

Convention in 1985 or '86 and seeing this brand new Organizing Director, Larry Cohen, talk about our new organizing model, and he said something that just impressed me very much and really affected what I did and explained the way we were going to do things in CWA. He said, "We are going to live or die based on our local unions' organizing."

And, sisters and brothers, that's how we have organized in this union. We have not died; we have lived. As we recognize a group of locals today for special success in our organizing program, we should also remember that local union effort is the key to our success, still true as it was 20-some-odd years ago.

There are additional campaigns that went on this year that are not receiving these awards, where either we were not successful or did not reach the goal of 100 workers in new units. But these efforts are just as much an important part of our total program to reach out to our families, friends and neighbors and help them build a union where they work.

Now we want to recognize those locals that have accomplished a significant objective: winning representation rights for at least 100 workers in new units in the past year. More than 300 locals have received this award at least once. Each local will receive a \$1,000 organizing subsidy as well as a plaque for the current year. Locals who have won this award five and ten times will receive \$5,000.

So join Carolyn and me as we honor those locals that have met their organizing commitments for the past year by organizing more than 100 workers in new units in at least one year.

The first one on that list is: Local 1040, Trenton, New Jersey, which organized 160 Somerset County workers, Carolyn Wade, President. (Applause) That's why I had to do the first part. She couldn't give herself an award.

With that, I will turn it over to Carolyn to do the rest of these awards.

EXECUTIVE BOARD MEMBER-AT-LARGE CAROLYN

WADE: Let me just say that we learned from the best. Our first organizer was Larry Cohen. He taught us well. (Applause)

Allow me to continue with the recognition of locals who have organized at least 100 people into the union by recognizing Local 1101, New York, New York, which organized 147 Verizon business technicians. Local 1101 is being recognized for winning this award ten times. (Presentation - applause)

We also have the pleasure of recognizing Local 1104, Farmingdale, New York, which organized 736 SUNY Research Foundation workers. (Presentation - applause)

We have the pleasure of recognizing Local 1168, Buffalo, New York, which organized 303 St. Joseph's Hospital workers.

(Presentation - applause)

Let us recognize Local 1180, New York, New York, which organized 400 New York City workers, 16 workers at the New York Foundation and 9 at the Nation Institute. (Presentation - applause)

It is my pleasure to recognize Local 2001, Charleston, West Virginia, which organized 100 ATT Mobility workers. (Presentation - applause)

Let us recognize Local 2006, Wheeling, West Virginia, which organized 110 ATT Mobility Customer Service workers. (Presentation - applause)

Let us recognize Local 4320, Columbus, Ohio, which organized 250 ATT Mobility Customer Service workers. (Presentation - applause)

Local 6012, Tulsa, Oklahoma, organized 262 Stillwater municipal workers. (Presentation - applause)

Local 6016 from Oklahoma City, Oklahoma, organized 106 ATT Mobility workers. (Presentation - applause)

Local 7214 of Duluth, Minnesota, organized 150 AT&T Mobility workers.

Local 9119 of Berkley, California, organized 100 University Medical Interpreters. Local 9119 is being recognized for winning this award five times. (Presentation - applause)

Local 9413, Reno, Nevada, organized 540 St. Mary's Hospital workers. (Presentation - applause)

And lastly, Local 9000 of Los Angeles, California, organized 100 ULTCW staff. (Presentation - applause)

PRESIDENT COHEN: Okay. Here they are. Amazing work, all of you. (Applause)

Since 1972, it's been our tradition to recognize outstanding achievements in organizing with the President's Annual Award. The award was conceived by our founding President, Joseph Beirne, considered to be our union's highest honor.

Over the years, this award has gone to individuals, locals, and whole CWA districts that have worked hard together to build our union.

This year I am acting on a recommendation from District 9 Vice President Jim Weitkamp. Liz Sorenson, Local 9413 Executive Vice President, please join me at the podium, along with Local 9413 President Jim Burrell, District 9 Vice President Jim Weitkamp, and Public Health Care and Education Workers Vice President Brooks Sunkett. (Applause)

Based in northern Nevada, Local 9413 was not originally a large local. They changed that, though. And it is not in a major metropolitan area. They are an example for all of us. But Local 9413 has maintained the commitment to organizing and in the last few years

has organized rural telephone workers, a Job Corps center, AT&T Mobility workers across Nevada, and, most recently, 540 workers at St. Mary's Hospital. (Applause)

Now it is a large local-- a very large local-- building bargaining, organizing, and political power. Local 9413 has also maintained an excellent reputation for providing quality representation and political leadership.

When the nurses at St. Mary's Hospital in Reno began to organize with the California Nurses' Association, the other staff people in the hospital reached out to Local 9413 for help. Liz, along with Organizing Committee members Maria Rosa, Sophia Guadron, and Lili Vega got to work building an Organizing Committee with a good mix of occupations and departments. This was tough. Many employees were part-time and worked infrequently.

The Local organizers-- are you okay?

... Liz Sorensen is crying joyfully ...

PRESIDENT COHEN: The Local organizers conducted meetings that often began at 7:00 a.m. and didn't end until late at night. Fear among employees remained high from a previous failed attempt, but they didn't give up.

And while the organizing was going on, we also had a presidential election taking place, and Liz was heading up all of labor's

efforts in northern Nevada and helped turn Nevada "blue" for President Barack Obama.

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

PRESIDENT COHEN: There is still more about these guys.

Meanwhile, back at St. Mary's, the organizing team was putting it all together and filed at the NLRB with 60 percent support. And thanks to the Local's political clout, as well as help from the CNA, there was not an all-out, anti-union campaign. So we can run campaigns to get something close to neutrality.

When the election was held on December 2nd and 3rd, their hard work and perseverance paid off, with the workers voting by a four-to-one margin for CWA. (Applause) And then after six months of hard bargaining and support from District 9 and the Public Health Care and Education Workers, just last week the 540 hospital workers overwhelmingly ratified their first contract. (Applause) Our other health care workers, some of whom are up here today, know how hard that is to do in these times.

And so for a seamless accomplishment through political action, organizing, representation and bargaining-- all three sides of the CWA Triangle-- I am proud to present to Local 9413 and EVP Liz Sorenson the President's Award. (Applause and cheers)

DELEGATE LIZ SORENSON (Local 9413): President Cohen, thank you so much. Brothers and sisters, I stand up here extremely humbled today. This has been quite a journey.

I should not be standing up here alone, though. There have been so many people who have helped me through this journey. My brothers and sisters from District 9 and, of course, my Local President, and Jim Weitkamp, thank you. Chris Kennedy, you were right, wherever you are. Thank you. Val Reyna, thank you for coming to our rescue and helping us as well. Between you and Chris, you did a fantastic job with bargaining.

And the workers-- we cannot forget the workers. We worked on this campaign for a year and a half. We ratified this contract last week on Tuesday. (Applause) And on that day, it reminded me why it is that I do what I do, and I'm sure everybody else who worked on this campaign. We had quite an inequity with pay in that particular unit. Some workers were grossly underpaid. And between the fantastic work that the Bargaining Committee did, along with Chris Kennedy and Val Reyna, they fixed most of that inequity.

But when we were ratifying the contract, one of the workers walked in and we were able to show her what her increase was going to be. This gal was so funny. She left the room after she voted and she came back in and she goes, "Liz, is this true, am I really going to make

this much money?"

I said, "Yes, you are."

She then proceeded to walk out and she came back in and she said, "You're kidding, right?"

She came in for the third time, and she had tears in her eyes. And you know what? That's why we do what we do. That's what it's all about. (Applause)

Anybody who knows me knows I hate to be the center of attention. So, on behalf of everybody who worked on this campaign, thank you so much because I'm going to accept this for all of us. Thank you. (Applause)

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

DELEGATE JIM BURRELL (Local 9413): Hello, brothers and sisters. "Humbled" is a very good word to describe this. Working with Liz is a dream come true. The girl is tireless. She will never let you rest. But you know, at the end of the day it's all worth it.

We've got a lot of organization in Nevada. It's a right-to-work state which makes it a little bit different. But with people like Liz and all my other officers, it becomes easy. So I want to thank District 9 and all my brothers and sisters throughout this country. We've got to continue to organize to make this happen. Thank you. (Applause)

PRESIDENT COHEN: Okay. We move now from tears of

joy to tears of sadness with our Memorial service.

... "Taps" was sounded ...

PRESIDENT COHEN: Gathered here in Washington, D.C., for the 71st Annual Convention of the Communications Workers of America, we take time to remember those who are no longer with us. Now, and in the work we do every day to improve the lives of all working families, we recognize the contributions of these men and women who have devoted their lives to building our union. Let us now honor and remember our colleagues-- members of the CWA family-- who during the past year have passed away.

We invite you to read the full stories of their careers in the "In Memoriam" booklet.

SECRETARY-TREASURER RECHENBACH: ANTONINO ANGELO. Tony Angelo was a union member and activist for more than 45 years, joining IUE Local 257 in 1957. His work on behalf of IUE members continued until his retirement in 2002, and throughout those many years, he served the members of IUE as an organizer, political activist and problem solver.

As a field representative, Tony Angelo was active in legislative work and the union's political program, and as coordinator of District 2's education conference, he helped resolve grievances, mediations and arbitrations. Tony Angelo died on March 17, 2009. He

was 73.

LARRY BEALL. Larry Beall, a retired Southern California area director with CWA District 9, was a union activist for more than 40 years. He died at age 75 on July 26, 2008, after a lifetime of service to his CWA Local and to District 9, where he also served as administrative assistant to the vice president. Larry Beall was especially active in California politics and worked to support the election of former California Governor Pat Brown and Senators Alan Cranston and John Tunney.

EXECUTIVE VICE PRESIDENT HILL: MARK

BIGELOW. Mark Bigelow, AFA-CWA's associate general counsel, was the last line of defense for many flight attendants facing workplace injustices. He died at age 61 on April 8, 2009. Mark Bigelow played a key role in AFA-CWA's successful CHAOS-- Create Havoc Around Our System-- campaign and helped win landmark arbitrations that protected the seniority of thousands of flight attendants at United and Alaska Airlines. In recognition of his life and accomplishments on behalf of flight attendants, delegates at the 2009 AFA-CWA Board of Directors meeting awarded him honorary AFA-CWA membership.

SECRETARY-TREASURER RECHENBACH: OSCAR

DAVIS. Oscar Davis was a union activist for nearly 50 years. He was a union builder in West Virginia throughout his lifetime of work for the

labor movement, and helped pave the way for the merger of the West Virginia CIO and AFL. Oscar Davis served as president of Local 2007 and was appointed West Virginia area director in 1953. He worked with elected officials at all levels of government for policies to help make life better for working families. Oscar Davis retired in 1977 and died on December 20, 2008.

EXECUTIVE VICE PRESIDENT HILL: JOHN KRIEGER.

John Krieger, who retired as NABET-CWA's Network Coordinator in 2005, was a union activist throughout his more than 50-year career. He died on August 1, 2008, at age 81. John Krieger served his NABET local and district for several years before becoming an International Representative in 1981. As Network Coordinator, he led bargaining and worked with locals at NBC, ABC and FOX networks, and negotiated agreements for network coverage of the Olympics. His career included award winning work as a reporter and producer at television stations in Buffalo, New York, and at *Newsweek*.

SECRETARY-TREASURER RECHENBACH: MAXINE

LEE. Maxine Lee, former administrative assistant to the District 12-- now District 6-- vice president, started her union work after going to work for Southwestern Bell in 1937. Hers was a life of activism, even beyond her retirement in 1985. She made history by becoming the first woman to serve on the Executive Board of the Texas Congress of

Industrial Organizations and at the Texas AFL-CIO. Maxine Lee was a pioneer in helping to build CWA's political fundraising capabilities. In 1985, CWA honored Lee's work in politics by naming its top CWA-COPE award for her. Maxine Lee died on May 8, 2009, at age 88.

ARTHUR LEFEVRE. Arthur LeFevre, a retired vice president of the former CWA District 5, was one of CWA's oldest retired staff members before his death at age 101 on March 8, 2009. He was an early union activist when he joined Wisconsin Bell as a records clerk in 1930, and played a role in the development of the National Federation of Telephone Workers, CWA's predecessor organization. During the 1947 telephone strike, he served as Wisconsin strike director and later held several district positions prior to his election as vice president in 1966. He retired in 1971.

EXECUTIVE VICE PRESIDENT HILL: KEN MAJOR.

Ken Major, a retired administrative assistant to the District 9 vice president, was known as an organizer and political and legislative activist. He was part of the Workers' Organizing Committee in the successful 1958 campaign for CWA representation at New York Telephone, and a charter member of CWA Local 1103. A CWA District 9 representative and later administrative assistant to the District 9 vice president, he worked to increase union members' involvement in legislative action. He was a longtime activist in the Democratic Party.

Ken Major retired in 1994 and died on March 25, 2009, at age 77.

DEBRA ANN NOBLE. Debra Noble was an organizer to her core. Just this year, she was named a special assignment organizer for District 3 and helped lead campaigns supporting organizing among municipal workers throughout Mississippi. Debra Noble joined CWA Local 3511 in Natchez, Mississippi, in 1978, and served the local in several positions. She was a recipient of CWA's Norma Powell Fellowship which provides stipends and organizing opportunities to promising union activists. At the time of her death, she was an executive board member with the Mississippi State AFL-CIO and vice president of the Jackson, Mississippi, AFL-CIO. Debra Noble died on April 23, 2009, at age 51.

SECRETARY-TREASURER RECHENBACH: EDWARD SCHULTZ. Edward Schultz, a retired staff representative for District 2 and former CWA Public Employee Department Director, helped organize public workers throughout New Jersey. He died May 1, 2009, at age 73. Edward Schultz helped more than 8,000 public employees gain union representation and received the President's Annual Award at the 1976 CWA Convention in recognition of his organizing efforts. In 1980, Edward Schultz was named the first director of CWA's new Public Employee Department and served as administrative assistant to the CWA president. He returned to District 2 as a CWA representative in 1983,

and retired in 2000.

VICE PRESIDENT RON COLLINS: PETER G. CATUCCI:

Retired District 2 vice president Pete Catucci spent his lifetime fighting for working families. He was CWA's longest-serving District vice president, first elected to that position in 1986. Through his determination to organize and build our union, thousands of workers in many sectors-- airlines, health care, public service, printing, news media, broadcast, cable TV, higher education, and law enforcement-- gained CWA representation and a seat at the table.

In February 2007, Pete was diagnosed with ALS, or Lou Gehrig's disease, and he took on that fight the same way he'd take on any employer-- with the determination to come out on top. Many of you may have heard him speak at past Legislative Conferences or conventions. Pete made it clear despite his illness, that he wasn't going to quit the work that was so important to him, he wasn't going to quit fighting for stem cell research, and he wasn't going to quit fighting for the Employee Free Choice Act.

After retiring as a CWA vice president in June 2008, Pete kept up with the campaign to restore federal funding for stem cell research and he was one of the biggest activists CWA had on Employee Free Choice.

Pete died on April 3, 2009, at age 60. Just three weeks

before his death, Pete, his wife Terri, and President Cohen attended a White House ceremony and witnessed President Barack Obama sign an executive order removing restrictions on federal funding for embryonic stem cell research.

All of us in the CWA family will carry Pete in our hearts forever.

PRESIDENT COHEN: We now remember those CWA Local officers who have passed from our midst since our last Convention:

Carolyn J. Matthewson, Local 1040 Vice President;

Joan Noonan, Local 1113 President;

Candace L. Covelli, Local 23089 LEC-40 Treasurer, US Airways;

Carl Jude Gautreaux, Local 29053 MEC Vice President, American Eagle; and

Brian Friesner, Local 89850 Vice President.

To all those who have passed from us during the past year, we offer this solemn promise: We will not forget their loyalty, their courage and their dedication to CWA. Their legacy is the union that we all strive to build every day, and we will not forget them or their contributions to our great cause.

They have provided us with a path toward human dignity and justice for all. We pledge to follow their examples and to carry on their

own high standards.

May they rest in peace.

... Taps was sounded ...

PRESIDENT COHEN: Will the Appeals Committee please come to the platform.

Before the Appeals Committee begins, I would like to recognize at the Privilege mike, Delegate Boswell.

DELEGATE ALIN BOSWELL (Local 22041): Thank you, President Cohen, on behalf of the flight attendants here at Washington National Airport, I am asking for the help of the delegates. We have some very important legislation sitting in the Senate right now.

One of the most important pieces is the FAA Reauthorization Bill. The House of Representatives included an in-flight cell phone ban on board the aircraft. We are asking that the Senate do the same thing. However, there is a lot of money being thrown against this. They want to allow in-flight cell phone use on the aircraft.

We have postcards for everybody to write to their Senator. Give me a second and I can tell you what it says.

"Dear Senator: I urge you to support the National Flight Attendants by passing an airline in-flight cell phone ban as part of the Senate FAA Reauthorization Bill. In an emergency, cabin preparations would be hindered by passengers attempting to use their cell phones

rather than paying attention. Sixty-three percent of all airline passengers surveyed opposed allowing in-flight cell phone use.

"Cell phones used in-flight will certainly disturb passengers trying to sleep, read or prepare for a meeting, and it poses a security threat as terrorists could use electronic communication devices to communicate attacks in the same aircraft cabin or among multiple aircrafts.

"The U.S. House of Representatives has taken the first step by putting a cell phone ban in the FAA Reauthorization Bill. As a constituent, I urge you to do the same."

This is really important to us on many different levels, the first being safety. Imagine on U.S. Airways flight 1549, as two union pilots are gliding the aircraft into the Hudson, and three AFA-CWA members are yelling their commands so everybody can get off the airplane safely, but if half the passengers are talking on their cell phone, that would hinder many of those people from getting off of that aircraft safely. We would not have had the miracle on the Hudson that we had.

On September 11th, if these terrorists would have been allowed to communicate from aircraft to aircraft or from one end of the aircraft to the other, it could have been a much worse situation. And, frankly, to be on an airplane sitting next to somebody having a conversation from L.A. to Washington with a conversation that's going:

"No, you hang up."

"No, you hang up first."

"No, I love you."

"No, you hang up."

There are not enough bullets on the airplane to take care of that situation. (Applause and cheers)

So our brothers and sisters from AFA-CWA will be passing around these postcards. During this lovely appeals process, we will be collecting these postcards. We will be shipping them off to your Senators, and we hope to have a cell phone ban in place on all commercial aircraft.

PRESIDENT COHEN: Thanks, Alin.

Also at Microphone 2, the Privilege mike, Delegate Pike. Take your time, Melissa.

DELEGATE MELISSA PIKE (Local 3204): I just wanted to bring to the delegates' attention another "In Memoriam". The first female president of Local 3204 in Atlanta, Ms. Martha D. True, passed away this year. "Ms. Martha," I only knew her at the very end as I began my time with CWA, and I can tell you in no uncertain terms she scared the living hell out of me so I can only imagine how she affected the company.

But it had been said at her memorial that, in order to be

elected as a Democrat in the State of Georgia, one had to "kiss the ring of Manuel Maloof and bow down to Ms. Martha True." If that tells you anything about the way Georgia politics in CWA was regarded, that should be all of us. I do appreciate your time. (Applause)

PRESIDENT COHEN: Thanks, Melissa.

I would now like to recognize the hard-working Appeals Committee-- day and night, I might add:

Kory Banks, President, IUE-CWA Local 83698;

Stephanie Olvera, CWA Local 9423;

Valeri Dossett, Executive Vice President, CWA Local 7019;

LeRoy Baylor, President, Local 1079; and

Chair of the Committee, Michael Handley, President, CWA Local 4123.

I now recognize the Chair for the report-- actually before I do that, I almost blew it here. I also want to report on the results of cases that prior Conventions took action on.

In 2007, the Convention ordered that CWA arbitrate two cases. At the time of last year's Convention, we did not have decisions. We have now received the decisions in those cases.

First, David Louth, Local 4470: Mr. Louth, with 36 years of seniority, was terminated by Sprint-- now Embarq-- in September 2004 after an incident where he was found in his company vehicle under the

influence of alcohol. The Arbitrator found the Sprint policy required progressive discipline in handling alcohol-related cases. Therefore, the Arbitrator found no just cause for the termination and reinstated the grievant. (Applause and cheers)

Sherronie Pearl, Local 6215: Mr. Pearl, with almost six years of seniority, was terminated by AT&T Services in March 2006 for violations of the company's Code of Conduct. Mr. Pearl was charged with fraudulently cashing two disability checks after substitute checks had been issued to him and cashed. The Arbitrator determined that Mr. Pearl's story was "fraught with inconsistencies" and therefore denied the grievance.

In 2008, the Convention ordered one case, Dennis Deems, et al., to be arbitrated. That case is scheduled to be heard on February 25, 2010. It has not yet been heard.

I now recognize the Chair of the Appeals Committee.

DELEGATE MICHAEL HANDLEY (Local 4123, Chair, Appeals Committee): Thank you, President Cohen.

The Appeals Committee convened June 18 through June 21, 2009, at the Washington Hilton Hotel in Washington, D.C., for the purpose of receiving and disposing of appeals in accordance with the CWA Constitution and the Internal Appeals Procedures of the Union as established by prior Conventions and the Executive Board.

The Committee was available to meet with interested parties on June 20th and 21st between the hours of 2 p.m. and 6 p.m. Outside of these hours, the Committee was available by appointment.

I would like to thank the Committee-- Kory Banks, President of Local 83698; LeRoy Baylor, President of Local 1079; Valeri Dossett, Executive Vice President of Local 7019; and Stephanie Olvera, President of Local 9423-- for their hard work and the time they have devoted to these appeals. Also, the Committee thanks Gail Evans, Administrative Director, District 2, for her support and assistance.

Before we read Appeal No. 1, I would like to direct the delegates' attention to Page 1 of the Appeals Committee report. There is an error. The first paragraph contains a sentence that refers to the appeal as an "arbitration appeal." That was an error. This is not an arbitration appeal. Rather, this case was an appeal of a complaint filed against the local under the Internal Appeals Procedures, and that's how the summary will be read.

COMMITTEE MEMBER KORY BANKS: Thank you and good afternoon.

APPEAL NO. 1

On June 18, 2009, Kacy Davis, a member of Local 4008, appealed the CWA Executive Board's decision that her appeal concerning her complaint against the Local was untimely.

Ms. Davis, with less than one year of net credited service, was terminated by AT&T. On or about August 29, 2008, then Vice President Mike Shulte verbally advised Ms. Davis that AT&T had denied her termination. Ms. Davis filed a complaint against the Local, alleging that it had not pursued all avenues on her behalf and had not represented her properly. The Local denied the complaint by letter dated September 10, 2008. By letter dated September 11, 2008, the Local updated what it had already told Ms. Davis and explained that it could not arbitrate her grievance because she had less than 12 months of net credited service.

In its September 10, 2008 letter, the Local advised Ms. Davis that she could appeal the Local's decision to Vice President Seth Rosen within thirty (30) days of the date of notice of the Local's decision. By letter dated November 11, 2008, and received on November 18, 2008, President Cohen received a letter from Ms. Davis appealing the Local's decision. After ascertaining that Ms. Davis had not appealed to Vice President Rosen, President Cohen remanded the case to Vice President Rosen. On November 21, 2008, Vice President Rosen denied the appeal as untimely. President Cohen and the CWA Executive Board upheld that decision.

The file in the matter shows that Ms. Davis' initial letter to President Cohen, even though misdirected, was filed more than sixty (60) days after the Local's denial of September 10, 2008. As such, it is

clearly untimely.

After a thorough review of this case, the Appeals Committee agrees with the decision of the CWA Executive Board and, therefore, recommends that the decision of the CWA Executive Board be upheld and that the appeal of Kacy Davis be denied.

PRESIDENT COHEN: There are no speakers on this motion. All in favor of adopting the Appeals Committee report on Appeal No. 1 please indicate by raising your hand. Down hands. Opposed. It is adopted.

Before we go to the second appeal, at the Privilege mike we have Delegate Timmerman.

DELEGATE MIKE TIMMERMAN (Local 4470): Good afternoon.

Fellow delegates, guests, and alternates and executive board: We were the Local that arbitrated Mr. Louth and we won. Mr. Louth wanted me to take this opportunity to express his sincere gratitude and appreciation that he could get his day in court. We would like to, as an Executive Board, also extend our thanks to the staff, to the delegates, to the Executive Board, to everybody who was involved.

Particular kudos go to Hetty Scofield, our rep, and legal counsel for District 4, Ted Meckler. They did a fantastic job. Without them, the outcome would have definitely been in doubt. Also to our

President, Louise Mohr, and Vice President Carter Prine, they did a great job.

All I can say is I thank you, and that this shows democracy at its best. We did what had to be done, and that is why CWA is the best union out here. It is the most democratic and the best, and I thank you again, and God bless you all. (Applause)

PRESIDENT COHEN: Thank you.

To the Chair, Appeal 2.

CHAIR HANDLEY: Appeal No. 2 will read by Leroy Baylor.

COMMITTEE MEMBER BAYLOR:

APPEAL NO. 2

Steven Boyer, a member of CWA Local 84755, has appealed the Executive Board's denial of his complaint against the Local. Local 84755 was placed into temporary administration in November of 2006.

Mr. Boyer's original complaint concerned the actions of the Temporary Administrator in running the Local during the temporary administration. New Local elections were conducted in November 2008. The Temporary Administration was lifted on January 5, 2009.

As the original complaint concerned the action of the Temporary Administrator and the temporary administration has now been removed, the Committee believes that his appeal is now moot.

Nevertheless, the Committee has reviewed the entire file in this matter and finds that the Temporary Administrator's actions in administering the Local were entirely appropriate.

Accordingly, the Appeals Committee recommends that the decision of the CWA Executive Board be upheld, and the appeal of Steven Boyer be denied.

PRESIDENT COHEN: No speakers on this Appeal No. 2. We are voting now on adopting the recommendation of the Committee. All those in favor, indicate by raising your hand. Down hands. Opposed. It is adopted.

COMMITTEE MEMBER BAYLOR:

APPEAL NO. 3

Steven Boyer, a member of CWA Local 84755, has appealed the Executive Board's decision regarding his Local election appeal.

The Local 84755 election took place in November 2008. Mr. Boyer challenged that election, claiming that the Local had violated the law in not providing reasonable notice of nomination; the timing of the chief steward election; the use of a neutral outside entity to conduct the elections; and that no reasonable notice of the election was provided. The Local was under temporary administration at the time of the election, so the Temporary Administrator ruled on the election challenge. This was entirely proper. The decision was then appealed to

Vice President Seth Rosen, and he found the charge had no merit. President Cohen and the CWA Executive Board agreed with Vice President Rosen.

Mr. Boyer had also filed a challenge to the election with the U.S. Department of Labor raising the same issues raised in his internal Union appeal. On June 11, 2009, the U.S. Department of Labor issued its decision on this matter. The U.S. Department of Labor stated:

"Following a review of the investigative findings by this office and the Office of the Solicitor, Division of Civil Rights and Labor Management, a decision has been made that those findings do not provide a basis for action by the Department to set aside the protested election."

After a thorough review of this matter, the Appeals Committee agreed with the decisions of Vice President Rosen, President Cohen, the CWA Executive Board, and the U. S. Department of Labor.

Therefore, the Appeals Committee recommends that the decision of the Executive board be upheld, and the appeal of Steven Boyer be denied.

PRESIDENT COHEN: There are no speakers on this Appeal No. 3, so we are voting now on adopting the recommendation of the Committee. All those in favor, indicate by raising your hand. Down hands. Opposed. It is adopted.

CHAIR HANDLEY: Appeal No. 4, District 6, has decided to arbitrate this case; therefore, the appeal is no longer before this body today.

Appeal No. 5 will be read by Stephanie Olvera.

COMMITTEE MEMBER OLVERA: Good afternoon.

APPEAL NO. 5

T.C. Gillespie, Secretary-Treasurer of CWA Local 6201, has appealed the Executive Board's decision to uphold the decision of President Cohen not to arbitrate the grievance of Henderson Palmer.

Mr. Palmer works for AT&T/SBC as a Customer Services Technician in Fort Worth, Texas. The Local is challenging AT&T/SBC's decision not to allow Mr. Palmer and other I&R CSTs to take SN (days off) on Mondays. The grievance alleges the company's decision is arbitrary, not supported by any documentation, and in violation of Articles VI, VII and XII of the contract.

Article VI - Section 1 of the contract, Normal Work Week, states, "Tours may fall on any days of the week necessary to meet service requirements." Section 6 - Assignment of Nonworking Days, states, "Assignment of nonworking days shall take into account both the service requirements and the preferences of the employees. Article VII is for posting changes to the work schedule. Article XII - Seniority, states, "Length of Service shall be taken into account in the treatment of

employees insofar as the conditions of the business and the abilities of the employees permit."

Two documents in this case showed Monday being the heaviest repair day, one dated January 1, 2005 - June 30, 2006, and the second dated February 22, 2007, for the period of July through December 2006.

In a similar arbitration case arising out of the same contract and the same district, CWA Case No. 6-84-047, it was made clear that it is a management right to schedule in the most efficient manner without violating the contract.

The Appeals Committee, having fully reviewed the records of this case, and after further discussions with the appealing Local, agrees with the CWA Executive Board that it is unlikely CWA could prevail in arbitration over this issue.

Therefore, the Appeals Committee recommends that the Executive Board's decision be upheld, and the appeal of T.C. Gillespie, on behalf of Henderson Palmer, be denied.

PRESIDENT COHEN: Microphone 4, Delegate Gillespie.

DELEGATE TERRENCE GILLESPIE (Local 6201):

President Cohen, Executive Board Members, Appeals Committee, and Delegates: I respectfully rise in opposition to the decision by the Appeals Committee not to arbitrate the grievance of Henderson Ray

Palmer, a customer service technician in Fort Worth, Texas.

This grievance was brought to Local 6201 by Henderson Ray Palmer, and was supported and signed off on by every customer service technician in Local 6201's jurisdiction. And that jurisdiction covers eight counties in the State of Texas.

The grievance was filed formally by me on March 23, 2006, because of the ongoing practice by the company in arbitrarily not allowing SNs (scheduled not) days on Monday. This practice is in violation of the existing 2004 labor agreements between Communications Workers of America and SBC-- specifically, Article VI, Hours of Work; Article VII, Work Schedules; and Article XII, Seniority.

Article VI, Hours of Work, the article reads and is intended to have a normal workweek of 40 hours consisting of five scheduled tours of eight hours each over six days. Assignment of non-working days shall take into account both the service requirements and the preference of the employees. That does not mean the company shall have total control without regard or consideration of the employee's needs in days off.

Further, this practice also violates Article VII. It allows changing of the employee's day off or scheduled hours at the request of the employee. This would indicate that the employee's needs based on his seniority should be taken into account.

This brings us to Article XII, Seniority. The company, by arbitrarily not allowing SN days on any Monday, is violating the employee's seniority. All we have left with seniority is work schedules and vacations.

Brothers and sisters, what we have here is an arbitrary and capricious practice by the company in forcing the employees, who are always scheduled to work Saturday, due to low seniority to never receive two off days together without taking a contractual day, while others receive two consecutive days off a week-- normally that being Saturday and Sunday-- or, in the event that an employee is scheduled to work on Sunday, that employee can still be scheduled off Friday and Saturday.

This treatment of our brothers and sisters who are forced to work every Saturday is wrong, and does not meet the true meaning and intent of the contractual language.

My sisters and brothers, to add insult to injury, the company now restricts employees who work overtime on Monday to only two hours, and those who are forced to work on an SN day are restricted to eight hours. Yet the company claims that, because of the workload, having one additional technician off on Monday will cause a service problem with an average of 15 technicians per crew and only working an average of three technicians on Saturday. That's three that would be asking for possibly one of the three to be off on Monday, and not any

technicians on Sunday.

That claim is false. The technicians in Local 6201 gave a comprehensive detailed study along with potential trial to management to prove that allowing SN days on Monday would not adversely affect the workload or the service to customers. The company would not consider the study or the trial. The Appeals Committee has a copy of the study and the proposal--

... The microphone was turned off ...

PRESIDENT COHEN: That's the five-minute rule. Thank you, Delegate.

At the Questions mike, Delegate Marsden.

DELEGATE RONALD MARSDEN (Local 7621): President Cohen and the Appeals Committee, once management determines which days of the week would be available for non-scheduled days, is the work group allowed to select the available tours by seniority?

COMMITTEE MEMBER OLVERA: For those scheduled, yes, they are allowed to select them by seniority.

DELEGATE MARSDEN: Second question: I see in the report that clearly Mondays are the heaviest repair days. Is there anything in the contract that clearly states that the employee or the union has the right to determine which days the company has to make available, such as non-scheduled days or such as split weeks, must be

held to a minimum?

COMMITTEE MEMBER OLVERA: We did not find anything.

DELEGATE MARSDEN: Thank you.

PRESIDENT COHEN: Microphone 4, Delegate Donohue.

DELEGATE JIM DONOHUE (Local 3104): Fellow delegates, I stand before you to seek your support for this appeal. Article VI, Section 6, of the SBC working agreement states, and I quote: "Assignment of non-working days shall take into account both the service requirements and the preferences of the employees," unquote.

SBC has arbitrarily and capriciously eliminated every Monday as an off day. This language has been in the contract for many years, and Monday has always been available as an off day. Having come to this Convention for many years, I have often heard many times that when one of us is cut, we all bleed. This arbitrary act by SBC must be challenged to help stop the bleeding at SBC. (Applause)

PRESIDENT COHEN: Microphone 1, Delegate Venable.

DELEGATE SALLY VENABLE (Local 9415): I call the question.

PRESIDENT COHEN: The question has been called. It's non-debatable. All those in favor of calling the question, please indicate by raising your hand. Down hands. Opposed. The question has been

called.

We are now voting on Appeal No. 5. So if you are voting "yes," you are voting with the Committee. If you are voting "no," you are voting against the Committee's report, and therefore to arbitrate the case.

All those in favor of the Appeals Committee's recommendation, please indicate by raising your hand. No noise, please. Down hands. Opposed by a like sign. (Cheers and applause) It will be arbitrated.

Let me just say on my comment there, I don't mind people cheering their own vote, but please don't geer against somebody else's, if you don't mind. It's up to you. That's just my view of our democracy here.

COMMITTEE MEMBER OLVERA:

APPEAL NO. 6

George S. West, President of CWA Local 6508, has appealed the Executive Board's decision to uphold the decision of President Cohen not to arbitrate the grievance of David Smith.

Mr. Smith, with a Net Credited Service date of March 25, 2005, worked for AT&T/SBC as a Temporary Customer Service Technician in Little Rock, Arkansas.

In March of 2007, when David achieved time in title and

location at his current position, he put in a transfer to a regular full-time position as a Customer Service Technician in Little Rock, Arkansas.

There was a Memorandum of Agreement (MOA) titled Temporary Employees dated February 9, 2005, which expired April 4, 2007. A Letter of Understanding (LOU) concerning temporary employees, signed May 30, 2007, renewed the 2005 MOA retroactive to April 5, 2007.

The grievance alleges that when the company cancelled regular full-time positions, which were on file with the Placement Bureau in April of 2007, and replaced them with temporary full-time positions upon the signing of the LOU, they not only violated the intent of the MOA/LOU, but also violated Article XII and XIII of the contract.

MOA - Temporary Employees extended the employment period for the temporary employees. There was also a provision to offer 208 Surplus Return/Reassignment Pay Protection Plan employees, in seniority order, a regular full-time position where the temporary full-time positions are located. The LOU concerning temporary employees added a section where, as soon as practicable, and subject to the needs of the business, the company intends to open approximately 228 regular full-time requisitions and where these requisitions are opened and there are no qualified regular full-time candidates, the company, at its discretion, may instead use temporary requisitions to fill these positions.

Neither the MOA nor the LOU provided temporary full-time employees the guaranteed right to regular full-time positions.

Article XII of the Contract - Seniority, shows length of service shall be taken into account in the treatment of employees insofar as the conditions of the business and the abilities of the employees permit. Article XIII - Job Vacancy, states under Section 3a, for purposes of this Article, a vacancy shall be deemed to exist when (1) management determines that a permanent addition to the workforce is required; or (2) a position is vacated on a permanent basis and management determines that such position will not be filled under Section 3b. Section 3b states "no vacancy shall be deemed to exist when management determines that a position is to be filled on a temporary basis."

The Appeals Committee agrees with the CWA Executive Board that it is very unlikely that CWA could prevail in arbitration.

The Appeals Committee, having fully reviewed the records of this case, therefore recommends that the Executive Board's decision be upheld, and the appeal of George S. West, on behalf of David Smith, be denied.

PRESIDENT COHEN: No speakers on this appeal, so we are voting now on adopting the recommendation of the Committee. All those in favor, indicate by raising your hand. Down hands. Opposed. It

is adopted.

CHAIR HANDLEY: Appeal No. 7 will be read by Valeri Dossett.

COMMITTEE MEMBER VALERI DOSSETT:

APPEAL NO. 7

On January 8, 2009, Carla Katz, President Local 1034, and ten other Local 1034 members appealed the Executive Board's July 7, 2008, decision to place CWA Local 1034 under Temporary Administration.

On October 19th, 2007, January 24th and May 27th, 2008, requests were made for the appointment of a Temporary Administrator by two Local 1034 Executive Board Officers-- Jonathan Berg and Linda Kukor. In addition, a signed petition was submitted to President Cohen and the CWA Executive Board by hundreds of Local 1034 members requesting a trusteeship. These trusteeship requests alleged several ongoing and serious problems at the Local, including:

(1) the improper suspension of a member of the Local's Executive Board, Jonathan Berg;

(2) violations of the CWA Constitution and a resolution passed by the state worker bargaining committee caused by President Katz's decision to engage in *ex parte* communications with New Jersey Governor Jon Corzine during the 2006-2007 negotiations for the state

worker collective bargaining agreement;

(3) insufficient oversight and improper use of Local funds to authorize intervention in New Jersey court proceedings supporting President Katz's efforts to prevent public disclosure of her email communications to Governor Corzine;

(4) inadequate oversight and approval of Local expenditures, including the failure of its Treasurer to perform the duties of the position mandated by the Local Bylaws and by fiduciary standards;

(5) inadequate oversight by the Executive Board of political contributions made by President Katz; and

(6) various failures of democratic practices and Local Bylaw requirements, including failure to fill Board vacancies, failure to establish committees and failure to hold regular Executive Board and Membership meetings.

The May 7, 2008, TA request added the additional charge that President Katz and certain other Local Executive Board members had improperly spent Local funds to promote her candidacy and complained that "Local 1034 funds have been misused and misappropriated to primarily serve the political and personal interests of Carla Katz."

After review of these requests and other related matters, the Executive Board determined that a temporary administrator should be

appointed for Local 1034 and, by a motion adopted on July 7, 2008, appointed Ruth Barrett to act as Temporary Administrator of the Local.

The Local and its officers were notified by President Cohen of the CWA Executive Board's action on July 7, 2008. The CWA Executive Board appointed District 4 Vice President Seth Rosen to act as Hearing Officer "to determine the reasons for and objections, if any, of the Local or its Officers," as required by Article XIII, Section 8(b) of the CWA Constitution. The hearing began on September 3, 2008, and continued September 4 and 5, 2008. It resumed on November 11-14, 2008.

Based on the evidence presented during the seven-day hearing, Vice President Seth Rosen found ample grounds for the imposition of the temporary administration of CWA Local 1034 and recommended that the temporary administration be continued.

Several Local 1034 officers and Executive Board members indicated their opposition to the appointment of a Temporary Administrator and some of these individuals testified at the hearing.

The record indicates both sides presented their case through sworn witness testimony and exhibits. A summary of the findings of the Hearing Officer includes:

1. A serious failure of principles of union democracy and violations of the CWA Constitution and Local 1034's Bylaws. The

evidence presented during the hearing showed the failure to establish Local committees, the failure to hold meaningful membership meetings, the failure to fill Executive Board vacancies for extended periods of time, the suspension of Executive Board Member Jonathan Berg from office prior to holding a trial, and failing to hold regular Executive Board meetings.

2. Local 1034 lacked adequate financial control and safeguards. Evidence presented clearly indicates the Treasurer of Local 1034 had very little, if any, involvement in fiscal oversight of the Local.

The record indicates the Treasurer did not review any bills paid by the Local and did not "sign" or "counter-sign" checks. Instead, a stamp bearing the signature of the Treasurer was used by the Local Financial Manager to affix the Treasurer's signature to Local checks. The Treasurer did not review bills or other payment requests that came to the Local and did not actually know who used the stamp. The Treasurer did not regularly attend the Executive Board meetings, and financial reports were provided by the Financial Manager on occasion. The Financial Manager controlled the use of both signature stamps, as well as the Local's financial state.

Lack of fiscal oversight was also evidenced by the Executive Board's failure to question the payment of monies by the Local in the lawsuit involving e-mail communication between President Katz and

Governor Corzine where the Local's attorney represented the Local, as well as Katz personally.

In addition, lack of appropriate fiscal oversight and fiduciary controls at the Local was evidenced by the lack of security over political donations made from Local union treasury funds. Annual political contributions made by Local 1034 are significant. In the period between October 2004 and June 2008, the Local spent nearly \$1 million dollars in Local union treasury monies on political candidates. Executive Board minutes do not reflect any active or ongoing involvement by the Local's governing officers, other than Katz, in the decisions to make specific contributions to political candidates or organizations. In virtually every instance, the records indicate President Katz alone made these decisions, including the decision to give \$20,800 to the campaign of Cory Booker when he ran for Mayor of Newark in 2006 even though the Local has virtually no members living or working in that city and even though Katz had a close personal relationship with Booker.

3. Violations of CWA Election Rules had occurred with the expenditures of Local treasury funds and the use of paid employer union leave time on Katz's campaign for District 1 Vice President.

The record indicates Katz was provided with CWA's 2008 Election Guidelines when she declared her candidacy for the Office of District 1 Vice President. These guidelines clearly explain the rules and

regulations pertaining to the prohibition of using union dues money to promote the candidacy of any individual seeking office. Evidence further indicates that Katz was not only well aware of the guidelines, but she continued to violate the rules after being repeatedly cautioned by her own staff.

4. The CWA Constitution and established bargaining practices had been violated by Katz's engaging in e-mail communication with Governor Corzine on bargaining issues.

The evidence established that the Bargaining Committee passed a resolution on September 20, 2006, that prohibited *ex parte* communications by Katz or anyone else on the Bargaining Committee with the Governor or his top staff. The evidence establishes Katz did, in fact, have various *ex parte* communications with the Governor and his top advisors during the time the contract was being negotiated.

After extensive review of the entire record in this matter, the Appeals Committee recommends that the Executive Board's decision to place CWA Local 1034 under Temporary Administration be upheld.

PRESIDENT COHEN: Microphone 3, Delegate Garry.

DELEGATE MIKE GARRY (Local 1126): Good afternoon, brothers and sisters. I rise in support of the motion to accept the Appeals Committee recommendation, upholding the temporary administratorship of Local 1034.

Placing a local union in trusteeship is one of the most serious decisions our union can make. It is done rarely and only under extreme circumstances. For that reason, our union, the most democratic in the American Labor Movement, has set up a very strict and fair procedure that must be followed before trusteeship can be imposed.

The question before us today is: Did our union follow these procedures by placing local 1034 under temporary administratorship? If so, the decision of the hearing officer-- in this case District 4 VP Seth Rosen-- must be upheld.

Brothers and sisters, there can be no doubt that Carla Katz and members of Local 1034 Executive Board were given their full rights under the CWA Constitution to contest this trusteeship. Procedures were followed to the letter. Overwhelming evidence of unconstitutional-- even illegal-- conduct was found. Therefore, this TA must be upheld.

Let me remind you just how we got to this point. The TA process was initiated by two Local 1034 board members who filed the request in October '07 and May '08. The request was supported by a petition, supported by hundreds of Local 1034 members. The TA was imposed by District 1 in July of '08.

Last September and November, a hearing stretching over seven days was held to consider the validity of the trusteeship. Carla Katz was given the right to legal representation. In fact, her lawyer at

the time was recently nominated to the new U.S. Attorney position of New Jersey. She had the best representation that money could buy. Many witnesses, including many staff formerly loyal to Katz, provided testimony under oath about the violations committed by Katz and the local. Katz was able to present her own witnesses.

The hearing was presided over by Vice President Rosen who ultimately wrote a lengthy decision outlining the reasons why the trusteeship was justified. You have that summary before you. Rosen's decision was appealed to the full Executive Board of our union and was unanimously upheld.

Now Carla Katz is asking you to ignore this overwhelming evidence, not to mention the evidence you will hear about shortly from the elected CWA Trial Court. She is asking you to pretend that this is some kind of kangaroo court and that CWA's procedures concerning trusteeships were not followed.

Brothers and sisters, she is just plain wrong. If you closely read her flyers, you will see she does not challenge the findings presented by Vice President Rosen's report. She can't because they are true. She raises a lot of other issues, makes a lot of other accusations, but she cannot contest the validity of the findings in the report.

My brother and sister delegates, it would be a grave disservice to our union if we ignore the evidence presented in Vice

President Rosen's report and just summarized by the Appeals Committee:

* Evidence that Katz violated the Constitution by persuading the Executive Board to suspend from her local Executive Board Member Jonathan Berg without filing charges or even an internal trial. Berg had raised questions on the expenditure of tens of thousands of dollars to keep secret her personal email exchanges with Governor Corzine during 2007 negotiations;

* Evidence that she secretly went behind the back of the New Jersey State Worker Bargaining Committee during these same negotiations. She violated the unanimous resolution passed by that committee, and engaged in direct contact with the boss, the governor-- her former boyfriend-- who had given her at least \$6 million, according to newspaper reports.

* Evidence that she took illegally over a hundred grand of local union treasury money to campaign for District 1 VP;

* Evidence that she worked a pittance of two to five hours per week as local president, despite the local bylaws that required her, as a full-time president, to be there. She collected a salary of over a hundred grand a year for this while attending law school.

* Evidence that normal financial oversight procedures were ignored. The Secretary-Treasurer didn't sign or countersign checks. There was a rubber stamp, and nearly \$1 million in political

contributions were given away with virtually no member or Executive Board oversight.

There is even more evidence, but I don't even have the time to detail it here.

Brothers and sisters, the evidence is clear and overwhelming. It was carefully considered at a long and fair trial conducted by Vice President Rosen. CWA procedures were followed to the letter. These kinds of abuses cannot and must not be allowed to take place in this great union.

I urge you, brothers and sisters, vote to uphold the recommendation of your Appeals Committee and sustain the temporary trusteeship of CWA Local 1034. (Applause)

PRESIDENT COHEN: From the Privilege mike, there was a request, and I also received other requests to allow Carla Katz, who is not a delegate to this Convention, to speak on this appeal. I have also received several requests from other individuals who are not delegates-- nor is Carla, as I said, a delegate -- to this Convention to speak on this issue. Rule 4 of the Permanent Rules governing CWA Convention permits a non-delegate to speak only when recognized by the Chair, such as Secretary Solis.

Our former President took the position that, if the individual had access to the convention committees, as Carla Katz and other

individuals on both sides of this question did, the request to address the delegates would be denied. I have decided to continue that process, and am denying the request. (Applause and cheers)

Microphone 4, Delegate Roeder.

DELEGATE RAE ROEDER (Local 1033): I represent state workers, about 7,000 of them. And I would like to speak on the motion that we deny the Appeal Committee's recommendation, because-- and I have one other individual to speak as well-- because there are some very important issues here.

Yes, there's a lot of pretending going on, but I want you to look around this room and understand that there isn't a single delegate in this room from Local 1034. Not a single one was allowed to even run to be represented. Now, I don't know about you, but I am about giving a local the right and its members the right to speak. (Applause)

Now, Local 1034 is the largest local in the entire country. And I remember Carla Katz on that stage year after year getting awards for organizing one group after another. Fourteen thousand people is nothing to sneeze at. And I would ask: Where are they? The reason they are not here is because they were not allowed to hold an election.

Now, I know something about the Constitution very well, and that is this, even locals under trusteeship are allowed to elect representatives so that they and their members can speak. Well, since

they are not here, I cannot pretend that what has happened here is either fair or constitutional. So I would like to give you the broad brushstrokes, and the person behind me will give you the facts, the fact that she was audited four times and cleared four times; the fact that we have one auditor, one report after another after another. What you hear is the result of what happens usually in Jersey-- politics over fact.

(Applause)

Now, what happened to the biggest local in New Jersey, after a bitter and divisive contract fight on the New Jersey state worker contract fight in March and April 2007, the District 1 Vice President made it his mission to take over Local 1034, the largest local in the country, and oust President Carla Katz and all officers. I, too, objected to that contract and voted very vociferously and hard against it as well, and I, too, have been threatened by District 1.

The National encouraged a couple of Local 1034 members to trump up baseless and internal charges over and over again-- as you will see when my partner speaks-- against the local Executive Board. Then the National uses these charges as excuses to take over the local, oust the democratically-elected officers, and control the ample multi-million-dollar 1034 treasury. I don't know about you, but members shouldn't be ousting their officers, and when you do a trusteeship, you better have all the facts -- not pretend facts.

These charges are trumped up, and they are a vendetta for our vote "no" on a campaign on state workers contract and for daring to run against a national officer, the Vice President of District 1. Even though an independent factfinder hired by the National Union exonerated the local's officers on the key issues raised by the charges, and even though the audit of the local's finances conducted by John Walsh of the National Secretary-Treasurer's Office, said the local was strong and healthy, the National Union continued to attack Local 1034 and its elected officers.

President Katz finally sued CWA under Federal LMRD in May of 2008. Katz also ran against Vice President Shelton at the 2008 Convention. That was clearly the last straw as far as the National hierarchy was concerned. Two weeks later, the National Union took over Local 1034, and attacks on the local officers began. On July 7, 2008, just two weeks after the National Convention when Carla Katz ran against the incumbent Vice President Chris Shelton at the National Convention, then the Local was placed in receivership.

On the day that I came home from that Convention, there was a full-page article excoriating me and all the years that I have spent in this union written by an opposition candidate that just arose, arose out of --

... The five-minute rule was imposed and the microphone was

turned off ...

PRESIDENT COHEN: You only get five minutes. That's what every delegate gets on every speech.

Mike 5, Delegate Daszkowski.

DELEGATE RICHARD DASZKOWSKI (Local 59057): I have a real simple question: How do we know this was a fair hearing?
(Applause)

CHAIR HANDLEY: Out of all of the evidence-- and there were a lot of documents and files to go through-- this Committee feels that there was nothing short of a fair hearing. (Applause)

PRESIDENT COHEN: I'm going to ask the hearing officer to comment on that as well.

VICE PRESIDENT SETH ROSEN: I conducted the hearing. I will simply tell you what I did, and you all can judge whether you think it was fair or not. I have sworn an oath to uphold the Constitution. I love this Union and love its democratic traditions, and I took this responsibility as a hearing officer very seriously. The opponents were represented by very skilled legal counsel. They had opportunities on two or three conference calls prior to the hearing to discuss document requests, rules, whatever.

I was incredibly liberal in allowing any requests, in allowing any witnesses they wanted to make sure that the opponents and the

proponents got a chance to raise every single issue they wanted to raise. As a result, we had three solid days of hearings, ten-hour days, and didn't finish. Then had four more eight- to ten-hour days of hearings, thousands of pages of transcripts, hundreds of documents-- again, with a very liberal interpretation that allowed either side to present everything they wanted to present.

I then spent about four days reading that transcript, verbatim transcript, reading all those documents and writing a decision that was, as you know, ultimately adopted and approved by the Board.

And then finally, the only other thing I would say is, there is a verbatim transcript of that hearing. I was well aware, throughout every minute of those seven days, that this rank-and-file Appeals Committee and that this Convention would have the opportunity to scrutinize every move I made, every word I said, every ruling I made. And that's the way I conducted that hearing, and it's for folks here to judge whether they think that was fair or not. Thanks. (Applause)

PRESIDENT COHEN: You are entitled to a second question.

DELEGATE DASZKOWSKI: I think you have answered my question. Thank you.

PRESIDENT COHEN: Okay. Microphone 3, Delegate Forte.

DELEGATE KATHY FORTE (Local 1023): Thank you. I am a little bit nervous. I am trying to get my thoughts together. But I want you all to know that this is not about the state workers contract, number one. Number two, Rae Roeder speaks about having fair representation from the Local, but what she doesn't tell you is that she is carrying all 7,000 votes from her Local and brought no other delegates. Okay?

The National received about 8,000 requests to put Local 1034 in receivership. Members from Local 1034 asked the National to put the Local in receivership, and in 2008 Carla Katz carried all the votes from her Local and brought approximately 20 people on Local 1034's dime to campaign for her. She carried all her votes, had no other delegates; only her. Thank you. (Applause)

PRESIDENT COHEN: Microphone 4, Delegate Bishop.

DELEGATE KEN BISHOP (Local 1058): One of the things apparently nobody looked at was a report called the "Clifton report"-- which was paid for by your dues-- an independent report outside CWA to look at all the issues that have been raised about Carla Katz and Local 1034.

One of the things, and I will say one thing on the election last year, Carla did not vote. Her alternate was her Executive Vice President and he voted, but she did not actually cast any votes.

As far as ethics, what she has been accused of, and especially with the conversation about when or if she communicated with Jon Corzine during the bargaining, there are two things here: First is the Ethics Advisory Panel, who interviewed both Governor Corzine and Carla Katz. They came up with the conclusion that-- no one disputes the fact there was communication between Katz and Governor Corzine by email and in person throughout the negotiating period, September 20th to February of '07. However, the degree of this communication touches on problematic issues, and whether Katz was prohibited by the CWA bargaining committee from such communications are sharply in dispute. Without having any access to the emails between Katz and the Governor, it was impossible for me to say with certainty that bargaining issues were discussed in detail.

What he comes up with in his conclusion is, "I would also note, however, that Katz appears not to have made a particular secret of her communication with the Governor, at least to some members of the committee. As indicated above, Katz mentioned her communication with the Governor at various points and no communications during the negotiations. It does not appear that any action was taken to put a stop to communications which arguably was most appropriate to do."

Basically, what he is saying in the rest of the report on that issue is that there was communications, but even Katz and the Governor--

there were three people who did the bargaining at the table. That was Mr. Wiseman, Chris Shelton, and one other individual. Carla was not the main character. When the Ethics Committee looked at them, they said, yes, there may have been, but the only thing it ever showed was the conversation to speed up the bargaining. They did not discuss the issue itself. In 2003, she was encouraged by the bargaining committee to discuss things with Corzine off the record, so I don't know what the problem is.

As far as finances go, this local has been scrutinized probably more than any other local in this Union in the last year. She has a certification from the Local's CPA. She has a certification from the Clifton report. She has a certification from John Walsh. If you have ever been audited by John Walsh, you better have everything straight.

She was audited by an accountant that was hired by the union from New York. The LM-2 has been examined, and the election controller of the State of New Jersey looked at their contributions, and none of them found any discrepancies in the finances of this local or misappropriation of funds. So if they didn't find it, though they are saying there is, we didn't find it either.

PRESIDENT COHEN: One minute.

DELEGATE BISHOP: Okay. Well, I'm going to end there. On the next appeal there are some issues that apply also to Carla, so I

will just let it go that way.

PRESIDENT COHEN: Microphone 1, Delegate Venable.

DELEGATE SALLY VENABLE (Local 9415): Call for the question.

PRESIDENT COHEN: Okay. There is a motion to call the question. That's not debatable. All those in favor of calling the question, indicate by raising your hand. Down hands. Opposed. Given that it's a motion to end debate, I'm going to let debate continue. It's too close. (Applause)

At Microphone 5-- okay, everybody, please. Microphone 5, Delegate Wynn.

DELEGATE GREG WYNN (Local 4100): First I would like to thank the hearing board and the Appeals Committee for taking the time and long hours of going over this. I'm sure the two pages of literature don't express the full detail, so I thank you for your time.

The first question: Why did Carla Katz and the other Executive Board Members of Local 1034 suspend Jonathan Berg from the Executive Board?

CHAIR HANDLEY: From the evidence in the file, it's apparent that the suspension of Executive Board Member Jonathan Berg was a result of him questioning the Local's intervention and keeping the email between Carla Katz and Governor Corzine private. And he was

asking what it was costing the Local.

DELEGATE WYNN: Second question, through the Chair:
How did the local Executive Board make the decision to suspend Brother Berg?

CHAIR HANDLEY: They made the decision as a result of an emergency phone call with the rest of the Executive Board Members. The phone call, which Executive Board Member Berg was not invited to. And so that phone call turned into an official board meeting without member Berg.

DELEGATE WYNN: Thank you.

PRESIDENT COHEN: Microphone 3, Delegate McNamara.

DELEGATE KEN McNAMARA (Local 1037): I would like to respectfully refocus on what I believe is the task at hand, and I will be brief. There is no technical appeal here before us or a claim that due process has been violated. It's unfair to ask the delegates of this Convention to second-guess the actions of Brother Rosen, the Executive Board, and this Appeals Committee. I trust that they have acted in good faith and fulfilled their sworn duties.

Now, absent any technical appeal, we are essentially being asked to retry this case, and I suggest that is not our role, and we should respect the process. (Applause and cheers)

The other thing that I would like to say, there have been

efforts here at this Convention by individuals who would have us believe that they are victims. I want to remind us that this temporary administration occurred at the request of E-Board Members and over 800 members of Local 1034 signed petitions. I ask everyone to respect the good work of all those who have spent countless hours giving this matter a full hearing and who have had the benefit of weighing all the evidence, and ask the delegates here to vote to uphold the Appeals Committee decision. Thank you.

PRESIDENT COHEN: Microphone 4, Delegate Wilson.

DELEGATE ERIC WILSON (Local 6215): I believe that everybody needs to speak on their own appeals. I sent one of my members up to the Privilege mike. You denied that. I am in the active U.S. Air Force Reserves. I stand up for the rights of anybody and democracy. I fight for Third World countries to have the right to be in democracy setting. If this lady came all the way down here to speak and we are not allowing her to speak, I have a problem with that. (Applause)

I don't have enough information to talk to my own people. This is a District 1 issue. Their members should know what's going on, but they don't have any members here to talk on it. Every delegate in this room was brought here and voted on by their membership in some capacity, and if we couldn't do the right thing here, if we don't let this lady come up here and speak on her behalf for herself, it's time to stand

up for democracy. We wouldn't let the company do nothing like this to a member. I don't see why we are letting us do it to a member. (Applause and cheers)

There's all kind of propaganda going on out here. You don't know what side is telling the truth. I am in District 6. This is District 1. There are three sides to a situation-- there's my side, your side, and then there's the truth somewhere in middle. (Applause)

On one piece of paper it says that a hundred-some members sent a letter to you, Larry Cohen. Then on another sheet of paper, it was a thousand sent and you didn't respond to them. How true that is, I don't know, but I think that everybody deserves to hear from you. You have rubber stamps on one situation, but there's a lot of rubber-stamping going on in here.

... Cries of "OOohhhh" ...

I sent a letter. I won an election in District 6, and I had to appeal. You sent me a rubber-stamp letter back. We are going to have a problem if we don't get stuff straight. There's going to be a new membership on that stand up there.

So I think that these people need to listen to this lady, because I don't know what's going on in here. There is a problem when we don't allow people to come in here and tell us what's going on, and we don't know what's going on because there are two sides to every

story. (Applause and cheers)

PRESIDENT COHEN: Microphone 5, Delegate Cowell.

DELEGATE NATHAN COWELL (Local 9509): Thank you, President Cohen. I've just got a couple questions. Did Carla Katz exercise her rights to testify under oath at the Trial Court and at the TA hearing?

CHAIR HANDLEY: No, she did not.

DELEGATE COWELL: Also, did Carla Katz exercise her rights to speak with the Appeals Committee here at the Convention.

CHAIR HANDLEY: Yes, she did.

DELEGATE COWELL: Thank you.

PRESIDENT COHEN: Microphone 5, Delegate Bachelor.

DELEGATE JOHN BACHELOR (Local 2111): What was the evidence that Carla Katz actually had *ex parte* communications with the Governor of New Jersey?

CHAIR HANDLEY: It was actually-- the evidence that we had was, it was part of the *Wilson v. Brown* trial that was going on to keep the communications between-- or they were trying to get the emails released between Carla Katz and Governor Corzine, and that's what we had to confirm.

DELEGATE BACHELOR: Did she inform the bargaining committee of this communication?

CHAIR HANDLEY: No, she did not.

DELEGATE BACHELOR: Thank you.

PRESIDENT COHEN: Microphone 5, Delegate Gardler.

DELEGATE JIM GARDLER (Local 13000): My question to the Chair is, according to the Appeals Committee's report, Ms. Katz and Local 1034 made nearly \$1 million in political contributions from late 2004 until the temporary administration was imposed. What oversight and safeguards did Local 1034 have in place to review and authorize these political expenditures?

CHAIR HANDLEY: Actually, according to the evidence that we saw, there was no oversight as far as those contributions. In fact, the Secretary-Treasurer-- they used a rubber stamp to stamp checks, and the Secretary-Treasurer and the rest of the E-board were completely unaware of the donations being made. Carla Katz did those herself pretty much unilaterally.

DELEGATE GARDLER: Thank you.

PRESIDENT COHEN: Microphone 1, Delegate Rodriguez.

DELEGATE DAN RODRIGUEZ (Local 9423): I call for the question.

PRESIDENT COHEN: Thank you. That motion is non-debatable. All those in favor of calling the question, please indicate by raising your hand. Down hands. Opposed. The question has been

called. (Applause)

We are now voting on Appeal No. 7. A "yes" vote is to affirm the recommendation of the Committee. All those in favor of this motion, please indicate by raising your hand. Down hands. Opposed. It is adopted. (Applause)

CHAIR HANDLEY:

APPEAL NO. 8

Carla Katz, a member and elected President of CWA Local 1034, is appealing the Executive Board's decision to uphold the National Trial Court's decision issued on March 25, 2009.

The Trial Court met to resolve four sets of charges brought up by Local 1034 members Dan Antonellis, Linda Kukor, and Jonathan Berg. The charges were brought on or about October 30, 2007, January 24, 2008, April 8, 2008, and June 27, 2008.

The Trial Court began March 16, 2009, and concluded on March 19, 2009. The Trial Court issued a decision in accordance with Article XX of the CWA Constitution. The Trial Court concluded that Carla Katz was guilty as charged. The Trial Court expelled member Katz from CWA and fined her \$138,317 for her misappropriation of Local funds used in her campaign for District 1 Vice President and for her law school expenses.

The record indicates that the prosecution presented its case

through sworn witness testimony and exhibits. The record also reflects that Ms. Katz had the opportunity to call witnesses, cross-examine witnesses and present documentary evidence at the trial. Ms. Katz was also aware of her right to be represented by a CWA member during the trial proceedings, as provided by the CWA Constitution. Ms. Katz presented an opening statement and closing statement, but did not present any witnesses and did not testify herself.

The charges against Ms. Katz were:

1) Misappropriating Local funds to promote her candidacy for District One Vice President.

The evidence shows through testimony, as well as documentary evidence, that Local staff and members attended the District 1 Conference in March 2008, the National Legislative Conference in April 2008, and the annual Convention in June 2008, for the sole purpose of campaigning for Katz. This use of Union funds violated the CWA Constitution, CWA Election Guidelines for officer elections, and the Federal law governing union elections, the LMRDA.

Ms. Katz continued this action despite reported attempts by her staff to provide her with election guidelines, and DOL regulations showing that the use of Union funds for campaigning violated the law. Additionally, the Trial Court evidence showed that Gerald Reiner was hired for the purpose of conducting Katz's campaign. The record reflects

he did this on Union time.

2) Katz was charged with being a part-time President while receiving full-time wages in violation of the Local's Bylaws requiring the President to be a "Full-time Officer".

The evidence presented to the Trial Court showed:

a) The Local Bylaws did require the Local's President to be a "full-time officer."

b) Once Katz began law school in September 2004, the un rebutted testimony showed that Katz worked two to five hours per week in the office, discontinued visiting the satellite Local offices, failed to conduct regular Executive Board meetings, failed to conduct membership meetings and essentially totally neglected the responsibilities of a Local President, instead delegating those duties to hired staff of the Local.

c) Katz was charged with being complicit in, and failing to, correct the practices of Treasurer Mueller in not signing checks, receiving or keeping the financial records of the Local and generally failing to act as a Local Secretary-Treasurer:

The evidence shows that Treasurer Mueller had not actually signed a check since 1987. Further, he did not review bills, checks stamped with his signature, or prepare any financial reports of the Local. A rubber stamp of his signature was used to sign checks and there were

not adequate controls of the use of that stamp.

3) Katz was charged with violating Article XVII and a resolution prohibiting *ex parte* communication with the Governor of New Jersey or his staff during bargaining.

The evidence at the trial clearly showed that Katz did, in fact, communicate with Governor Jon Corzine by e-mail and telephone during bargaining. In addition, Katz's own filing in the *Wilson v. Brown* litigation over whether the e-mails between her and Corzine had to be released to the public, stated that the e-mails were "related to the collective bargaining between the State of New Jersey and the CWA."

4) Katz was charged with suspending Executive Board Member Jonathan Berg from office prior to a trial in violation of the CWA Constitution.

The evidence undisputedly showed that Katz orchestrated the Local Executive Board suspension of Berg in retaliation for his questions about the lawyer bills related to the *Wilson v. Brown* litigation. The Executive Board meeting where the motion to suspend Berg was passed, which was originally scheduled as a discussion without notice to Berg, even though he was an Executive Board Member, then converted to an official Executive Board meeting, again without notice to Berg. The suspension of Berg at this meeting clearly violated the CWA Constitution. Articles XIX and XX of the CWA Constitution

clearly requires a trial before suspension from office.

5) Katz was charged with violating the Local Bylaws by making political donations and other expenditures of Local funds without any Executive Board or Legislative Committee review, discussion, authorization or approval.

The evidence considered by the Trial Court showed that the Legislative Political Committee, in fact, did not even exist, which in itself violated the Local Bylaws. In addition, the testimony and documentary evidence at the trial clearly showed that the Local Executive Board rarely approved political expenditures. The Local Bylaws require Executive Board approval of "all monies expended by the Local in the conduct of its legitimate affairs." The Trial Court also found that some political donations to certain recipients were highly questionable.

6) Katz was charged with violating Article XIX, Section 1(i), of the CWA Constitution by bringing the Local into disrepute by reporting charging party Antonellis to management, which resulted in his discipline.

The evidence submitted to the Trial Court clearly showed that Katz did, in fact, report Antonellis to management which did result in discipline of Antonellis, and that she threatened his job. Katz's e-mail to management reporting Antonellis for violations of the state e-

mail system, clearly shows her report to management which resulted in an "official warning to Antonellis." This discipline would not have occurred without Katz's report to management. Testimony was also submitted that she threatened Antonellis, stating, "You're just a guy who works at the Department of Labor, and that's all you're ever going to be, and you'll be lucky if you have that when I'm done with you."

For a union leader to report a member to management and to threaten his very livelihood is deplorable and, in and of itself, should result in the highest punishment allowed under the CWA Constitution. (Applause)

This summary of the charges against Katz and the evidence submitted to the Trial Court clearly show that this case should be upheld. The Appeals Committee reviewed the entire file in this matter, including more than 100 exhibits, as well as the transcript of the hearing. The Appeals Committee believes that the Trial Court said it best:

"Katz's egregious conduct in misappropriating Local funds to support her candidacy for District One Vice President, orchestrating the illegal and unconstitutional suspension of Jonathan Berg, her retaliation against Dan Antonellis, her violation of the Local Bylaws' requirement that she be a full-time President, as well as her failure to include the Executive Board in the political donation process, her direct back-

channel negotiations with Governor Corzine in contravention of a Bargaining Committee Resolution against *ex parte* communications, warrant the most serious sanctions against Ms. Katz."

Therefore, after a careful review of the record in this case, and after meeting with Ms. Katz, Mr. Tauro, Mr. Badini, Mr. Antonellis, Mr. Berg, and others involved, the Appeals Committee recommends that the decision of the CWA Executive Board and the Trial Court be upheld and the appeal of Carla Katz be denied.

PRESIDENT COHEN: Microphone 3, Delegate Hill.

DELEGATE ROBERT HILL (Local 2204): Mr. President, officers, brothers and sisters, and anyone who can hear my voice: I rise to urge you to uphold the decision of the Appeals Committee. As Chairman of the Trial Panel in this particular case, I can tell you that it is not easy to be on a trial panel. I don't have political aspirations. I'm not looking for a higher office. I have nothing to gain; I have nothing to lose. If anyone had seen the evidence that we, the Trial Panel, saw, they would have come to the same conclusion. The evidence was overwhelming.

I would like to point out but one incident in particular. We, as unionists, have enough troubles worrying about our employers, but to have a union president instigate discipline against their own member goes against the basic tenets of unionism. (Applause)

I want to dispel another rumor. As you can tell, I'm not a kangaroo. I may be a hippopotamus, but I'm not a kangaroo. This Trial Court, in my opinion, was extremely fair. But let me tell you, brothers and sisters, this crap is what gives unions a bad name. (Applause and cheers) Thank you.

PRESIDENT COHEN: Could you, for the record, Robert, identify yourself at the beginning of your talk, please. Every delegate when you speak, identify your name and local.

DELEGATE HILL: Robert Hill, President, CWA Local 2204.

PRESIDENT COHEN: Microphone 4, Delegate Roeder.

DELEGATE RAE ROEDER (Local 1033): The only crap that gets unions a bad name is when they don't look at all the facts and when they bar the people who should be here to explain this to you from being in the same room with you. This is not about wrongdoing of Katz. Mr. Berg sat on the Legislative & Political Committee and made the recommendation to the Executive Board on the expenditures. Jonathan Berg sat there.

Second of all, I was at the Bargaining Committee and I testified both for Clifton's report and, as the previous speaker spoke, that myself and the person who is with me knows for a fact that there was no such vote on *ex parte* communications. I also sat across the

bargaining table from Carla Katz when every member of the bargaining team said, "Pick up the phone, Carla, and find out how you can move this thing faster."

This is not about wrongdoing by Carla Katz or the Executive Board because there was no wrongdoing. This is not about misappropriation, because there was no misappropriation. There were four CPAs that reviewed her-- Walsh, Clifton, and Schlaff-- and all CPAs found there were no misappropriations.

This is not about a part-time law school and receipt of political donations, both of which were authorized. This is not about the workers represented by 1034 or the 500 shop stewards who now have no elected leaders in the midst of major fiscal crisis in New Jersey impacting our members. Myself and my Vice President were elected to be here. My Vice President is not here. She is in the hospital now suffering from a cancer relapse.

And this is not about attacking other members who have the courage to stand up to oppose what this delegation is about to do. This is not any of those things, and I am guessing that nearly everyone here, if you sit down and think about it, you would really like to hear what is going on here.

This is about a woman, a union leader, who stands up for her members; who stood up for her members and said "no" in February 2007,

said "no" to a deal that her members did not want and which they overwhelmingly voted against. Carla said "no" to having retirees pay 1.5 percent of their pension for health care; she said "no" to raising the retirement age; and she said "no" to changes in her pension plan. She said "no" to the end of health care, and she said "no" to settling a contract on February 21st. No, this is not about any of these things.

This is about personal axes being ground. This is about the systematic destruction of a woman, her reputation, her personal life, in the most low and disgusting whispering ways. And some National leaders know it's wrong. Secretary-Treasurer Barbara Easterling, who I revere above all others I've met in CWA, I want to read an email to you. This is an email that Barbara wrote to Carla and said she sent to Larry. "Explain to me about why it's okay for Chris"-- meaning Mr. Shelton-- "to tell the *Star Ledger* about the October 29th meeting," which Carla had or hadn't.

"Now we are siding with Chris against Carla, although it's obvious he is determined to destroy Carla. Candace told the President four days after the October meeting that Carla violated the agreement not to discuss the meeting by giving a report of the Walsh report." This issue wasn't discussed in the October 29th meeting. Then it says, "Candace has a lot of apples and oranges in her statement, and unless she runs these statements by me and I agree, my name will not be party to

destroying a woman in CWA. Ain't gonna happen. You and Jeff will have to do it all by yourselves."

This union doesn't permanently expel people who disagree with hierarchy. This is what this is all about. Are we going to look the other way while we watch a local leader be destroyed? After 27 years, don't you deserve to hear it? It's not what is going on here. Her members should have been here to tell you themselves what has happened. All you are hearing is an angry District 1, who I understand are very loyal to their leader. However, that leader was challenged. She had a right to challenge him. She had a right to stand up to him, and she lost. And then two weeks later, she was placed in receivership and tried. Come on, can't you connect the dots? Please connect the dots.

PRESIDENT COHEN: Microphone 5, Delegate Vallance.

DELEGATE CATHY MASON-VALLANCE (Local 4320):

Under this report, the Appeals Committee reported that on the funds that were used, there was guidance given to Carla by her supporters not to use those funds. My question to you is: Who gave her that guidance?

CHAIR HANDLEY: The evidence that the Appeals Committee reviewed was the sworn testimony of local staff person Adam Liebttag who on several occasions pleaded with Carla to stop doing that, to stop doing what she was doing.

DELEGATE MASON-VALLANCE: Thank you. That's all I

have.

PRESIDENT COHEN: Microphone 3, Delegate Wade.

DELEGATE CAROLYN WADE (Local 1040): Today I speak as a member, a very proud member of a great union, having been a member since its inception as a union of choice for the New Jersey state workers. In the years I have been a CWA member, I have seen much and have experienced even more. I have seen this union grow from almost an unknown entity to a union with much influence. CWA is characterized in the state of New Jersey as the 800-pound gorilla. This characterization did not happen overnight, but many of us worked tirelessly to build this union.

I rise in support of the decision of the Appeals Committee, because they have made the right decision. My only regret t-- my only regret is that the decision was not made sooner. In New Jersey, Carla Katz has abused and misused her authority. She wants you to believe that the action is retaliation, because she is a woman. I am a woman, Rae's a woman, and we are not being retaliated against.

She ran for District Vice President, and she lost by over 100,000 votes. No one, absolutely no one is expelled from our union because they have lost an election. This action is because of misappropriation of membership funds, violation of the CWA Constitution, rules and regulations of the union, and the local bylaws.

Before you, my brothers and sisters, is only the surface of atrocities committed by Carla Katz. We have had to live a nightmare publicly and internally. The characterization of the 800-pound gorilla has turned into the 800-pound buffoon. Because of Carla Katz, we find ourselves defending not only our members, but also defending the tarnished reputation of our union.

All elected officials of this union take an oath of office to abide by the Constitution, rules and regulations of the local union. This individual followed no rules. This individual followed no Constitution. This individual followed no federal laws. And she publicly embarrassed the union and its members for her own personal gain. (Applause)

To me, an oath of office is a promise, a commitment, a vow between you and your maker, because we do say, "so help me God." Brothers and sisters, all of us who hold union office have made this commitment.

I was always taught to follow the rules, and they will uphold and protect you. Defy the rules, and they will convict you. Carla Katz has defied the rules of this union. It's not Chris Shelton; it's not the Executive Board or the Trial Court; but the rules she has defied, and the rules have convicted her.

I urge you to support the recommendation of this Appeals Committee. (Applause)

PRESIDENT COHEN: Microphone 4, Delegate Bishop.

DELEGATE KEN BISHOP (Local 1058): All right, let's get down to the real serious stuff. Carla Katz is not the one who created the tarnish on CWA in New Jersey. It's all the damn radio broadcasts from the National Union and the locals arguing with each other on the air in front of the public. It goes on daily. She has been the brunt of the joke because she was dating the governor, the governor is in trouble, so then she gets blamed for part of it and it is a funny joke. Well, it not funny anymore.

When they took over the Local at 4:45 that day, the Union held a press conference in front of the union office about taking over that Local. We don't air our dirty laundry in public. (Applause)

As far as following the rules, there have been independent investigations. There have been government investigations. She has not violated any government, Communications Workers Constitution or Bylaws. When they do appropriations, they put it in their budget. Mr. Berg is the one who put in the budget to get the contribution to Mayor Booker in Newark. He was the one that put it in there. The Board accepted his recommendation because he is the Chair of the Legislative & Political Committee.

There is oversight. The Executive Board reviews it. There was an active committee based on the legislative law for public workers

in New Jersey that oversees and makes recommendations to Carla and the Local about making contributions.

Apparently, the Appeals Committee didn't do their job, because there is one main document that was not presented to them, and that was the Clifton report that your dues paid for. It exonerates Carla on almost every single charge there. She went to school at night, part-time. She did not do it during the day. She stopped going to school when they were bargaining. So what are you trying to tell us? She followed the rules.

And as far as expelling or putting people out of the local, the entire Executive Board was removed and a trustee was put in charge on that day. The hired help or the employees in the office were told they couldn't even talk to their local union about it, which was not CWA.

So what are we hiding? What kind of games are we playing? This is not a joke. I am public sector. I listened to this crap about public workers in New Jersey to iota. It's enough. I brought it up in the C&T meeting that the district has to stop and the locals have to stop putting the stuff out on the air.

You, as public workers, are not highly regarded by other CWA members and other union workers. They are losing their jobs, they are losing their homes. They talk about furlough. I agree it is wrong, but when you lose your job, you are not worrying about some public

worker having to take ten days furlough to help budget the state. So you better wake up and understand, the public relations in New Jersey are not what we should be doing.

And it's very interesting that when the entire Executive Board was suspended, Mr. Berg was part of it. So was Mr. Antonellis. But all of a sudden, they are the ones on the staff. They have a job. Mr. Antonellis was hired as staff at \$102,000. They are the ones who filed the charges against Katz and all the other board members. There are only 8 out of 18 who were prosecuted. What happened? We will talk about two of them in the next two appeals.

This is not a game, this is not joke. Carla did not violate any rules according to the state, according to federal law, according to the Department of Labor. But we did get hit by the Department of Labor in the elections in District 1, 3, 7, and 9, and turned it over to the Justice Department to run those elections. How would you like that publicity? It's not a joke, it's not a game. There are people on that bargaining committee who do not like Carla. You just heard one of them. That doesn't make her an 800-pound gorilla.

We have a right to have our differences; we have a right to function; we have a right to speak out. She did not violate anything from the Clifton report and dealing with Corzine during the bargaining. She was exonerated on the financial expenses along with the rest of the

Executive Board. So, you know, let's get real.

The Appeals Committee gets what's given to them. They don't do the research and all that. That Clifton report should have been part of the evidence presented to that Appeals Committee so they can make an intelligent decision.

PRESIDENT COHEN: Microphone No. 1, Delegate Henderson.

DELEGATE WILLIAM HENDERSON (Local 1298): Yes. Mr. Chairman, I would like to move the question, please.

PRESIDENT COHEN: The question has been called. It's non-debatable. All those in favor of calling the question, please indicate by raising your hand. Down hands. Opposed. The question has been called.

You are voting on Appeal No. 8. All those in favor of the Committee's report, sustaining the Committee, please indicate by raising your hand. Down hands. Opposed. It is adopted. (Applause and cheers)

CHAIR HANDLEY: Appeal No. 9 will be read by Valeri Dossett.

COMMITTEE MEMBER DOSSETT:

APPEAL NO. 9

On April 21, 2009, Kevin Tauro, Executive Board Member of Local 1034, appealed the decision of the CWA Executive Board to

uphold the Trial Court decision finding him guilty of violating the Local Bylaws by failing to exercise oversight responsibility regarding political contributions and other expenditures.

Trial Court records indicate that Tauro had an opportunity to present evidence, call witnesses and cross-examine witnesses, but did not. Tauro did present an opening and closing statement, but did not testify himself.

The evidence presented does indicate some political contributions and other expenditures were approved by the Executive Board. However, the majority of political contributions, meeting expenses, and other expenditures were not. Unrebutted testimony clearly showed that the Executive Board did not exercise proper fiduciary oversight responsibility. This lack of oversight violated Local 1034 Bylaws, Article XII, Section D.1.g., which states that the Local Executive Board "shall oversee all monies expended by the Local in the conduct of its legitimate affairs."

Mr. Tauro made arguments to the Executive Board on appeal that were not made to the Trial Panel, and he made those same arguments to the Appeals Committee. Had Mr. Tauro chose to present a defense to the Trial Court, the decision or the penalty imposed may have been different. The Trial Court, however, based its decision on the evidence in the record. It is not this Committee's role to second-guess the Trial

Court based on evidence or arguments not presented to it. The record in this case amply supports the findings of the Trial Court and this Committee does not believe that decision should be reversed.

Accordingly, after a thorough review of this case, the Appeals Committee recommends that the decision of the Executive Board be upheld, and the appeal of Kevin Tauro be denied.

PRESIDENT COHEN: Microphone 3, Delegate Koerbel.

DELEGATE PHYLLIS KOERBEL (Local 13550): I rise in support of the Appeals Committee's decision. I served on the Trial Court of Carla Katz, Kevin Tauro, Greg Badini, Ben Manhaus and Robert Mueller. The Trial Court was well aware of the seriousness of the charges, and allowed all parties an opportunity to be heard. The Trial Court spent a full five days reviewing in detail over 100 exhibits, the entire transcripts of the temporary administrations, the statements that were submitted by all parties, and reread the entire transcript from the trial. We left nothing to chance.

The one thing that was missing from all submitted evidence was direct testimony from the charged party. Of those in attendance, none of the charged parties gave testimony under oath. None of the charged parties were cross-examined by the prosecutors. Although written and oral statements were given, opening and closing arguments made, those statements cannot be considered sworn testimony unless

given under oath.

Some charges brought against the charged parties were dismissed by the Trial Court for various reasons. However, the charges that were not dismissed had merit that clearly violated the CWA Constitution and local bylaws.

The decisions made by the Trial Court took serious considerations and much agonizing thought. We went back to the drawing board over and over. We simply wanted to make sure that we were doing the right thing by all members concerned, based solely on evidence and testimony given.

Again, I support the decision of the Appeals Committee and ask that you support the committee for their hard work on the case.

PRESIDENT COHEN: Thank you. (Applause)

I am just going to, for clarification, before recognizing the next speaker, ask the Committee Chair to clarify what is before us.

CHAIR HANDLEY: The Trial Court, their decision was-- a one-year suspension was the penalty on this case.

PRESIDENT COHEN: Thank you.

Microphone 4, Delegate Roeder.

DELEGATE RAE ROEDER (Local 1033): Yes, Mr. Tauro's punishment was one-year suspension from CWA. However, that one-year suspension would do the following to this 30-year member of CWA, and

that is not allow him to run in his own election. Let me give the facts involving Kevin Tauro.

Kevin was a President-- and still is-- in IUE, and we all know how we encouraged IUE to join CWA. He is a member for 30 years. For the last eight years, Kevin was elected Branch President because the IUE local merged with CWA 1034. He worked at Bendix for 20 years as a machinist/tool & die operator, and when the company shut down the plant moved to Mexico. He is married with three children living in Union Beach, New Jersey.

The National Executive Board upheld the decision which suspended Kevin's membership from CWA for one year on charges of "not overseeing political contributions." I told you before, there was-- and is-- a Political & Legislative Committee that made recommendations, and it was included in the budget of the local. And that budget was voted on by the Executive Board.

Now, what Kevin has been charged with he was never officially served with that charge. He was charged with different things that he was exonerated from. CWA 1034 was placed in trusteeship approximately two weeks after the last Convention. The trial was held exonerating him from willfully violating the CWA Constitution, but he was found guilty of the charge not previously issued in the original charge. That charge was that Kevin failed to exercise oversight

regarding political expenditures, despite the fact that he voted as a Board Member on political contributions and acted on recommendations.

Now, if Mr. Tauro is suspended, he loses his job at the Local. But I have in my hand something that all of you have failed to understand. Mr. Tauro, like most IUEers who joined CWA, have a merger agreement, and that agreement says the following. At the end of it it says, "This agreement is specific to Kevin P. Tauro." It is signed by Mr. Tauro, Ms. Katz, and was submitted to the National Union through Mr. Wiseman's office. "We agree to the terms of this agreement. This agreement is specific to Kevin P. Tauro only. Should the Branch President's position go to someone else, Kevin P. Tauro will maintain his position with Local 1034 and move on to Local 1034 staff with no loss of seniority, salary, or benefits per this agreement."

We ask that you look closely. Don't tie this all together in one bow because it doesn't fit around this particular package. This is a gentleman who has given his whole life. He voted as an Executive Board member on all expenditures, all political expenditures, as that local did. Please understand that his livelihood is at stake here, and he does have a merger agreement with the local.

PRESIDENT COHEN: Microphone 5, Delegate Irwin.

DELEGATE MARILYN IRWIN (Local 2108): I have a question. I remembered that you said there were 18 Executive Board

members. We have read testimony here about Carla, Kevin Tauro, and Greg Badini is coming next. I have read the testimony about a Secretary-Treasurer who didn't sign a check since 1987. So my question is: What about the other 15 Executive Board members? What happened to them?

COMMITTEE MEMBER DOSSETT: It is the Appeals Committee's understanding that the rest of those people were charged; however, they chose to either withdraw their membership and walk away without appealing, or be charged. So, the entire Board was charged with the exception of Berg and Kukor.

PRESIDENT COHEN: You are entitled to a second question.

DELEGATE IRWIN: I'm sorry. I didn't hear her.

COMMITTEE MEMBER DOSSETT: With the exception of Jonathan Berg and Linda Kukor. They were not charged.

DELEGATE IRWIN: Everyone else was charged?

COMMITTEE MEMBER DOSSETT: That is correct.

PRESIDENT COHEN: Microphone 3, Delegate Bloom.

DELEGATE GEORGE BLOOM (Local 1104): I rise in support of the motion to accept the recommendation of the Appeals Committee upholding the findings of the Trial Court in the case of Kevin Tauro. As earlier speakers have made clear, CWA has strict and fair

procedures for addressing charges such as those at issue in this motion.

The charges against Kevin Tauro were presented to an elected Trial Court, and he had every opportunity to give his version of the events, to call witnesses, to cross examine opposing witnesses. He refused to cooperate with the CWA Trial Court procedures. I don't know why. Perhaps he has no respect for the Constitution or our union.

Now he is asking the delegates here to ignore the CWA Constitution, to ignore the work the Trial Court has done, and, in fact, to second-guess the findings of an elected Trial Court and to overturn the decision in Convention of the Appeals Committee upholding the findings of the Trial Court.

Why the sudden change of heart? Before voting on the motion on the floor, I urge the delegates to consider the following facts. Kevin Tauro, throughout this lengthy process, was never willing or able to act independently of Carla Katz. Kevin Tauro testified at the trusteeship hearing that, as an independent, experienced local president, he knew there should be a Political Action Committee and board oversight of the nearly \$100 million political contributions made by the local. But he said, "That was the way we did it at 1034, so I never asked any questions."

Tauro refused to be interviewed by the CWA prosecutors, even though he was asked. They left the investigation and the defense to

Carla. Tauro presented no defense before the elected Trial Court. He refused to be sworn in. He called no witnesses, and presented no evidence.

Now, after the fact, he asks the Convention to do what they have never been willing to do: be treated independently of Carla Katz. Kevin Tauro should have acted earlier. He should have acted independently in the interest of the members of Local 1034 instead of going along with all the violations and misdeeds of Carla Katz.

The Trial Court reviewed all the available evidence and ruled accordingly. They know the case best. It was a fair and a thorough process. I urge the Convention to honor the work of the elected Trial Court and vote in favor of the motion to accept the Appeals Committee's recommendation upholding the decision of the Trial Court in the case of Kevin Tauro.

Brothers and sisters, let's not make our union a circus. Let's send the clowns home. (Applause)

PRESIDENT COHEN: Microphone 4, Delegate Bishop.

DELEGATE KENNETH BISHOP (Local 1058): I would like to respond to that because the man was charged at the beginning with one charge, and convicted of a charge he never received. So how do you present a defense? He was not refusing to be interviewed by Linda Foley. She didn't interview him, and that's documented. He sent

an email to James Hill, the Chairman. "I recently received a letter about charges brought against me by Jonathan Berg and Linda Kukor and a schedule of the trial to be held August 12th and 13th. I respectfully request to postpone this so I can properly prepare my defense. I need more time to select members of a very large local, hire counsel, gather witnesses, and present documentary evidence. I properly realize the seriousness of the charges. So I would like to make sure exactly what I am being charged with."

Mr. Hill never responded to him. And it's funny that two of the people who were charged-- Kukor went away-- but two of the people charged who are still there, they had oversight review, they had oversight responsibility, they had fiduciary responsibility. Why were they retained? Because they agreed to testify against the rest of them? They are just as guilty as anybody out there.

The only thing Mr. Tauro is guilty of is not knowing the procedures. He was suspended, he has a merger agreement, and he was not given due process here. It was a kangaroo court. It was a sham. This is a travesty. This is a man with 30 years. I've got 28 petitions of members in his bargaining unit, 28 pages of petitions requesting to bring him back; that he did nothing wrong. He is a good man. He is an honest man. He was an honest man in IUE, and he's an honest man in CWA.

It is not right that he was put out there for a year and a half

with no pay. That's why those flyers out there had no bug on them, because he doesn't have any income. It's not an excuse to do it, but he is frightened for his survival in this union and for his members. So when he says he did not know, most people do not know appeals procedures. It's hard to follow, hard to read. He had three prosecutors. Who does he deal with?

Mr. Hill didn't respond. Ms. Foley didn't respond. Hetty Rosenstein was the prosecutor, and she was the one that attacked the local and brought up the charges. She is the area director and she is the prosecutor? That's like a man going to trial and having three district attorneys. You know, I don't understand this process. I have never seen it before. This man deserves to be brought back. He served his time. He is a good man, the members want him, and so bring him back.

PRESIDENT COHEN: Microphone 1, Delegate Crowley.

DELEGATE GAIL CROWLEY (Local 9410): I call for the question.

PRESIDENT COHEN: The question has been called. It is non-debatable. All those in favor of calling for the question, please indicate by raising your hand. Down hands. Opposed. The question has been called.

You are voting on Appeal 9. Again, a "yes" vote is to sustain or agree with the Committee, the Appeals Committee. All those

in favor of the motion, please indicate by raising your hand. Down hands. Opposed. It's adopted. (Applause)

CHAIR HANDLEY: Before we begin Appeal No. 10, I would like to direct the delegates' attention to a typographical error in the third paragraph down, the second line up from the bottom. It begins "Section D.2" but it's actually supposed to read "Section D.1.g." Additionally, with this case, the Trial Court issued a one-year suspension.

Kory Banks will read Appeal No. 10.

COMMITTEE MEMBER BANKS:

APPEAL NO. 10

On April 23, 2009, Greg Badini, Executive Board Member of Local 1034, appealed the decision of the CWA Executive Board to uphold the Trial Court decision finding him guilty of violating the Local Bylaws by failing to exercise oversight responsibility regarding political contributions and other expenditures.

Trial Court records indicate that Badini had an opportunity to present evidence, call witnesses and cross-examine witnesses, but did not. Badini did present an opening and closing statement, but did not testify himself.

The evidence presented does indicate some political contributions and other expenditures were approved by the Executive

Board. However, the majority of political contributions, meeting expenses, and other expenditures were not. Unrebutted testimony clearly showed that the Executive Board did not exercise proper fiduciary oversight responsibility. This lack of oversight violated Local 1034 Bylaws, Article XII, Section D.1.g, which states that the Local Executive Board "shall oversee all monies expended by the Local in the conduct of its legitimate affairs."

Mr. Badini made arguments to the Executive Board on appeal that were not made to the Trial Panel, and he made those same arguments to the Appeals Committee.

Had Mr. Badini chose to present a defense to the Trial Court, the decision or the penalty imposed may have been different. The Trial Court, however, based its decision on the evidence in the record. It is not this Committee's role to second-guess the Trial Court based on evidence or arguments not presented to it. The record in this case amply supports the findings of the Trial Court and this Committee does not believe that decision should be reversed.

Accordingly, after a thorough review of this case, the Appeals Committee recommends that the decision of the Executive Board be upheld, and the appeal of Greg Badini be denied.

PRESIDENT COHEN: Microphone 3, Delegate Trainor.

DELEGATE JIM TRAINOR (Local 1101): I rise in support

of the motion to accept the recommendation of the Appeals Committee upholding the findings of the Trial Court in the case of Greg Badini. As earlier speakers have made clear, CWA has a strict and fair procedure for addressing charges such as those at issue in this motion. He refused to cooperate with the CWA's Trial Court procedures. I don't know why. Perhaps he has no respect for the Constitution or our Union.

Now he is asking the delegates here to ignore the CWA Constitution, to ignore the work of the Trial Court, and, in fact, to second-guess the findings of the elected Trial Court and to overturn the decision of the Convention Appeals Committee of upholding the findings of the Trial Court.

Before the voting of the motion on the floor today, I urge the delegates to consider the following facts. Greg Badini, throughout this lengthy process, was never willing to question or act independently of Carla Katz. Greg Badini testified at the trusteeship hearing that, as an experienced local president, he knew there should be a Political Action Committee and board oversight of the nearly \$100 million in political contributions made by the local. But, he said, that was the way they did it at 1034 and he never raised any question.

Badini refused to be interviewed by the CWA prosecutors, even though asked. He left the investigation and the defense to Carla. Badini presented no defense before the elected Trial Court, he refused to

be sworn, and he called no witnesses. Now, after the fact, he has asked the Convention to do what he was never willing to do-- to be treated independently of Carla Katz.

Greg Badini should have acted earlier. He should have acted independently in the interest of the members of Local 1034 instead of going along with all the violations and misdeeds of Carla Katz.

The Trial Court reviewed all the available evidence and ruled accordingly. They know the case best. It was a fair and thorough process. I urge the Convention to honor the work of the elected Trial Court and vote in favor of the motion to accept the Appeals Committee's recommendation, upholding the decision of the Trial Court in the case of Greg Badini.

PRESIDENT COHEN: Microphone 4, Delegate Roeder.

DELEGATE RAE ROEDER (Local 1033): I ask you to stop and think for a moment what country we live in. It's okay to appeal all decisions, and we know the years of appeals for the court system. It is a democratic right to appeal, and I ask that you understand that the Constitution of CWA is also democratic, and everyone has a right to appeal all the way thorough the system, and then beyond that particular system. That's what a democracy is all about.

Greg Badini is a member of 1037 from 1983 to 1987, and became a member as the result of a merger. He was elected Secretary of

CWA 1035 at that time. He represents rank-and-file and supervised employees in Huntington County, New Jersey-- a very hostile, anti-union atmosphere-- increasing membership in the branch from a low of 148 to the current high of 375.

The National Executive Board upheld the decision of the Trial Court which suspended Greg's membership from CWA for one year on charges of not overseeing political contributions, but, yes, the records and board minutes show he did vote on those political contributions.

Let me just say one last thing to you since I've stood up here for a very long time. One, I would like to ask you, no matter what it is that you vote on, to respect individuals' rights to appeal; that all of us have that right to appeal decisions which we think are unfair. If they are not adjudicated here, which I believe they should be, then they must be taken elsewhere. And I ask that you respect these individuals' rights to do just that. Because I'm sure that that's the direction we are going in. And I am also sure, as I stand here, that next year you will be hearing another appeal-- mine, from 1033.

PRESIDENT COHEN: Microphone 5, a question, Delegate Harmon.

DELEGATE BRADLEY HARMON (Local 6355): Thank you, President Cohen. I would like to join in thanking the members of

the Committee for the hard work they have put in on this, and President Cohen for chairing this spirited discussion.

My question is: There have been comments about how this local doesn't have delegates at the Convention. Has there been a complaint received by the District Vice President or the Executive Board over that fact?

PRESIDENT COHEN: No.

DELEGATE HARMON: Thank you.

PRESIDENT COHEN: Microphone 4, Delegate Bishop.

DELEGATE KEN BISHOP (Local 1058): Yesterday there was an appeal made and it was sent to the Secretary-Treasurer, and it was sent back to the administrator, Joe. And he was told, no, there would be no elections. It was signed by the members. So they did request an election. They did request to exercise that opportunity. They were denied. Other locals under trusteeship got the privilege to send their delegates here, but 1034 did not.

On the appeal of Mr. Badini, he was found guilty of the original charge filed against him which was, "acted in willful violation of the Constitution." That had to do with the suspension of Mr. Berg. And the reason Mr. Berg was suspended by the Board was because he was accused of taking information from the Board and giving it to the media. Again, playing the media game.

When they found out they violated the Constitution, they reinstated him, but he was charged-- or he was found guilty on "failure to exercise oversight responsibility regarding political expenditures," but he never received those charges. And the Constitution is very clear. You must be presented the charges in writing, signed by the accuser, within 60 days of the charge. He never received them, but he got a one-year suspension.

He is a little different than Mr. Tauro because he does have a job, and he is still working for the county. So I would ask you to remove the suspension, put him in the office like he was, and let's go on.

PRESIDENT COHEN: Back to the Questions mike. I'm not sure if this is the question we answered before, but I recognize Delegate Pickens.

DELEGATE ROBERT PICKENS (Local 3120): My question does not speak for or against this motion, but for a clear and concise explanation of why a local in trusteeship is not allowed to hold an election to elect delegates to come to this Convention so it can represent their local.

PRESIDENT COHEN: All right. Let me say that it's a case-by-case situation. It has to do with timing. There aren't any fast rules on it. As you know, the Trial Panel and everything else was only concluded at the beginning of this year. Otherwise I can ask or see if

the District Vice President who was involved wants to add to that answer. Would you like that?

DELEGATE PICKENS: Yes, sir, I asked for a clear and concise explanation. Thank you.

PRESIDENT COHEN: Well, I am giving you part of it. We will get the rest.

DELEGATE PICKENS: Thank you very much.

PRESIDENT COHEN: But it's not a hard and fast rule, I want the delegates to understand. It's case-by-case.

VICE PRESIDENT SHELTON: As President Cohen has stated, the Trial Court only ended at the end of March. We got a few requests from members in May to hold the delegates' election. There wasn't enough time to hold the delegates' election between May and the Convention, especially in a local this large. There were budget processes going on in New Jersey that all of the New Jersey locals, including this local, were involved in, and there was just no time to hold an election for delegates in a local this large.

PRESIDENT COHEN: Did you have a second question, Delegate?

DELEGATE PICKENS: Yes. My follow-up question is, if you may allow it: What do the Bylaws say about that?

PRESIDENT COHEN: Well, because there is a TA, the

bylaws clearly provide for elections of all officers, and the goal is quickly to get those elections for all officers.

For delegate selection in those bylaws, we would have to check. I don't know. Do we have the bylaws here?

Certain people are delegates because of their officer position. As you've heard, in the past they have only had a single delegate on the floor at least until recently, and that was the President. But I don't know the bylaws in that way. I don't know that the Committee should either. But the Bylaws wouldn't be applicable under a TA. I'm sure the delegate knows that, but he is asking beyond that about the Bylaws. I think that's the best we will be able to answer that question.

Again, just so it's clear, the previous question was: Was there a complaint filed about it, and that's the one I answered "no" to.

Let's see, where are we? At Microphone 3, Delegate Barca.

DELEGATE JOSEPH A. BARCA, JR. (Local 1103): It is clear, my fellow brothers and sisters, that we have all seen evidence of this process today. We have taken the time necessary and do respect everyone's right to appeal. We have heard the evidence. It's astounding.

I rise in support of the Appeals Committee's findings. Thank you. (Applause)

PRESIDENT COHEN: Microphone 1, Delegate Alcott.

DELEGATE GEORGE ALCOTT (Local 1301): I move the question.

PRESIDENT COHEN: The question has been called. It's not debatable. All those in favor of calling the question, please indicate by raising your hand. Down hands. Opposed?

The question is before us on Appeal No. 10. Again, a "yes" vote is the vote to support the committee. All those in favor of the committee's report on Appeal 10, please indicate by raising your hand. Down hands. Opposed. It is adopted.

I want to thank the Committee for their work this year, more than normal, and we appreciate your considerable work. (Applause)

Thank you, delegates. I now recognize Executive Vice President Hill for the CWA COPE Awards.

EXECUTIVE VICE PRESIDENT HILL: Hello, delegates.

The CWA-COPE awards recognize the outstanding COPE fundraising efforts of our locals and districts. While everyone will not get an official award, I want to thank every one of you for the commitment and work that you put into building our political program every single day. I also want to thank our Political Director Alfonso Pollard and Senior Director Yvette Herrera (applause) -- yes, give them a round of applause-- who have worked tirelessly to build the program that we have with you.

Thanks to your efforts in this regard, our members in 2008 contributed for the fourth straight year a record amount of voluntary dollars to CWA-COPE. You raised almost \$3.9 million, an increase of \$250,000 from 2007. This is an incredible accomplishment when you realize that during this same time frame our membership eligible to participate in COPE declined by 14,000.

Beyond raising more COPE dollars than ever, your political field work reached new heights. We had more activists and more volunteers than ever before.

CWA locals, members and retirees were a force to be reckoned with, and you helped set the stage for change in this country by electing Barack Obama as President (applause) and adding to our Democratic majorities in both the House and Senate. This work started in the cold winter in Iowa and New Hampshire and continued through endless hard-fought primaries as the field became smaller.

We all had our favorites, but when Obama accepted the Democratic nomination for President of the United States that August night in Denver, more than 1,000 CWA members and locals hosted house parties to watch his acceptance speech. I was lucky to be back home in Colorado that night, and it was a moment I will never forget.

When our candidate was chosen, the real work began-- and did you ever deliver. At last victory was ours. On Tuesday, November

4th, well before midnight (thank goodness), Barack Obama was declared the winner against John McCain for President of the United States. (Applause)

Finally, "hope" was back in our vocabulary-- HOPE for health care reform, HOPE for the Employee Free Choice Act, and HOPE for rebuilding America. We had a Congress with a larger Democratic majority and a Senate-- well, that's just too long of a story to tell right now. Suffice it to say that we picked up more seats than we thought, and, with all of the recent machinations, we will soon have 60 Democratic senators. How Democratic? Well, we'll talk about that tomorrow.

What we know is that our work in this arena is never done. First we have to raise money and volunteer and work to elect the right candidates. Then we have to hold their feet to the fire to make sure they do the right thing. Many of us remember when Clinton was elected and became President in 1992. We thought only good things would come our way-- and, yes, some did. But there were also many disappointments. The reality is, we aren't likely to win on every single issue. We have to pick our battles and work to maximize our successes and minimize the disappointments. So, thank you so much for the work that you have done and the work we you will continue to do.

The list of CWA-COPE Honor Locals is in your Convention

packet and will be incorporated in the official Convention Proceedings.

CWA'S 71st ANNUAL CONVENTION
WASHINGTON, DC
2008 CWA-COPE PROGRAM
HONOR LOCALS

| LOCAL | PRESIDENT | LOCAL | PRESIDENT |
|--------------|--------------------------|--------------|-----------------------|
| 1012 | Joy L. Cress | 1168 | John Klein |
| 1020 | Elizabeth A. Christy | 1170 | John P. Pusloskie |
| 1023 | Kathy Forte | 1301 | George R. Alcott III |
| 1037 | Ken McNamara | 1395 | Thomas V. Lane |
| 1060 | Douglas L. Brown, Jr. | 1400 | Don Trementozzi |
| 1079 | Leroy T. Baylor, Jr. | 51026 | John Ziller |
| 1080 | Joan Tapia | 81201 | Jeffrey C. Crosby |
| 1082 | Mabel Serrano | 81232 | Richard J. O'Sullivan |
| 1084 | George Jackson | 81244 | William J. Balint |
| 1086 | Linda McCann | 81248 | Michael H. Devine |
| 1101 | Joseph F. Connolly | 81250 | Stanley D. Siok |
| 1102 | Edward Luster | 81251 | Bruce A. Pierce |
| 1103 | Joseph A. Barca, Jr. | 81255 | Daniel Walsh |
| 1104 | George K. Bloom | 81380 | Howard Connors |
| 1106 | Anthony W. Caudullo | 81381 | Evelyn Evans |
| 1107 | Anthony Caprara | 81495 | Salvatore Fili |
| 1108 | Robert M. Morrow | 2001 | Letha Perry |
| 1109 | Rolando Scott, Jr. | 2003 | Aneikia Greiner |
| 1111 | Sean P. McAvoy | 2004 | David Fox |
| 1113 | William Moak | 2006 | Debbie Sheperd |
| 1114 | Thomas L. Marino | 2007 | Ross Lewis |
| 1115 | Michael D'Agostino | 2009 | Shannon W. Fink |
| 1117 | Gregory L. Chenez | 2010 | Richard E. Henderson |
| 1118 | Gilbert L. Carey | 2011 | Ray Cox |
| 1120 | Mike Salvia | 2100 | Mark Balsamo |
| 1122 | James M. Wagner | 2101 | William Dulaney |
| 1123 | Stephen N. Matro | 2106 | Paula M. Vinciguerra |
| 1124 | Paul Middlemiss | 2107 | Denise A. Burns |
| 1128 | Thomas M. Allen | 2108 | Leslie D. Evans |
| 1133 | Margaret Chadwick-Ledwon | 2109 | Charles F. Fouts, Jr. |
| 1141 | Michael Ostrander | 2201 | Christopher Lane |
| 1152 | Mary Ellen Mazzeo | 2202 | Louis J. Scinaldi |

| LOCAL | PRESIDENT | LOCAL | PRESIDENT |
|--------------|-----------------------|--------------|------------------------|
| 2205 | Jerry D. Rogers | 4009 | Gregory M. Streby |
| 2206 | Richard P. Wallace | 4025 | Kim M. Collier-Hartjes |
| 2222 | Jim Hilleary | 4032 | Aaron Fleischmann |
| 82161 | Vickie L. Hurley | 4070 | Gregory Gutowski |
| 82647 | Dennis Parsons | 4101 | Shawn Lynch |
| 3102 | William M. Eberhardt | 4103 | Mike Smith |
| 3104 | James M. Donohue | 4107 | Janet Rich |
| 3113 | Michael Singleton | 4108 | William M. Martin |
| 3115 | Samuel J. Bake | 4123 | Michael L. Handley |
| 3120 | Robert Pickens | 4216 | Marcus Scaggs |
| 3121 | Norman L. Daniels | 4217 | Bob Mayberry |
| 3122 | Donald E. Abicht | 4302 | Bob Wise |
| 3201 | Roger L. Todd | 4309 | Annie Murrell |
| 3215 | Billy O'Dell | 4310 | Edward Thomas |
| 3218 | W. A. Turner | 4321 | Frank Mathews |
| 3220 | John M. McInnis | 4326 | Paul Storms |
| 3309 | Thomas S. Wadley | 4370 | Harry Williamson, Jr. |
| 3310 | James Carrico | 4371 | Tami Drollinger |
| 3313 | Bobby R. Lewis | 4373 | Travis Brannon |
| 3317 | Clay Corbett | 4379 | Bob Oyster |
| 3372 | Joey McCarty | 4484 | Robert Costilow |
| 3504 | Herman V. Junkin | 4485 | Richard Smith |
| 3514 | Chad Barnett | 4611 | Michael J. Goebel |
| 3516 | Jeff Hudson | 4620 | Gary M. Laabs |
| 3517 | Garry R. Jordan | 4622 | Rob Boelk |
| 3518 | Lawrence L. Sullivan | 4670 | Ron Vechinski |
| 3605 | Richard F. Honeycutt | 4703 | Beth Debree |
| 3610 | Christopher S. Camp | 4900 | Tim Strong |
| 3611 | Paul C. Jones | 4998 | Pamela Rogers |
| 3683 | Donald K. Tyner | 14550 | Kurt Klessig |
| 3704 | Kisler W. Groves, Jr. | 84716 | Bruce E. Wilson |
| 3706 | Debra C. Brown | 84749 | John Wise |
| 3716 | Jason LaPorte | 84773 | Richard Kroger |
| 3719 | F. B. McKerley, Jr. | 84811 | Kathleen A. Pawluk |
| 3802 | John B. Neblett | 84859 | Melvin E. Luigs |
| 3903 | Jeremy Wallace | 84913 | John K. Lloyd |
| 3904 | Andrew J. Gifford | 6007 | Eldon L. Gritz |
| 3910 | L. R. Palmer | 6009 | Jerry L. Butler |
| 3950 | Meverly C. Hurst | 6110 | Miguel A. Carrillo |
| 83736 | Raymond S. Szwanke | 6012 | Cynthia L. Mills |
| 4008 | Mike Schulte | 6113 | William A. Smith |

| LOCAL | PRESIDENT | LOCAL | PRESIDENT |
|--------------|-----------------------|--------------|-----------------------|
| 6127 | Kim Black | 86122 | Gilbert Perez |
| 6128 | James Allen | 86818 | Ronald T. McDonald |
| 6132 | Mark Tedford | 7000 | Linda L. Hatfield |
| 6137 | Helen A. Amador | 7001 | Jose R. Araiza |
| 6139 | Gwendolyn M. Spikes | 7019 | Paul Castenada |
| 6143 | Ralph Cortez | 7026 | Joe Ortiz |
| 6151 | Earnest L. Tilley | 7037 | Michael C. Salazar |
| 6186 | Judy Lugo | 7050 | David Blackburn |
| 6200 | Angela R. Guillory | 7070 | Victor M. Perea |
| 6201 | Denny K. Kramer | 7101 | Scott Rentschler |
| 6202 | Alice C. Andrade | 7102 | Laurie Soroka |
| 6203 | David Patton | 7103 | Kenneth J. Mertes |
| 6206 | Roy Agee | 7108 | Steve Abbott |
| 6214 | Glynn R. Stanley | 7109 | Keith P. Zilka |
| 6215 | J. D. Williams | 7110 | Francis J. Giunta II |
| 6222 | Claude Cummings, Jr. | 7171 | Steve Johnson |
| 6225 | James Eberhart | 7172 | William F. Zeigler |
| 6228 | Ronald Gray | 7200 | Tim Donovan |
| 6229 | Orlando Elizarraraz | 7201 | Steven M. Lewsader |
| 6300 | Kevin G. Kujawa | 7203 | Gerald J. Finn |
| 6301 | Sandra L. Grogan | 7206 | Carolyn S. Rogge |
| 6311 | Ron Horn | 7212 | Franklin S. Hardee |
| 6312 | James R. Billedo | 7214 | Terrance L. Newman |
| 6313 | John K. Kollmeyer | 7219 | Chester F. Nettetstad |
| 6314 | Charles Stephens | 7250 | Shari Wojtowicz |
| 6316 | Erin R. Hall | 7270 | Denise Rother |
| 6327 | Anetra M. Session | 7272 | Michelle J. Nelson |
| 6350 | Sydney Horn | 7290 | Paul Coffman |
| 6360 | Linda J. Nesler | 7400 | Craig A. Cammarata |
| 6373 | Gary Kolb | 7470 | Michael J. Arnold |
| 6377 | Earline Jones | 7471 | Clyde A. Langan |
| 6401 | Jason P. Burns | 7476 | Korey Brill |
| 6402 | E. Mildred Montgomery | 7500 | Rozanne Dubois |
| 6409 | Steven K. Shelley | 7505 | Rusty Canaday |
| 6450 | Colleen M. Downing | 7603 | David B. Duvall |
| 6503 | Michael D. Koller | 7621 | Ronald D. Marsden |
| 6505 | Jackie G. Miller | 7702 | Frank Vasquez |
| 6507 | Gerald Murray | 7704 | A. Johnson-Cunningham |
| 6508 | George West | 7705 | Lee B. Linford |
| 6733 | Sidney H. Searcy | 7708 | Velma J. Johnson |
| 86029 | Sylvia G. Del Rio | 7716 | Larry P. McCormick |

| LOCAL | PRESIDENT |
|--------------|-------------------------|
| 7717 | Thomas W. Costello |
| 7750 | Marilyn J. Block |
| 7777 | Lisa Bolton |
| 7790 | Charles L. Mitchell |
| 7800 | Michael Lynch |
| 7803 | Jeanne M. Stewart |
| 7804 | Gregg Sherwood |
| 7810 | Kirk Allen |
| 7812 | Kenneth C. Harding |
| 7816 | Kirtis Henyan |
| 7901 | Madelyn Elder |
| 7906 | Kenneth J. Saether, Sr. |
| 7908 | John E. Muswieck |
| 37083 | Les French |
| 9333 | Lynn Johnson |
| 9413 | Jim Burrell |
| 9423 | Stephanie Olvera |
| 9432 | Joel A. Nielson |
| 9477 | Micheal Taylor |
| 9504 | JoAnn Williams |
| 9573 | Steve Maldonado |
| 13100 | Diana Markowski |
| 13500 | Sandra L. Kmetyk |
| 58028 | Brian Donahue |
| 88022 | James Peters |
| 88120 | John A. Lauderback |

EXECUTIVE VICE PRESIDENT HILL: Join me in acknowledging your collective work with a round of applause for a job well done. (Applause)

This year's awards recognize outstanding achievement in political action during 2008. But I believe you are all winners. In 2008, every District except one raised more COPE dollars than before. Districts 2, 4, 7, 9, and the AFA, PPMWS, TNG, and NABET all have participants contributing more than \$6.00 a month on average. Everyone is stepping up to the plate.

After the awards, I would ask all the winners to gather for a photo session just off the stage to my right.

This year there are two Districts that stand out from the rest. Between them, they raised more than 1.8 million dollars or almost half of the total COPE contributions for 2008. The two Districts are: District 1 and District 6. (Applause and cheers)

Let's start with District 1. Would Chris Shelton, District 1 Vice President, join me at the podium. Chris, this year your District has won every Local award and three District awards. Let's start with the Local awards.

Could I have Local 1101 President Joe Connelly join us at the podium. (Applause) Just stay here for a minute. Your local once again has won three of the four Local awards. They are as follows:

The Local that raised the most CWA COPE dollars in 2008 with \$128,993; the Local that had the most members signed up in CWA-COPE in 2008-- 2,946; and the Local with the most members contributing to CWA-COPE at \$1-plus per week with 1,598 members. Let's congratulate Joe and all of the officers and members of Local 1101. (Presentation - Applause)

The final Local award goes to Local 1395. Would President Thomas Lane please join us up here. (Applause)

Local 1395 had the highest percentage of members contributing to CWA-COPE at one dollar or more per week at-- get this-- 98.4 percent. Let's congratulate Thomas and all of the officers and members of Local 1395. (Presentation - applause) Don't go away; you're not done.

Now on to the three District awards won by District 1: District 1 raised the most CWA-COPE dollars: \$930,666. I see a million dollars in your future, Chris!

District 1 also has the most members giving to COPE-- 16,699. And District 1 has the most members contributing to CWA-COPE at \$1 or more per week with 11,382. (Presentation - applause)

Let's express our appreciation and congratulations to Chris and all of the staff, officers and members in District 1 for their great work. (Applause)

Now for District 6: Vice President Andy Milburn, would you join me at the podium. (Applause)

District 6 has a long history of great COPE fundraising efforts. This year they increased their total efforts by over \$100,000. Not bad, huh?

This year District 6 has won three COPE awards. They are as follows:

District 6 has the highest percentage of member participation in CWA-COPE at 21.03 percent. (Applause) District 6 also has the highest percentage of members contributing to CWA-COPE at \$1 or higher per week at 15.78 percent. (Applause) And District 6 has the highest per capita contributions per total membership at \$14.72 per year. (Applause) Congratulations, Andy. Let's congratulate all of District 6's staff, locals and members. (Applause)

Our goal for the coming year is clear: We must continue to build our COPE program to provide the funds necessary to continue our political activity as we look to the future. This year, we have a specific goal of increasing our COPE fundraising by \$350,000, which will bring our total to more than \$4 million annually. This will be a huge task, but I know you are up to the challenge.

I want to thank you for all that you do on behalf of our political program, and thank all of the Vice Presidents and staff and all

of the Locals for leading the way. Thank you very much. (Applause)

PRESIDENT COHEN: I would like to bring to the podium Vice Presidents Boarman and Lunzer to present the Newsletter and Website awards.

TNG-CWA VICE PRESIDENT BERNIE LUNZER: Thank you.

It's time now to honor some of the most important work our locals do, and that's communicating with our members. The more our members know, the more likely they are to turn out for rallies, wear red shirts on Thursdays, or volunteer for local committees and move the Union forward. Our newsletters and websites don't just inform; they spur members to get involved. They build transparency and strengthen our union.

Editors and webmasters and members who contribute to newsletters and websites are providing an invaluable service to their locals and to our union. They put "communications" in Communications Workers of America. Whether or not you won an award this year, please know that your work matters and that it is enormously appreciated.

We'll start by recognizing our top website winners. Finalists and Honorable Mention winners were honored in sector and district meetings at the start of the Convention.

The award for Best Website goes to CWA Local 3865, the

United Campus Workers in Tennessee's higher education system.

(Applause) The judges praised the website for its visual appeal, clear purpose, fresh content and ease of navigation. Accepting the award is Local 3865 President Tom Anderson. (Presentation - applause)

Our next award is for Best e-Newsletter. The winner for the second year in a row is AFA-CWA Local 29012, also known as AFA-CWA Council 12. (Applause) AFA Council 12's e-Newsletter was chosen yet again for its timeliness, clean design, and brief, informative content. Accepting the award is Council 12 President Darren Shiroma. (Presentation - applause)

Our third award is for Best Online Advocacy Campaign. It goes to NABET-CWA Local 59054 in San Diego for its website "Channel News 10 Unfair." The website, detailing the company's labor law violations and refusal to bargain in good faith, won for its clear message, its "punch," and its use of YouTube and other news media tools. Accepting the award on behalf of Local 54 is NABET President John Clark. (Presentation - applause)

Finally, we present two Members' Choice Website winners selected by members in online voting across the country. Our first winner is CWA Local 1298 in New England, which got the largest number of votes. Accepting the award are Local 1298 President Bill Henderson and Secretary Miriam Dinicholas. (Presentation - applause)

Our second winner is CWA Local 3115 (applause), which got the highest percentage of votes relative to the size of local membership. Accepting the award is Local 3115 President Scott MacKeil.

I will now turn this over to Vice President Boarman.

PPMW-CWA VICE PRESIDENT BILL BOARMAN: Thank you, Bernie, and thanks to all of you who stayed. These are very important awards, and I know that the recipients deeply appreciate your being here.

Now let's honor outstanding newsletters. Even in these high-tech days, a published newsletter carries a lot of weight with our members. Earlier this week, we honored many local newsletters for best news and feature stories, opinion columns, front pages, photos and cartoons, as well as all the runners-up for this year's General Excellence Awards.

This afternoon, we're honoring the first-place General Excellence winners from each category, based on local size. In Category One, for locals with fewer than 500 members, the winner is: 2105 *On the Line*, published by CWA Local 2105, Vickie Layton, Editor.

The judges said this excellent newsletter "packs in lots of small news items of interest and gives a nice amount of ink to the rank-and-file, while still focusing on important issues." Accepting the award is Local 2105 President Brian Bibbee. (Presentation - applause)

In Category Two, for locals with 501 to 1,000 members, the winner is: *CWA Voice*, published by CWA Local 2202, Byron "Chuck" Taylor, Editor.

The judges said Local 2202's newsletter is highly reader-friendly and "jam-packed with news you can use." Accepting the award is Chuck Taylor. (Presentation - applause)

In Category Three, for locals with 1,000 to 3,000 members, the winner is: *Eleven Eighteen Edge*, published by CWA Local 1118, Gil Carey, Dan Mosher, Editors; Theresa Devine, Assistant Editor.

Our judges said this "sharply produced" newsletter "is crammed with important items about labor issues, balanced by hometown news about union members." The judges also liked that the *Eleven Eighteen Edge* is selling ads for items and services that are useful to union members. Accepting the award is Theresa De Vine. (Presentation - applause)

In Category Four, the contest for our largest locals, the winner is: *The Communique*, published by CWA Local 1180, Gary Schoichet, Editor.

The *Communique* is always a strong contender in our newsletter contest. The judges called it "very professional" and said it "strikes the proper balance between serious issue reporting and rank-and-file features." Accepting the award are Local 1180 is First Vice

President Linda Jenkins and Second Vice President Bill Henning-- oops, Arthur Cheliotis showed up, and Gary Schoichet, the Editor. That's not what the script says. I only read what they give me. (Presentation - applause)

And finally, our Oscar Jager Journalism Award is presented each year to a publication that reflects the dedication and hard work of the late Oscar Jager, a past editor of the CWA News and a lifetime labor publicist. The winner is: *Electrical Union News*, IUE-CWA Local 81201; Rick Casilli, Editor, and Bill Rounseville, Assistant Editor. Accepting the award is Local 81201 Trustee Patrick Ryan.

The judges had high praise for this outstanding, information-packed publication. They said, and I quote, "A lot of work and intellect obviously goes into this project on a regular basis." (Presentation - applause)

Congratulations to all of our winners this year and, again, thank you for staying. (Applause)

PRESIDENT COHEN: Thanks, Bill and Bernie, and to all the great newsletter and website editors across our union.

I want to thank today's Platform Observers: Lyn Conwell, Vice President, Local 2101, and Bobby Maida, President, Chicago Mailers Union No. 2, CWA Local 14430. (Applause)

The business of this Convention is now concluded. We have

several individuals who have called to the podium to share something with this convention at the Privilege mike.

I am also advised that we have a delegate who's prepared to make a motion to adjourn. Such a motion takes precedence over all other business. As you know we have several speakers tomorrow, including the Vice President of the United States, Joseph Biden. For that reason, I would ask the delegate who wishes to make a motion to adjourn to hold that motion until after the Vice President speaks tomorrow. And with the consent of the Convention, I will recognize the individuals at the Privilege mike today, and then we have some announcements from Jeff, and then we will recess until tomorrow morning to hear our speakers. Is that okay?

... Cries of "Yes" ...

PRESIDENT COHEN: Okay, thank you.

At the Privilege mike-- we only have one, but I think there is a second one somewhere-- Delegate Kiino.

DELEGATE STANLEY KIINO (Local 29011): Good afternoon. I would like to recognize the many good works of our CWA retirees and RMC leaders. However, I would be remiss not to express our disappointment with regard to Article V, Section 6, paragraph (d) amendment, which can be found on Page 3 of the Constitution report that was presented yesterday. We hope that in the future the Retirees'

Council will take the opportunity to reconsider and widen their representation of the diverse groups which have merged with CWA.

In this hope, we respectfully recommend expanding the number of positions that represent these different sectors. We believe this will lead to a stronger sense of unity and will add to the continued achievements of our Retired Members' chapters.

We believe that as CWA continues to organize, it is inevitable that its sector diversity may well grow within the ranks of its retirees as well. Representation that is inclusive of our diversity strengthens our unity. It rocks! And so do our honored and deserving retirees and their leaders. Thank you. (Applause)

PRESIDENT COHEN: Don't go away yet. There are several more. I need a name. Don't worry about the phones; I just need the names. Delegate Hegenbart.

DELEGATE ROY HEGENBART (Local 3250): We wish to recognize Steve Tisza, President of CWA Local 4250 out of Chicago. This will be his last National Convention, as he will be retiring shortly thereafter.

His accomplishments are many, and no one can dispute the impact he has had in his dealings with the company and occasionally those in the District and the National office. Even today, his frequent emails keep us informed of not only local issues, but those of importance

to all union working members and their families.

Steve has provided his local union membership with years of focused, unwavering and dedicated leadership and knowledge. Steve has taught all of us what an H1-B visa is. We will miss his presence as a delegate at future Conventions, but I'm sure we will continue to hear his positions on labor issues of the day by email and on the web.

Steve, we wish you well and hope you will not stray from your brothers and sisters who you have worked with to improve the lives of working families. Thank you. (Applause)

PRESIDENT COHEN: Thank you.

Delegate Skotarczyk.

DELEGATE DAVID SKOTARCZYK (Local 4050): I come here to say goodbye to a good friend, Steve Tisza. He's said a lot, and a lot of people are aware of that. But I'd like you all to know that, while it's important we have young people-- we just passed some stuff here about that-- but it's also important to have a few older people around to help the young kids.

As I remember, in 1970 when I hired into the Bell System in a unit called AT&T Longlines, it was a nationwide contract. And I was right back from the war. I was 22 years old in a handmade sharkskin suit, and somehow I found myself the President of my local by some sort of accident, before I had steward's training. And it was Steve Tisza,

because he looked old even then (laughter), who helped me.

He taught me what it meant to represent your members and put your members first before yourself, and even before your family. He taught me that it's the duty of every member to save up and be prepared for a strike, because back then-- and a lot of young people here don't remember-- we struck almost every year. We fought for everything. And it was guys like Steve who led us there.

So I would like to say to him, thank you; thank you for your friendship; thank you for the training; thank you for being you. Thank you for having the energy of a teenager and the dedication of a true hero.

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

PRESIDENT COHEN: Delegate Lindsay.

DELEGATE SHEILA LINDSAY (Local 32035): Good afternoon. I come to you today in condolence of one of my bargaining unit members from the American Nurses' Association who was a tragedy from yesterday's Metro crash.

Mandy Doolittle was a long time member of our bargaining unit and she will definitely be missed. Also injured in the crash was another bargaining unit member, Adeline Cooper. So I would like to thank you all and ask for a moment of silence on behalf of those two. Thank you very much.

... The delegates observed a moment of silence in memory of

their sisters, Mandy Doolittle and Adeline Cooper ...

PRESIDENT COHEN: I will now recognize the Secretary-Treasurer for final announcements.

SECRETARY-TREASURER RECHENBACH: Thank you, President Cohen.

We have a couple of announcements, and then some discussion of the arrangements for tomorrow which I think you will want to stick around and hear, because the procedures will be different than they have been for the rest of the week.

First off, somebody lost a pair of readers, prescription 1.75. So come and get them. Two legislative political meetings for two different districts are going to take place immediately after the Convention. District 2 will have a Legislative/Political meeting at adjournment in the Military Room. And District 13 will have a meeting in the Thoroughbred Room. I think they are meeting to discuss what to do with Arlen Specter, so you won't want to miss that one.

As you know, the Vice President of the United States will be here tomorrow. Anything you want, don't leave it on the tables tonight. The Secret Service will be in here tonight. All the tables will be cleared. Everything will be taken off of them. So anything you want to hang on to, take it with you when you leave today.

We would like to invite all of the Legislative/Political

Conference participants, as well as the alternate delegates to come down and sit on the floor tomorrow during the LP session. There should be enough seating and, if not, we will fill in on the sides as well. But we would like to give everybody an opportunity to be a part of the session.

The doors will open tomorrow morning at 6:30 a.m. Now, you will enter at a different place, so people that have left early don't know how to get in. (Laughter) And we're not going to tell them. But you know because you stuck around.

What you are going to do is, on the Terrace level, which is the level above this-- if you came to the reception on Sunday night, we had the reception up on the Terrace level-- you will come in on the Terrace level.

The Secret Service will have metal screeners up there. Everybody will have to be screened before they come in. So pack light. Don't bring a lot of stuff in. It will help expedite the movement of people in. Once you have been screened, then you will come down the stairs at the back of this hall and come in those doors versus the doors over here that you have been coming in for the first part of this week.

So that's the procedure for the morning. You have to have a badge to get in. And my notes tell me that if you don't have one, if you have somebody who is a guest or doesn't have a badge yet, you can get a badge today between 3:00 and 5:00. Whoops, too late. (Laughter)

Better luck next year.

Actually, we will have somebody set up outside on the Terrace level. If you have somebody who needs a guest badge, they can pick it up tomorrow.

I think that's all the information you are going to need. Screening will take a little time tomorrow. The Vice President will be here at 11:00 in the morning, but we have a number of other very important speakers, so we really want you here for the entire session. There is going to be a lot of good information you are going to want to take with you up to Capitol Hill tomorrow.

The Convention stands in recess until 8:30 tomorrow morning.

... The Convention recessed at 5:16 p.m. ...

WEDNESDAY MORNING SESSION

June 24, 2009

The Convention reconvened on Wednesday, June 24, 2009, at 8:35 a .m., President Larry Cohen presiding.

... Some favorite labor songs were played while the delegates entered the Hall and took their seats ...

PRESIDENT COHEN: Delegates be seated, please. Good morning. That's a good song to start the morning with, right? "Get up, stand up, stand up for your rights." That's why we are here, right?

We started a couple minutes late here to give people a chance to get back from caucus meetings. We have quite a day ahead of us, here and on Capitol Hill, right? How many people are going to Capitol Hill today? Yeah, right! All right!

I think we have 30 Senate meetings and 145 House meetings, so give each other a round of applause for that. (Applause)

And I was told to announce this. I have a feeling that in CWA I don't need to announce this, but what do you think this is for?

... Displaying a poster saying "We Love You, Joe" ...

PRESIDENT COHEN: When the Vice President is here, right? Now, there are some local presidents named Joe, one of them I am very close to named Joe Barca, and he would like to have these afterward. (Laughter) I think this would be good in Westchester, right?

We love you, Joe.

Then this one is good for Senator Harkin as well as Vice President Biden, right?

... Displaying a poster saying "Employee Free Choice Act" ...

PRESIDENT COHEN: Cool. I knew I didn't really have to tell you that.

Before I introduce Rabbi Saks for an invocation, we mentioned yesterday that one of our members was killed in the Metro crash. So if we could observe a moment of silence for Mary Doolittle.

... The delegates observed a moment of silent tribute in memory of their fallen colleague, Mary Doolittle ...

PRESIDENT COHEN: Thank you. Mary was a member of the Washington-Baltimore Newspaper Guild.

I am pleased to introduce Rabbi Robert Saks who serves Washington, DC's congregation Bet Mishpachah. As Bet Mishpachah's spiritual leader, Rabbi Saks has expanded the congregation's education and religious programs, provided counseling and perform life and ritual ceremonies for members of the congregation.

He is also a leader of Jews United for Justice, Jobs with Justice, and a member of Washington, D.C. Workers' Rights Board. His commitment to human rights is evident in all his work, including strong support for equal marriage rights for lesbians and gay men.

Please join me in welcoming Rabbi Saks. (Applause)

Shalom.

RABBI ROBERT SAKS (Bet Mishpachah Congregation, Washington, DC): Brothers and sisters, good people all, let us pray.

Dear God, throughout the Bible we read how You spoke to us through words. Through deeds, through teachers and messengers, You communicated with us. In so doing, You ennobled us. You made us Your partners, created in Your image and worthy of Your word.

Through communication, we ennoble each other. Through communication we make our world human and humane.

Are there many punishments more feared than solitary confinement, shut away without the possibility of communicating with anyone? Communication softens and gentles life and elevates it. It is the path to peace, the only path.

We pray that our deliberations in this Convention will promote peace and allow us to strengthen ourselves, for we are the essential backbone of communication in our society. We pray that all engaged in our work will recognize how honorable it is-- for life, for peace, for good will among people in our country and across all lands.

We pray, God, that the critical role we play in maintaining the channels of communication will be honored by all who benefit from our labor, and we pray we will be compensated, as we should be, with

proper pay, proper benefits, safe workplaces, and through the receipt of the respect and honor we of the CWA are due for the crucial life-affirming work that is our livelihood.

Bless now the work of our hands, and bless our communicating with each other during the hours of this Convention. This is our prayer. Amen.

PRESIDENT COHEN: Thank you.

Welcome back to the podium Executive Vice President Annie Hill.

EXECUTIVE VICE PRESIDENT HILL: Good morning, brothers and sisters.

... Responses of "Good morning" ...

EXECUTIVE VICE PRESIDENT HILL: That was pretty good. I would like to welcome the delegates from the Convention and any new legislative activists that have joined us today. Together we will be a powerful voice. So we are going to start out with a little test, and I have a few questions for you.

Are you ready to march on Capitol Hill?

... Cries of "Yes" ...

A little louder. Are you ready to march on Capitol Hill?

... Cries of "Yes" ...

Are you ready to fight for what we believe is fair and just?

... Cries of "Yes" ...

Are you ready to take back our country?

... Cries of "Yes" ...

Are you ready to win?

... Cries of "Yes" ...

Are you ready for the Employee Free Choice Act?

... Cries of "Yes" ...

Are you ready for health care reform?

... Cries of "Yes" ... (Applause)

All right. We have always known the importance of the--
yes, give yourself a round of applause. You passed. (Applause)

We have always known the importance of legislative and political work along with community action, and it is why it is one of the three sides of the CWA Triangle. In the past we have raised COPE dollars, worked on elections-- local, state, and federal-- registered voters, and been involved in massive get-out-the-vote campaigns in the days leading up in the elections.

But let's be honest here. Some of us may have thought this is the work we do in our spare time, or that we can leave it to people that live and breathe politics, and, yes, actually like talking to politicians.

We think we may have more important things to do-- filing

grievances or working on other representation issues or maybe doing community work. Everyone always likes us then.

But today we can kid ourselves no more. Our political and legislative work is literally the lifeblood of our union. It is as if we need a blood transfusion for unions and the working class, and the halls of Congress house the only blood bank in town.

Every day we are slapped in the face with the reality of the decline of unions in this country. In the private sector, only seven percent of workers are represented by a union. It is only the inclusion of the public sector that brings us over ten percent. Every day we are hit with the reality that more workers are losing their jobs, more workers are having pay and benefits cut, and retirees who were promised a certain standard of living from their pensions and health care are losing benefits and, in some cases, their pensions.

How can this happen in the richest country in the world? How can our families, our neighbors, and our friends turn a blind eye to what is happening in our country? The jolts just don't come from reading the morning newspaper or watching the evening news. As labor leaders, we see it every single day, almost every moment in the workplace.

The power we once had is not quite as strong as in the past. It is harder and harder to get contracts that bring our members the

economic security they deserve. Many of us have observed years of mismanagement as CEOs have come and gone with their golden parachutes, leaving the workers who made the company's wealth behind to live in the ruins. And that is certainly frustrating enough.

And to add insult to injury, after we watch CEOs and other executives make millions, it is workers who have built the company, some still working and some retired, that bear the brunt of the mismanagement.

Today we have one such person with us-- actually we have two. Just like yesterday, when Ben put such a poignant face on Pediatric AIDS, so too will Deborah Turner put a face on what is happening to workers in America. Deborah is a sister, a CWA-IUE sister. Deborah, will you join me up here? Let's welcome Deborah to the podium.

(Applause)

I would also like to acknowledge Deborah's husband Galen. (Applause) And another retiree, Dave Hill and his granddaughter, Toni. Please stand. (Applause)

Deborah will share her personal story with you in just a minute. Deborah is 51 years old. She started at Frigidaire when she was just 19 when it was still owned by GM. After a layoff, she was called back to work at the GM truck and bus plant in Moraine, Ohio, where she was an assembler. She took a medical retirement in 1993 because of an

elbow injury that required several surgeries. She is also suffering from MS and has been diagnosed with rheumatoid arthritis.

Please welcome our CWA-IUE sister Deborah to hear just why the rotten deal that GM is shoving down our throats can literally wipe her out, financially and physically. Welcome, Deborah.

DEBORAH TURNER: Good morning. As you can tell from my age, I don't get Medicare and I have tried to get Social Security and have been denied three times. So I'm not going to get it.

I wasn't going to do this (crying), because this is such an important issue.

My husband will be retiring from General Motors on pre-retirement soon, and so we are not going to have the money that we used to. Everybody loved that money from GM, and we always had the best health care. Having health insurance has been a big thing in our lives. It helped a lot. We used to pay only ten dollars per office visit, and now we pay \$25, which is still pretty good.

My main thing is the coverage for my medications. I take a shot of Rebif every other day for my MS to slow it down, and it's been working pretty well for 11 years. I take Aderol and Prozac to keep me from getting exhausted, and I take Celebrex and Flutamide for my arthritis, and Darvocet, of course, for the pain always, which the pain is really tough.

Until now, I haven't really worried about anything. But my medicine for just the Rebif shot per month is \$2,900. So the cost of all my medicines combined are about \$3,900 a month, and that's several thousand dollars more than what I make in a pension per month. I really don't know how people do it without insurance. I never really worried about it until now.

I am the kind of person who I don't like to use my cane. I don't like to use a handicap sticker. But I'm really worried about not being able to afford this medication. I know for a fact that 11 years ago when I was diagnosed with this, I asked my neurologist, I said, "How do people afford this medication? I mean, if they can't get it, if they can't afford it, what happens?"

And he said, "Well, eventually, they end up in a wheelchair." I was 39 then, and I don't want to end up in wheelchair.

GM has no right to help some workers that built the company and completely abandon others. And the same guys at the top who ran the company into a ditch have absolutely no right to put me in a wheelchair.

Today I ask you-- you are going to go to Capitol Hill today, and I know you have a lot of things and a lot of issues you are going to be dealing with today, but I ask you to please just remember me and what you've heard today. There are other people who are truly sick--

you have people who are on chemo. In the last days of their life, please don't let them have a bad experience. You know, you want them to have a decent life. So let them know that you want the retirees' health care protected.

We have a letter today that is on your table. It's this green letter. Sharrod Brown wrote this letter. If you guys could please write a letter, get it out there to the people-- especially to Tim Geithner, head of the Treasury Department-- and let them know that you want our retirees' health care protected. Don't allow GM to use the government to get out of their responsibilities of 40,000 retirees and their health care for their families.

Thank you for today. You can tell I'm a nervous wreck. But just remember us please, because these letters are very important. Thank you.

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

EXECUTIVE VICE PRESIDENT HILL: Thank you, Deborah, for sharing. So don't forget Deborah's face. It's always those personal stories that make such a big difference, and we will remind you before we get out of here.

Just like yesterday, when you're in Washington, D.C., sometimes schedules don't go exactly as planned, so we will finish this a little later. Senator Harkin is joining us, and I would like to ask the

Escort Committee to bring him to the podium, please.

PRESIDENT COHEN: Guess where the Escort Committee is from? Iowa. Who else is here from Iowa? Stand up, Iowa. There we go. (Applause)

Senator Harkin is really the Senator from the United States of America. (Applause)

You know, I have an introduction here, but really, this whole fight for the Employee Free Choice Act-- and there's a lot of lights, Senator, but you see these banners around the room that people have been hanging around the country, literally coast to coast. You see one from a Senator we know very well, Specter.

And thousands of CWAers here have been working on this non-stop for years. Sitting next to you are the faces, and you have seen them on the buildings, and some of their faces hang at the back of the room as well.

But after your remarks, they are going to be talking about their stories, each one of them, and it's a mix of incredible excitement and-- I wouldn't call it pain exactly, but being on the edge in the way they all are. We just heard a story from a sister, a retiree who is sitting behind you, from General Motors who was stripped of her health care.

Senator Harkin is not only leading the work in the Senate on the Employee Free Choice Act, he literally is leading the work. He is

the Acting Chair of the Labor Committee. He chairs the Labor Appropriations Committee.

But much more than that, this is his whole life. It's been in his heart. He often tells the story-- and I don't want to give his talk-- of his brother Frank who could be a face for the Employee Free Choice Act, and what Frank went through at the UAW plant where he worked.

Senator Harkin is beloved by our members from Iowa. Among other reasons, he feeds them all once a year at a steak fry, last year, 20,000. The Iowans know exactly what I am talking about, right? I asked them before when they came in, "How many have been to the steak fry?"

"Oh, yeah, we've been there many times."

There is something magical about Iowa. It's more than a sense of community. It's a sense of values and a sense of-- and we talked about it yesterday-- of human rights issues, on everything, Iowans are helping us find our center; not just the geographic center, but the center of this country. And definitely for me, but for so many of us, Senator Harkin helps us find our center and helps us define our real purpose.

And today alone he is going to be jumping from here to health care to Employee Free Choice Act, and is really the pivotal Senator on both. And tomorrow, Senator, we have another thousand

CWAers coming by bus on top of this crowd, and we will be in the Upper Senate Park on health care with about 7,000 of our allies, 10,000 of us altogether, right on your program. (Applause)

I could really go on and on, but I won't. We want to hear from this amazing leader, not from me. I will just say now that it's a pleasure to introduce a leader in the fight for working families, a leader in the fight for social justice, an incredible friend of the Communications Workers of America-- Senator Tom Harkin from Iowa.

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

THE HONORABLE TOM HARKIN (U.S. Senator, D-Iowa): Thank you all very much. Thank you all. That's what I call a great way to start a day. Can I go out and come in again?

Well, first of all, thank you very much. I want to thank my Iowa members, my Escort Committee, for their warm reception and for escorting me in here, but, more than that, for their many years of friendship-- Steve Abbott, Kerry Bowen, Judy Fries, Francis Giunta, Ken Mertes, Scott Rentschler, and Kevin Kelly-- and all the rest of my fellow Iowans and Midwesterners who are here.

Thank you, Larry Cohen, for that very kind introduction, but, more than that, thank you for who you are and thank you for what you are doing-- not only leading this great union, but what you are doing for working people all over this country. You have been a great friend. It

seems like you're everywhere-- at the White House and on the Hill, speaking at major conferences.

You know, we have an expression in Congress. "If you're not at the table, you're on the menu." (Laughter) Well, let me tell you, Larry Cohen is always at the table. He is my champion in our fight for EFCA. He is our anchor, my Rock of Gibraltar in standing up for workers' rights all over this country, and for getting EFCA through the Congress. When Larry Cohen is at the table, that means the brothers and sisters of this great union are also at the table, and that's a good thing for America.

I want to thank all of the CWA members all over America for all of your help and support for me and all my endeavors, going clear back to the time I first ran for the House of Representatives in 1975. Well, I ran once before and lost, but we won't talk about that one. (Laughter) But you were there with me in the beginning, and you have always stood by my side. I remember Don Rowen, who was our state director at that time. He's now retired, and is still a good friend. Kenny Reins-- these are people who have now retired, but I just want you to know that I have had a very close affinity with the brothers and sisters of CWA since 1974 when I first ran for Congress, and I thank you for all of your help and support.

And I want you to know that I am proud. I come from one of

those right-to-work-for-less states. And I am proud that in my 35 years here in both the House of Representatives for ten years and now for 25 years-- going on 26-- in the United States Senate, I am proud of my lifetime record of 93 percent voting for organized labor in the United States Congress. (Applause and cheers)

And I want to assure you, I'm not being paid a dime for this speech. I say that because you may have seen that our old friend, George W. Bush-- whom I know we'd like to forget-- but he is on the lecture circuit for a reported \$150,000 a speech, and no press are allowed there.

Actually I found out, Larry, it's 150,000 bucks a speech, and an extra \$25,000 if you want to throw your shoes at him. (Laughter and applause)

By the way, I know you are looking forward to hearing from my longtime friend and former colleague in the Senate, Vice President Joe Biden, here this morning. We have all known Joe for many years. I have some advice for you. If, in fact, you are paying for his speech, don't let him charge you by the word. (Laughter) Don't tell him I said that.

Well, I welcome you all to Washington. I look forward to seeing you up on the Hill later today, today and tomorrow. For those of you who been here to Washington before, let me tell you something. It

may look like the same Washington, but it's not. (Applause)

And, of course, the biggest change is that we have a dynamic, smart, hard-charging, progressive President, a President who understands working people and believes in organized labor. Now, that's a change we can believe in. (Applause)

And isn't it great to have a Department of Labor that's actually pro-labor, pro-organizing, pro-worker rights? (Applause and cheers) To coin a phrase that's never been used before, that's a change we can believe in. (Laughter)

All of these things, plus your energetic lobbying later today, give me confidence that we are going to do one of the single most important single things we can do to get America on the road to recovery, and that is passing the Employee Free Choice Act this year.

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

SENATOR HARKIN: Gosh, I'm sure glad you agree.

(Cheers and whistles) All right!

Last November when I was reelected to my fifth term in the United States Senate, I came back to Washington and I got a phone call from my Chairman, Senator Kennedy, and he said, "Look, we've got a big battle on the Employee Free Choice Act coming up." And he asked me because of his illness and his recovery-- and by the way, I want you to know that we are in touch with him. We talk with him about every

week. He is doing well, he is feeling great, and we are hoping to have him back in July when we pass health care reform for all the people of America. (Applause and cheers)

So Teddy called me up and asked me if I would take on the job of shepherding the Employee Free Choice through the Senate. And I said not only would I do it, I welcome it. I want to do it. This is something I believe in. (Applause)

Now, we all know that the U.S. Chamber is spending millions of dollars to defeat the bill. True, we've got a real fight on our hands, but this is one fight that we have to win. When nearly 60 percent of workers want to join a union, but only seven percent are in one, something is broken. When the average CEO makes 400 times what the average worker makes, something is broken. When ordinary workers have their retirement plans cut back but executives get their gold-plated pensions, something is broken.

How did we get in this fix? Well, we got here because workers' rights over the last 20, 30 years have been systematically undermined. Even the most brazen union-busting tactics, threats, harassments, firings are tolerated or punished with just a mild slap on the wrist.

Kate Bronfenbrenner is a professor at Cornell University. She studied a random sample of a thousand union elections-- a thousand

union elections over the last five years. She found that in 34 percent of those elections, companies fired employees for union activity. In 57 percent, of the elections, employers threatened to shut down all or part of their facilities. In 54 percent supervisors met with workers one-on-one to threaten them with reprisals if they supported a union. And she found that, even when employees succeeded in forming a union, nearly half of the employers simply refused to negotiate a first contract in good faith.

Well, I have got a question: Why should decent, law-abiding American citizens have to crawl across broken glass, go through some sort of boot camp hell in order to join a perfectly legal organization and exercise their constitutional rights? (Applause and cheers)

Now, I don't come by this from reading books. You know, I wasn't born with a suit and tie on. I wasn't born with the name "Senator" either. I was born with another name. My name is Tom, not Senator or Congressman. So for me, this goes way back, way back. My father was a coal miner in Iowa. Now, a lot of you probably didn't know Iowa had coal mines, but at one time Iowa was the third most coal producing state in the nation. So my father worked for over 20 years in the coal mines, but that was before the United Mine Workers.

Now, he was an Irishman. He didn't get married until quite later in life. He is one of those Irishmen that believed that wakes and

funerals were joyous occasions to be frequented often, but marriage avoided at all possible costs. (Laughter)

Anyway, my father was 54 when I was born, so I remembered growing up and listening to him talk about the years of working in the mines, and what happened to them when they tried to organize the mines.

Now, a lot of you may not know that the great mine leader, John L. Lewis, came from Iowa-- actually came from Iowa. Now, that little tidbit of information will win you a free beer at any bar with the United Mine Workers. They all think he came from West Virginia or Pennsylvania. Sorry about that, but he came from Iowa.

But my father used to tell me about those stories and what happened to them. And he said that the best thing that would happen is you just got run out of town. Usually you got the hell beat out of you, and then you got run out of town. So he told me about all those stories and the struggle for their rights, and what they went through in those early days. Well, I thought to myself, "Well, those are the old days," right? Those are the old days.

And then something else happened to me. Now, Larry mentioned my brother Frank. I tell this story-- and, you know, as I go around and I talk to working people in Iowa and around the country, and I hear good personal stories about what happens to people. And here is my personal story. Let me tell it to you.

I had a brother Frank, my older brother. He got a job working in a manufacturing facility in West Des Moines, Iowa-- and my Iowans remember-- at Delavan Manufacturing in the 1950s. They were organized. Even in the early '50s, they were organized by UAW. He joined the union, became a proud union member. He worked at a milling press drilling little holes in jet engine nozzles.

I can remember one time I came home. I was a jet pilot in the Navy and I came home from overseas for Christmas one time, and my brother Frank, I found the nozzles that were made for the F-4 Phantom engines, the GE engines, came from Delavan. He was making those nozzles, and I am flying the jets. He was very proud of that, proud that he was doing something to defend his country.

He had a good job, health care, pension rights, good wages, good strong union. In 23 years of working there, they never had one labor strike-- not one; not one work stoppage, not one strike. Old man Delavan who owned the company, met with them on their contract. They would negotiate, sign a contract, and move on.

After 23 years, Mr. Delavan sold the company. He sold it to a group of investors. You're getting the picture now, right? I think you are way ahead of me on this one. He sold it to a group of investors, one of whom bragged-- and I still have the newspaper-- bragged in *Des Moines Register*, if you want to see how to get rid of the union, come to

Delavan.

So these investors took it over. When the contract was up, they refused to negotiate in good faith. The Union did the only thing that it could do, and that was to go out on strike. And then they did something I never heard about before-- they brought in replacement workers. We know them by another name, don't we?

... Shouts of "scabs" ...

SENATOR HARKIN: We call them "scabs" to replace these workers. And it was a mean strike. Here were people that had worked there for 20, 30 years. My brother had been there 23 years. And all of a sudden, their jobs are being taken by scabs. And they had no legal right to do anything. The strike went on for a year, and you know what happens under labor law: after one year, they voted to decertify the union. They decertified the union, so my brother was out of a job.

But the one thing I didn't tell you about my brother Frank, which is most important, is that my brother was disabled. He was deaf all his life; he couldn't hear. At a young age he was taken away from our home, sent across Iowa to Council Bluffs to the Iowa school for the Deaf. Actually they called it the "Iowa School for the Deaf and Dumb." My brother told me one time, "I may be deaf but I'm not dumb."

And when he went to school there, they found he could be three things. They found he could be a baker, a printer's assistant, or a

shoe cobbler. He said he didn't want to be any of those things. They said, "Okay, you are going to be a baker then." (Laughter) So he became a baker. He didn't want to do that, and finally he got this wonderful job at Delavan operating a very intricate drilling press, making nozzles for jet engines. He had a great job he was very proud of.

I remember one time-- again, I'd come home for Christmas, or maybe it was the same time I'm talking about-- and they had a Christmas party, and my brother was given a gold watch by Mr. Delavan because he worked there for ten years and never missed one day of work and hadn't been late once in ten years. In 23 years of working there, he only missed five days of work because of a blizzard one time.

Now I ask you-- my brother at that time is now 53 years old. Where does a 53-year-old deaf man find a job? He got a job as a janitor in a shopping mall at night, cleaning toilets. Nothing wrong with that work, but it was minimum wage, no benefits, no union, no pension, no health benefits, nothing.

I was in Congress then. I had just been elected to Congress. And my brother asked me, he said, "How can this happen in America? How can they do this to me? How can they do this to my fellow workers? We have no rights." He said, "I worked all my life, and now I am a janitor." It broke his spirit. Until the day he died, he never forgot that. And I can tell you, I haven't forgotten it either. (Applause)

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

SENATOR HARKIN: When I was in the House, we lost Labor Law Reform in 1978. We passed it in the House; got killed in the Senate. Of course, I was a new member of the House at the time. But then in 1994, we had the Anti-Striker Replacement Bill. Dick Gephardt, God bless him, got it passed in the House, we got it through the Senate, we got it through our committee. Howard Metzenbaum, God rest his soul, and I took it to the floor of the Senate. We lost it by two votes-- two votes. I won't forget that either.

So when Ted Kennedy asked me to take over EFCA, I said, "You bet. Let me sink my teeth into this. We are not going to lose this." (Applause)

What is our goal? Restore some measure of balance and fairness for organizing labor unions. We'll start at the beginning. Why is it that only the employers get to decide whether unions have to go through an election or have card check? Why should they? Why shouldn't employees also have that right, too, the same as employers? (Applause)

As your President Larry pointed out to me and keeps pointing out in our meetings, I think it's 46--

PRESIDENT COHEN: It's even more now. We are up to 70.

SENATOR HARKIN: Seventy nations that have organized labor now do it through card checks, but we don't. It seems to me that would be the American way. And I think that's what the Employee Free Choice Act is about; it's about the American way. It's about letting people decide for themselves what they want to do, isn't it, not letting somebody else decide for you. (Applause) That's the American way.

You know, it's fashionable these days to quote Abraham Lincoln, so I will quote Abraham Lincoln. "It has happened in all ages of the world," said Lincoln, "that some have labored and others have, without labor, enjoyed a large portion of its fruits. This is wrong and should not continue. To secure to each laborer the whole product of his labor, or as nearly as possible, is a most worthy object of any good government." Now, that's my kind of Republican. (Applause)

Now, I've got to tell you what has happened to that party. We're in our meetings on our Labor committee on health reform-- it's a Health and Labor Committee. We have been engaged in it. Yesterday, all day long, Chris Dodd has now taken over for Senator Kennedy and is running it. So yesterday, Senator Bob Casey from Pennsylvania, a great Senator, he spoke up. We were talking about how we're going to pay for this. And a lot of Republicans were talking about how we can cut government spending here, cut this, and cut that.

Finally, Bob Casey said, "Well, what about all these tax

breaks we gave to the rich over the last several years, all these tax breaks for the upper one percent? Why can't we close some of that? Senator Mike Enzi from Wyoming, who is a ranking member, kind of responded and he said, "Well, what we have to remember is that it's the rich who create jobs, not the poor."

So I wrote a note to Bob Casey, I said, "If that's the case, and we've given all these tax breaks to the rich over the last several years, how come we've got so damn many unemployed in America today?" (Cheers and whistles and applause)

Now I'm sure you have been hearing the Chamber of Commerce folks are groaning. They have killed EFCA. But again, to paraphrase Mark Twain, "The reports of EFCA's death are greatly exaggerated." I am here to tell you that EFCA is alive and kicking. (Applause and cheers)

... The delegates arose and applauded ...

SENATOR HARKIN: But I've got to tell you, we need you on the Hill in full force. We need you in those offices. It's not 51 votes. Hell, I've got 51 votes. I need 60 votes. Now, we've got a way to get Mr. Franken from Minnesota here, and hopefully that's going to happen pretty soon. (Applause) And I have been talking to Senators who have expressed some reservations about the bill. I have been meeting with them one-on-one and in small groups. And if I am not

mistaken, I believe some of them may be on your target list this afternoon for visits. And I just want you to know that your visits can make a real difference. I mean, we need you badly on the Hill-- badly-- because we are getting hit by the Chamber of Commerce and all that stuff in their states, and they need to hear from you.

You don't just represent the CWA. When you go to visit them, you represent all the working people in your various states, not just the CWA. You represent them all. (Applause)

Now, I will say this: We always expect-- you know, no bill ever gets passed the way it starts out. So I always kind of expected we would have to make a change here, a little bit there, that kind of stuff. But I want to be clear to all my friends in organized labor, and especially to CWA. Here is my bottom line: We will maintain three core principles: Giving workers a real freedom to choose a union without harassment and without any threats, number one. (Applause) Number two, ensure that workers who organize will get a first contract. (Applause) And, three, providing meaningful penalties for repeated violations of workers' rights. (Applause and cheers)

Now, I am hopeful that we can get a good compromise worked out that meets these fundamentals. But I have served notice, and I have the backing of our Majority Leader Harry Reid, that if we don't reach a compromise, if we can't reach a good compromise that is

agreeable to organized labor-- not the Chamber of Commerce but to organized labor-- if we can't reach that compromise, I will bring EFCA as it is out on the floor and demand an up-or-down vote so that you in labor will know who your friends are.

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

SENATOR HARKIN: So we need you on the Hill.

Now, again, I hope it doesn't come to that. I hope we can get people together to reach those necessary compromises. But to those who ask "Can we really pass EFCA," I have got three new words that you have never heard of before: "Yes, we can."

I want to thank you. I want to thank you for your warm welcome. Thank you for all you are doing. We need you, we need you, we need you on the Hill, at every office, fighting for EFCA. Never give up, never give up, never give up. Thank you.

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

SENATOR HARKIN: We will see you all later.

... The delegates chanted "Yes we can, Yes we can, Yes we can" ...

PRESIDENT COHEN: I want to thank our Executive Vice President for amending the presentation so we could hear from Senator Harkin and he can get back to the Senate. Now let's welcome back Executive Vice President Annie Hill.

EXECUTIVE VICE PRESIDENT HILL: Okay. I'm going to give you your first tip for the day: "Never speak after a person who is a Senator and has a personal story." (Laughter)

As you can see, before we heard from Senator Harkin, we heard from our sister Deborah and met Dave and heard their stories, and Dave's is just as poignant as Deborah's. We also heard that special, touching personal story about Senator Harkin's brother, Frank. Why we are here is because we can't let Deborah and others like her down. This is her time, and this is our time. To paraphrase Delegate Judy Perez from District 9 who made comments at Mike No. 3 earlier this week, "We have been pissed on for eight years, and now it's time to get pissed off." (Applause)

We can take our country back, and we will take our country back. Last year more of our members were involved politically, more became activists, and more got excited about the prospect of change for our country. More people are waking up and realizing that the lifestyle they cherish and deserve is slipping through their fingers. Parents are watching their mothers and fathers struggle to make ends meet when their retirement is impacted by a reduction in health care or when their retirement funds have dwindled by one-third or one-half from a sliding stock market.

And parents wonder what the future holds for their children.

Will they be able to send them to college? Will there be jobs? Will they have a life that is at least as good or better than what they have now?

People are afraid, and fear can paralyze us into inaction.

Brothers and sisters, we cannot and will not let that happen. Now is the time not to be afraid. Now is the time to seize the moment. We have to motivate and activate our members. We have to grab the opportunity that we helped create with the election of President Barack Obama and the increased majority in the House and the Senate, and that is what it is-- an opportunity. There are no guarantees. There are no promises, though I do remember hearing some of those, many of them during the campaign. But getting them to follow-up sometimes seems harder than getting them elected in the first place.

That is why it is so important that we are here at this exact moment in time. Who knew when these days were set a few years back that we would be here in our capital city in the middle of a perfect storm? But let us not be afraid of a little weather. This is a perfect storm of opportunities. We cannot let this moment pass us by.

As you know, since the election we have seen slippage from Senators-- obviously not Senator Harkin-- who initially sponsored the Employee Free Choice Act and now are unwilling to co-sponsor or support it. Of course, it is much easier to support something when you know it has no chance of passing. Now it really matters. We have a real

shot, and the pressure is really on.

We have heard many comments over the last few days about members of Congress needing new knees because they had weak knees, or they needed a spine transplant so they could stand up for what was right. Who knew they were the ones who would need health care reform? (Laughter) But what I would like to suggest that those aren't the body parts that they really need to get. (Applause and cheers)

And, yes, I think they usually come in a pair. (Laughter)

For now, the attack is focused on the Employee Free Choice Act, and we certainly heard Senator Harkin give eloquent comments about that. By now you have seen the commercials, seen the ads, and heard about the fly-ins by business groups. The Chamber and other business groups are spending hundreds of millions of dollars. They are pulling out all the stops. But I'm sure similar attacks on real health care reform won't be far behind.

But we cannot let their attacks stem our resolve. We have right on our side; we have our country on our side; and we have real people and real stories on our side. Who didn't get chills when on Monday Larry spoke of the courage and dedication of Sara Steffens? Her picture still hangs at the back of the hall; a real labor leader who didn't get the right to have her own job back after being fired, but when they got a contract was thrilled to have a union contract and union

workplace for workers still at her old newspaper.

We can't forget the Sara's and others who are the faces of what our fight is about. Shortly you will here from many more Sara's. The Employee Free Choice Act is what this country must have-- not only to rebuild and secure the vibrant middle class that we heard about yesterday, the working class; but, as my colleague Jeff Rechenbach is quick to remind us, this is the most important civil rights legislation of our time. And yes, it is our time. But we will have to stand up and fight for what we want and need.

Some members of Congress, even those that were originally co-sponsors, are ready to put this off to another day or water it down so as to have no meaningful impact. But we will not stand for that, will we?

... Cries of "no" ...

EXECUTIVE VICE PRESIDENT HILL: Will we?

... Cries of "no" ...

EXECUTIVE VICE PRESIDENT HILL: That's right. This is too important. This is about providing a collective voice to more workers. For too long, big business and the CEOs who run them have ruled the roost. This is our time! Many, including our own President, Larry Cohen, are spending countless hours-- as you heard, he's everywhere, and not on the menu-- to find a solution that will get the

support from the Senate we need. And hope our new President will throw his weight into the fight also. We know he talks about hope and change, but we really could use more of his audacity for this battle.

The battles are more than Employee Free Choice Act. We all know we will have similar battles on health care. There are just as many devastating stories-- you heard one earlier-- and potentially 47 million people have those stories, and it's growing every day. And we all know family members or friends who don't have coverage or are underinsured. This is a travesty in our country that is the richest in the world.

Tomorrow we will focus even more on health care as we join with many other labor unions and H-CAN for a rally on Lobby Day on Capitol Hill. But I know that many of you will be talking about this important issue today, so I want to just quickly hit on four key points.

One, we want all employers to provide coverage or pay into a trust so employees will be covered. It levels the playing field and brings down the cost.

Second, we want a public option. For too long, insurance companies and drug companies have had their way. They are wailing loudly about unfair competition, but we know they need some competition to keep them in line. They even had the audacity, once again, to suggest that, yes, they know they can lower the cost, so they will oversee and maybe get it down. How ridiculous is that?

Third, no taxation of health care benefits. (Applause)

And finally, we need a solution for early retirees to fill that gap between retirement and Medicare. You heard this morning from Deborah and how important that is to her, and we know there are many others out there like that. The amount of cost that she has to potentially bear by herself every single month is beyond belief.

Now, I just want to spend a couple minutes talking about our Political and Legislative program and some of the changes we have done and are working on. We believe this will take your great work to the next level. First, I want to acknowledge again Alfonso Pollard, our Political Director, and our Legislative Director Lou Gerber. (Applause) They both work directly with Yvette Herrera and George Kohl.

And not here today but equally important to our legislators is Shane Larson who works with AFA-CWA. (Applause) And I would also like to acknowledge a recently departed staffer who went to work for another union, David Martin, who did important work to prepare for this conference. (Applause)

All of these folks are knowledgeable and great assets to us all.

Yesterday we did our COPE awards, and again I want to congratulate everyone for continuing to do great work, especially as we continue to lose members. I want to hit on a couple changes that we

have added this year so hopefully it will make your efforts easier. We have had a COPE bank draft program for those that don't have checkoff for the last couple of years, and the options on it were for checking and savings. This year we added the additional feature that people can actually use their credit card for COPE checkoff. Some people seem to be more comfortable with that option. So for folks that don't have this, we hope it will be helpful.

We have also added an additional local incentive level and increased the share for those that have more than 35 percent of their members at a dollar per member per week. When locals reach that level, they will now get 40 percent of the money they generate. I think that's a good incentive for you.

We also have set specific COPE goals-- 350,000 total dollars more than last year-- and we would like to see \$300,000 of it raised by the districts and sectors. We will be doing some separate fundraising efforts targeted around issues to raise the additional \$50,000.

In September and through the middle of October, we are going to have a COPE contest and COPE awareness period. We will have prizes and some fun, and we will put out more information about this next month.

We are also committed to providing resources and materials that you need in the field to communicate effectively with your members

and get the message out.

Legislation-- some changes we have done there and some things we are working on. At the beginning of the year, we communicated our legislative priorities earlier in the session so people would know early on what the issues were. You will hear tomorrow from a couple of districts that are building Legislative/Political Action teams. This came out with the work that we did on the Employee Free Choice Act and Health Care Strategic Industry Fund initiatives. And I know that many of you in this room were involved in that.

We learned a lot from those efforts. We structured that effort differently. We structured it around congressional districts instead of locals. And, again, we learned a lot and had great results as we garnered many, many postcards on health care and the Employee Free Choice Act, and we trained many, many of our members on the importance of health care reform and Employee Free Choice Act.

We are taking what we learned from that and we are building permanent Legislative/Political Action teams. Our goal is to ultimately have 250 of them in place and 250 Congressional districts across our union.

Different districts are in different places. Again, you will hear from them tomorrow. We are continuing to organize them around congressional districts, but we have added, as we learned from our first

time, we wanted to make sure that every local that existed within that Congressional district had a seat at the table so we have a better way to coordinate our efforts.

So, I think these will be great steps, and I think tomorrow you will learn a lot from the stories that you will hear.

In closing, I just want to say that today is the time to turn our hope into action, our dreams into reality, and bring the change we can believe in to life. Remember, as Larry told us on Monday, there is a better day a-comin'. So when you leave here today and march on the Capitol, be proud, be strong, and remember: they work for you. You elected them, and you may not reelect them if that's what it takes.

(Applause)

Remember, this is our time, let's show them what CWA power is all about. Thank you. (Applause)

PRESIDENT COHEN: Now I want to welcome to the podium the President of AFA-CWA, CWA Vice President Pat Friend, to talk to us about the largest organizing drive in the United States and some new hope. (Applause)

VICE PRESIDENT PAT FRIEND (AFA-CWA): Thank you, Larry. We had hoped this morning that this would be an introduction for the newest member of the National Mediation Board, but unfortunately Linda Puchala is not able to be with us this morning. However, I would

still like to share with you the amazing story of her appointment and why it means so much to the members of AFA-CWA.

In order to understand how important this position is to our everyday working lives, it's necessary to understand the role of this agency in the rail and the airline industry. They have two critical functions: One, they determine and certify union representation, and-- supposedly-- they ensure that the process is without interference and influence, or coercion. And two, they foster prompt and orderly resolution of collective bargaining disputes.

Under the Railway Labor Act, contracts do not expire, and bargaining can and often does go on for years. Those of you involved in the current AT&T bargaining will understand exactly how frustrating that can be for workers.

So without an experienced and committed board, negotiations, in fact, may never reach a successful conclusion. And without an engaged and watchful board, rail and airline workers simply cannot be free to choose union representation.

After eight years of a George W. Bush-dominated National Mediation Board, President Obama's election created an opportunity for a labor-recommended appointment to replace one of those two Bush appointees. And this is the part where President Cohen should really be standing here with me telling the story, because he did stand with me

and with all of us at AFA through this effort. And without his support, we would not have the very happy outcome that I am talking about today.

When we began, it wasn't so much a question of whether or not the Obama transition team would consider our recommendation, but when a nomination and confirmation to what we were advised is considered a "second-tier agency" would actually happen. We were initially told that it would probably be July before the new administration would even turn their attention to a series of second-tier government agencies. But with most AFA-represented airlines either engaged in bargaining-- at least one of them for over four years-- or about to begin bargaining, and with the biggest organizing effort in our history looming on the horizon, we could not afford to let the normal order proceed.

So we all set to work to urge, cajole, lobby and plead. We enlisted the support of our friends, and I don't think I am exaggerating when I say that Larry checked in with the White House, the Senate, his close staff and with me and my close staff several times a week to reinforce the urgency of this appointment.

Our unity and our coordinated campaign was an outstanding success. Our choice, Linda Puchala, was nominated by President Obama on the 53rd day of his presidency. (Applause)

We believe that Linda has the ability to help transform this

government agency, which for the past eight years has sunk to the level of the National Labor Relations Board. I have known Linda for 30 years, and I know her to be absolutely committed to collective bargaining and to be one of the best consensus-builders that I have ever known.

I can also attest to her belief in the rights of workers to freedom of association and the right to form a union. We know that she has a deep understanding of the issues facing workers and particularly of those in our flight attendant workplace. We know this because Linda Puchala stood in my shoes from 1979 to 1986 as the President of the Association of Flight Attendants. (Applause)

We can all be very proud of the accomplishment that we achieved through unity, and I want to thank again everyone involved, and particularly our President, Larry Cohen. (Applause)

PRESIDENT COHEN: Thanks, Pat. That really is quite a turnaround. The member before her who was the Chair was the Policy Director of Northwest Airlines. And the big case that we are talking about here is the merger of Northwest and Delta. As I said on Monday, for our Northwest flight attendants, after 60 years of bargaining rights, if we don't go through and win this election, which up until now the rules have been even worse for the NLRB, they get stripped of their bargaining rights. And that is not an option. We will fight and fight

and fight, and our whole union will fight this battle this summer, and work with Delta and Northwest flight attendants.

But imagine the difference in the political link in the triangle of going from Reed Van de Water, a conservative Republican, a Bush nominee, and a holdover so she would still be there, and now we go to Linda Puchala, a senior staffer at NLRB, but, just as importantly, a former President of the Association of Flight Attendants. That is a difference of night to day, so a great story.

Okay. We will continue now. I think I am back on track with the agenda.

As we have said all week, it's the faces, it's our stories that move us forward in the fight for workers' rights in this country, whether we are talking about the Railway Labor Act for the public sector or the National Labor Relations Act, which is our focus with the Employee Free Choice Act. And now we have before us four amazing leaders, all at different points in terms of where they are in CWA because of the torture of labor laws in this country, but all brothers and sisters who have committed themselves, like Sara Steffens, to this fight in a way that most of us can only think about but don't get to experience either the excitement of it or the incredible pain of it at times.

So without saying anymore, let's hear from them. First is J. He has been working at T-Mobile, the wireless carrier in the U.S., for

over four years in a tech support position at the call center. He comes to us as a leader of that organizing effort inside-- a true hero. J?

(Applause)

J.: Hi, ladies and gentlemen. You will have to forgive me. I work the second shift at T-Mobile. I have been working there almost five years. If I begin to nod off, just poke me with something.

(Laughter) I'm usually asleep by now.

But I am here to talk to you about bargaining rights at my call center. T-Mobile-USA is a peculiar case in that it's owned by a German company, as I'm sure you all know, Deutsche-Telekom. In Germany, Deutsche-Telekom workers have full bargaining rights. They can organize a union-- no problems at all, no reprisals, terminations, anything of that nature. The laws in Germany and the Constitution in Germany allow this. Unfortunately, as I'm sure you all know, that is not the case here.

T-Mobile-USA bills itself as a "modern and socially conscious" company. I'm sure you have all seen the commercials. According to the company's stated value, they encourage healthy debate. On the other hand, it's impossible to have healthy debate when they refuse to have any open discussion of bargaining rights. For Deutsche Telekom in Germany to respect bargaining rights and for T-Mobile-USA to deny them gives lie to the image that T-Mobile-USA is trying to

portray.

In January of this year, we received an email that was particularly insulting from our CEO. Our CEO is a man by the name of Robert Dotson. Robert asked us in this email to "stay scrappy," whatever that happens to mean. In the email we were told to "stay lean and hungry" while growing the business.

Part of the communication also told us that we wouldn't be receiving an annual increase this year as promised when we signed on.

Now when Dotson sends out a communication, he doesn't wear a suit, he doesn't wear a tie. He wears a shabby Mr. Rodgers sweater so he can look like the rest of us, like a regular guy. But that regular guy has a contract and I don't. Why should contracts only be available to CEOs? (Applause)

Why should we at T-Mobile-USA stay lean and hungry while Dotson's stomach is full? The difference between T-Mobile in Germany and T-Mobile here makes that email particularly insulting, as I've reviewed. Just to give you facts and figures about T-Mobile-USA. T-Mobile-USA is Deutsche Telekom's largest foreign subsidiary, making up nearly half of Deutsche Telekom's workforce worldwide. In 2008, we were the most profitable foreign subsidiary. International employees for Deutsche Telekom earn 43 percent more in revenue for the company, yet we cost the company 30 percent less than your average German Deutsche

Telekom worker.

Also, last year, Deutsche Telekom regretted giving only a 5.5 percent salary increase to their workers. For those of us in America, we don't get a salary increase, although we make more money for the company. We are just told to "stay scrappy."

Along with pay raises and job security, a huge concern for employees of T-Mobile-USA is economy. T-Mobile is only happy to outsource more and more work to the Philippines, Colombia, even Canada. Across the pond in Germany, however, it's a different story. Deutsche Telekom employees are protected until at least the end of 2010 against having their jobs outsourced.

Finally, current T-Mobile-USA management can fire us for any reason, and they have. I have seen my friends and colleagues terminated for doing things like taking flyers, going out and speaking to a union rep or any one of you fine people.

Propaganda and focus meetings that they used to have telling us why we don't need or want a union and how great T-Mobile is, those are rare now. Now there are whisper campaigns about the woman who took the flyer from a CWA rep out in the parking lot and terminated the next day. Also, security is only happy to take a picture of your license plate if you take a flyer while you are in your car. It's very chilling. It's like we are doing organizing behind the Iron Curtain. It's like a

police state.

Now, my question to T-Mobile is this: Why would having or even discussing a contract guaranteeing fair terms be such a problem? Why would a socially-conscious corporation that encourages debate have anything to fear? Why are they afraid?

I found the answer in the "values packet" that T-Mobile circulated earlier this year. In that values packet, T-Mobile stated, "Our business is not a democracy."

... Groans from the audience ...

BROTHER J.: Exactly. A union is a democracy, and that's why they're afraid. (Applause)

Now, to tie this to T-Mobile in Germany: The environment in the U.S., as I've reviewed, is like a police state. Germany is different. It's a breath of fresh air. Union membership is a given. The Human Resources Department of Deutsche Telekom posts their facts and figures, their values, online. You can go look at them right now. Impartial surveys are conducted internally to gauge employee reaction to the changes in the company. That to me sounds like a democracy.

In conclusion, the difference between Deutsche Telekom and T-Mobile-USA is like night and day. We have been in the dark for too long. We want bargaining rights. We want a contract. We know this is only possible if we join together in a union. In this economy, how can

we not afford to have a contract, and how can we not afford to have a union? Thank you.

... The delegates arose and applauded ...

PRESIDENT COHEN: I would just add that we have formed a partnership with Ver.di, the largest union in Germany that represents Deutsche Telekom workers, the two million workers of Ver.di, and formed what we call "TU," T-Mobile union here in the U.S. J. is involved in that. And they know who J. is, the two million members of Ver.di. J.'s courage is incredible, but he knows that he has not only brothers and sisters in this room who just stood up, but also millions of brothers and sisters in Germany, and they know where the company is located.

Next is, again, a profile in courage. Linda Sorensen has been a Delta flight attendant for 41 years (applause), organizing to join AFA-CWA for the past 12 years. And you heard from Pat Friend, and I talked about it on Monday, this is the largest organizing drive in the United States. And when you hear from Linda Sorensen, you will know why we believe that we can win and maintain the bargaining rights at Northwest, as it's now merged with Delta, and make it the largest union carrier in the world. Linda Sorenson.

LINDA SORENSEN (Delta Flight Attendant): Good morning. Larry just took away the first paragraph of my speech.

(Laughter)

Again, 41 years I've been with Delta. Last week Delta celebrated their 80th birthday, so I have been with Delta over half of its lifetime. When I was hired back in 1968, this job was not considered a profession. It was a job women took to find a husband or to travel and see the world. I'm not telling you which one I took it for. (Laughter)

But today, men and women both, worldwide, find this job a career. They raise families and have the expectation of being able to retire from the job. As the largest global airline, the new Delta will be setting the standard for wages and benefits of flight attendants all over the world. Collective bargaining rights will ensure that these standards remain high.

In the next several months, 21,000 of us will file a petition with the National Mediation Board. We wish to become members of the AFA-CWA. (Applause and cheers)

This will be the third election/battle that flight attendants at Delta have waged for the past 12 years. I have been a key activist all 12 years, involved in the first two votes, and this time is the third. I intend to make this one my last. (Applause) We will overcome. We will overcome Delta management's interference, and we will win a voice in our future.

A little bit of history: We filed our first election in August

of 2001. And just as we prepared to cast our votes for representation, the September 11th tragedy occurred. Our industry was reeling with uncertainty. We lost because only 29 percent of eligible voters voted.

Our second election was exactly one year ago, losing with 40 percent voting. What is required to win is for 50 percent, plus one person, of eligible voters to actually cast a ballot. Will the saying hold true, that the third time is the lucky charm? Lucky? No. This time it will be different. This time we are joined by 7,500 Northwest flight attendants who have enjoyed 60 years of collective bargaining rights, and they know the value of collective bargaining rights, just as many of you in this room here do. They know what losing would mean.

This time, with the help of AFA and CWA staff and members, we have developed a leadership group 1,500-strong in all 50 of these United States. (Applause) And as Patricia Friend explained, this time we have Linda Puchala as our Chairman of the National Mediation Board. This time we actually might get a fair election, an election where the board who is supposed to protect our rights to organize actually does support our rights and protects us from interference.

In the first two elections, the rules were set by the Mediation Board such that, in order to win, 50 percent plus one of all eligible voters must cast a "yes" vote. There was no way to cast a "no" vote. If you neglected to vote or chose not to vote, either on purpose or through

apathy, it was counted as a "no" vote. The company is required to submit their list of eligible voters. We have a very short period of time to determine and challenge these voters.

The company's eligibility list consists of not only those active flight attendants, but also those on short-term disability and medical leave. They also include people on medical leave who have been on leave for years. There are over 800 flight attendants such as this, and they have no intentions of returning to work or desire to return to work, yet they are deemed eligible to vote. These people no longer have a vested interest in our active workforce.

We cannot even find most of them just to let them know that the company has deemed them eligible to vote. If we cannot find them, then we can't even find out if they are still with the company. The company is not required to give us that information. In fact, in the last election we even discovered a flight attendant who was dead on the list. The company acknowledged that the flight attendant was dead, but the National Mediation Board refused to remove her. Because she did not and could not cast a vote, it was counted as a "no" vote.

In our great country, no school board, no city council member, no senator, no house member, not even the President of the United States is elected in this manner. It's an unfair process, allowing those who sit on the sidelines who are undecided or uninformed to make

the decision for us, the majority. Every other election in our country allows the motivated and the informed to make those decisions.

Our company knows this, and they know how to manipulate it. They play on our sympathy. They say that the unions will cause our company to collapse. They play on fear-- fear that everyone will be out of a job. They add to that by instilling fear of disciplinary action if you stand up for your beliefs.

My decision to come forward was not an easy one. I feared I would be ostracized by my co-workers and fellow crew members. Yet I decided to go forward and cross that bridge, knowing that I could never look back. All of these things happened, but the consequences were not just that I was isolated and singled out. I can't even tell you the number of times that the management called the police on myself and other activists. In the past 12 years, they have threatened to throw me out of our own flight attendant lounge when I was only talking to co-workers. If I refused to leave, I was told I would be escorted out by the police.

Management has come around with a pen and pad taking names as if they are going to put us on a special list. We fought and we won the right to wear our unions pins on the lapels of our uniforms. (Applause) We fought and we won the right to wear our AFA-CWA badge on our luggage. (Applause) We even had to fight for Delta to uphold the law to post the National Railway Labor Act in our lounges.

We have come a long way in our fight, but it's not over. Our commitment to our airline and to our profession is constantly questioned. Management gives us advice on how to vote. They tell us, "Give it a rip." They tell us, "Don't call, don't dial, don't punch."

The laws that are supposed to protect our rights to organize without interference they disregard willy-nilly. Our only recourse is to file grievances. If we lose, then those charges are filed and the National Mediation Board investigates.

In our first election, they did hear our charges and investigated, but all of the bombardment of the email into our mailboxes and into our flight attendant lounge, all of this was deemed not only unimportant, but it was deemed as "for information only" from the company.

Last year in the second election, we lost with 40 percent of the vote voting. One hundred and nineteen charges of harassment, intimidation, and unfair access to workers in the workplace were filed. The then NMB Chair, a former lobbyist of Northwest Airlines, along with another member of the board, refused to even investigate these charges. Did they protect our right to organize unimpeded? I think not. What do you think?

... Cries of "no" ...

SISTER SORENSEN: We are hopeful that, along with the

new chairwoman of the National Mediation Board, a new day has dawned and that in this election, the Board will actually perform its mission of ensuring a fair and impartial election.

I want to thank all of you at the AFA-CWA who have supported and continue to support us in our fight. Those of you who will be leaving here and traveling on Delta flights now or this summer and fall, I encourage you to wear your union shirts and your union pins. Share with your flight attendants your personal stories of how collective bargaining has helped you and your families. There are some AFA-CWA pro-union bag tags located on the union programs table. I encourage you to take one of these with you and place it on your luggage when you travel. With all of your help, we will win this fight. (Applause)

... The delegates arose and applauded ...

PRESIDENT COHEN: Thanks, Linda, a courageous sister who has been organizing non-stop for 12 years. Again, if you are not familiar with it, those kinds of election rules are impossible to even understand. The company creates the list. Everybody on the list is a "no" vote until they vote "yes." And Linda said it. Imagine even a school board election, somebody having to win with those rules. There would be nobody elected anywhere. Until now, those have been the rules. They are not the law, but that's been the way the National Mediation Board in recent years has conducted these elections.

We could go on and on about it, but what we need to go on and on about is the months ahead. The Northwest side is probably better organized than they've ever been. On the Delta side, brave sisters and brothers trying to organize in the same way with our help. And CWAers in many of the key bases-- and I am looking at the Atlanta folks right in front of me. In Atlanta, Georgia, and all the other key Delta bases, you don't need to be a flight attendant to help out. We need volunteers. So you know where you live, right? We need volunteers, particularly in the base cities, but also people in the feeder cities on the Delta system. Let your district or organizer know in your local. This is the largest organizing drive in the United States, not just in CWA. The combined group is almost 20,000. So imagine the signal that it will send when we win that election, and that's what has to inspire us to do this work.

On the other side of that, imagine if we don't win the signal that it sends. So we need to imagine both ways, and then we need to do the work across this country that will help Linda and the flight attendants at Delta and at Northwest prevail.

Next is a union brother that I have known for some time. He is one of the faces in the fight for the Employee Free Choice Act. In fact, his face has been on a mobile billboard going across Pennsylvania for some time. It's almost-- I don't know how many feet-- 30 feet high, something like that. It's following Senator Specter around Pennsylvania.

(Laughter) John may not personally be there all the time, but his face is there.

More importantly, as he will tell us, the struggle to organize at Comcast across this country, but particularly his home state, which is, I'm ashamed to say, in my home city of Philadelphia. If you go to Philadelphia now, the biggest building by far, of course, is some kind of phallic symbol for them, is Comcast headquarters. But it should be viewed as a symbol of shame, with some of the worst union-busting in this country and the heaviest political spending in this country in both the Republican and Democratic parties.

So when we are wondering, when we hear from Senator Harkin, as amazing as he is, why is it so difficult to get Democratic Senators? Most of them we have. You heard him. He said he has 51. But the other eight or nine, just to stand up and put the bill on the floor - and it's not just the Chamber of Commerce; it's companies like Comcast, spending millions of dollars on Democratic elections, not just Republicans. The total budget each year for their public spending is probably \$100 million or more.

John is here from a bargaining unit that has carried on a courageous fight, District 13, Local 13000. It's an honor for us to welcome one of the union faces, John Pezzana.

JOHN PEZZANA (Comcast Worker): Thank you. My

name is John Pezzana. I am a Comcast employee in Pittsburg, Pennsylvania.

In the year 2000, fellow employees and I decided we needed to get a union. The company had changed hands twice. There were mergers and acquisitions going on all the time. We wanted job security, benefit security, and respect for our jobs.

We had over 600 employees when we went to our first secret ballot election. We won it by 65 percent. (Applause) Thanks.

After two years, we celebrated our first dramatic victory, or so we thought. We started negotiations with high hopes of a fair ratification of a contract. Comcast broke us into seven different bargaining units and gave us seven different bargaining dates, so that each contract article would take seven weeks to negotiate and seven weeks to sign. Under the current labor law, that is actually considered legal.

Meanwhile, behind closed doors the company had secret meetings with the 35 percent of the employees who voted against the union-- now, remember, it was a "secret ballot election"-- to start a decertification. How did they do it? First, they increased the Human Resources Department by 200 percent. This new Human Resource Department called themselves the "Labor S.W.A.T. team."

We were required to attend two mandatory meetings a week.

One-on-one meetings happened all the time with your supervisors and managers. Management would tell us we would be better off without a union, and please give the company a chance. They used Psych-Ops tactics. What they did was, they identified you as either pro-union or anti-union. They would put you in a group of people that were-- if you were pro-union like myself, you would go into a meeting of people that were anti-union, and then they would ask questions and make you feel uncomfortable for being in a meeting and being pro-union.

Different employees, including myself, all of a sudden had problems with getting health care bills paid. We asked the company HR people what we could do about this. They said, "Well, if there wasn't a union involved, we could make one phone call and get this taken care of."

Another example is, the company developed an employee TV channel. This channel was on your TV at home. They would send this message to your home, not only so you could see it if you missed these meetings, but also your family members. They would say the same thing. "Do you really need a union? Give the company a chance." These ran 24/7. The family started asking questions, "Is a union necessary? The company seems pretty nice."

Fellow employees got laid off and terminated without cause. This had our family members asking, "Do you still have a job?" They

did three decertification attempts. We went to three additional secret ballot elections, a total of four. Each time the company would increase their intensity. Each decertification campaign would last four to six weeks for the secret ballot election.

Some of the supervisors and management, after the third election, were charged with National Labor Relations violations. This led the National Labor Relations Board to overturn the election.

(Applause)

If it wasn't for the perseverance of my fellow employees, Marge Kreuger and CWA, I would not be here today telling you this story.

Finally, a year later, the remaining 400 employees-- which means 200 actually left and fell for the decertification attempts-- we reached our first contract in 2006. (Applause)

I have to ask you: Is it necessary for a group of employees to go through six years of harassment, intimidation, and coercion?

... Cries of "no" ...

BROTHER PEZZANA: Does it have to be this difficult to join a union?

... Cries of "No" ...

BROTHER PEZZANA: Well, brothers and sisters, start your organizing. It's Union Time in '09. (Applause and cheers)

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

PRESIDENT COHEN: "Union Time in '09," we are going to remember that one, John, not just this week but all year.

Next, we have Barbara Elliott. How many customer service reps are out here? Okay. Let's give it up for customer service reps. Let's hear you. (Applause and cheers)

There are 125,000 customer service reps in CWA-- not just telecom, wire line and wireless, but in airlines and cable TV and newspaper publishing. And Barbara works for a contracting company called ACS that does the customer service work for EZ Pass. It, at least in this part of country when you are cruising up and down the road, allows you to go through toll lanes.

She will tell her own story, but we should imagine that this is the story of customer service in this country because, while some of us may have come into a union workplace and others organized it, places like AT&T Mobility with neutrality and card check, there is nothing like neutrality and card check at ACS. And, obviously, the bargaining we do in customer service jobs is very much tied to the non-union majority in those occupations. So this is our fight, not just Barbara's and her local's who have been committed to this for as long as it takes.

Here is Barbara Elliott, from ACS in Staten Island, New York. (Applause and cheers)

BARBARA ELLIOTT (ACS Port Authority, NY):

Greetings, brothers and sisters in CWA. My name is Barbara Elliott. I work in Staten Island, New York, for a non-union company called ACS, Affiliated Computer Services.

ACS runs EZ Pass Transportation System for the State of New York. I have worked in the Correspondence Department for ACS for over eight years. ACS pays the majority of us only about \$13 an hour, and health benefits are out of reach for most of us. And even though ACS is making huge profits, they just stopped paying into our 401(k).

To make matters worse, my company is about to change the way we are compensated in our paychecks in a way that we will be taking a giant step backwards to the bad old days of the 1930s. ACS wants to pay us what they call "piece work." That means we will never have a steady biweekly income as we currently do. That's right-- ACS is trying to institute what they call "activity-based" compensation, or ABC. ACS has started ABC pay schemes around the country, and it can mean a drop in pay as low as the minimum wage for most employees.

In this year, 2009, for a profitable call center to say they want to pay us per piece is unacceptable and it's un-American.

(Applause)

In October of last year, my co-workers and I decided we had

had enough. We decided to do what we thought we had the right to do, which is to form a union. We thought that our laws protected workers like us who wanted to form a union. We thought our laws allowed for a speedy union election. And we thought that ACS would have to respect our choice to organize. We also thought that ACS could not lie to us, could not intimidate us, could not spy on us; however, we thought wrong.

In early October 2008, with the help of CWA Local 1102, we began to organize. Over 30 of us joined the CWA Organizing Committee, we signed a mission statement, and began getting our co-workers to sign up for the union. Within a few days, over 70 percent of the workers at the Staten Island call center signed cards to join CWA, and many of us proudly wore our CWA buttons to work.

Within 48 hours of beginning our campaign, ACS started fighting back, and they fought back dirty. ACS began making lists of people wearing CWA buttons. They hired anti-union law firms to try and kill our union campaign. Despite this, we were undaunted. We expected to have an election within 42 days, which is what the law provides-- at least on paper.

On December 22nd, the union asked for an election from the National Labor Relations Board. ACS attorneys forced a lengthy hearing at the Board. They argued that all ACS employees throughout the entire

State of New York should have to vote in any election.

After days of hearings, the Labor Board took several months to issue a decision. During this delay, ACS was allowed to try and bust our union. They held dozens of forced meetings where they lied to us about dues, about strikes, and about CWA. They told us CWA just wanted our money and our wages could go down, and CWA could fine us and force us to strike.

The anti-union campaign got very, very intense and very heated. They accused CWA of slashing tires without a shred of evidence; they accused CWA of being corrupt and violent; and they strongly encouraged people to wear anti-union buttons. They warned some of us not to "bite the hand that feeds you."

Despite all the intimidation, we held strong. Many of us wore red every Thursday. ACS soon began separating those wearing red into meetings away from our co-workers. In addition to isolating the pro-union workers, they moved in executives from Texas to make more threats. Even the CEO of the company, Lynn Blodgett-- and I just want to throw in that I have been working there eight years and that was the first time I ever met him in person. (Laughter)

He flew in there before the election. They also started to force one-on-one meetings with us where our supervisor was free to further intimidate us and frighten us, and fear gripped many of our co-

workers.

I also want to say my company always says "We are family, we don't need CWA." But to me, what family intimidates you and frightens you?

CWA reps, of course, could not meet with us at work. The company made it nearly impossible for any pro-union worker to get out of our seats and discuss the union with co-workers.

When we left flyers in the break room, they quickly removed them-- all this in the United States of America. Who could call this a fair process? Who could call this election process legitimate?

One week before our election, ACS requested that the Labor Board in Washington review the decision to allow the election to proceed. Even though we had our election on May 28th, an eight full months after we started, our ballots have been impounded by the Labor Board thanks to this latest management delay. However, we just learned yesterday that the Labor Board will finally open up and count our ballots this Friday. (Applause and cheers)

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

SISTER ELLIOTT: But it has taken far too long. Joining CWA shouldn't have taken as long a pregnancy. (Laughter) A pregnancy is usually only nine months.

What have I learned from all this? Our laws don't protect

workers like me. The company controls virtually every aspect of the election process. They control the timing of the election, they control all the significant details of the election, and, after literally dozens of forced meetings, they know full well who is voting for and who is voting against the union.

So when I hear that companies like ACS are fighting against the Employee Free Choice Act, claiming they are trying to uphold the legitimacy of secret ballot elections, I want to scream. How can any of these companies say they are trying to protect our rights? How can they threaten us on one hand, spy on us with the other, and then spend millions on TV ads, claiming they believe in free and fair elections? They don't want a free and fair election! They want a farcical election with a heavy dose of fear.

If the Employee Free Choice Act was law, my 300 co-workers would have been members of CWA months ago. We would have had a contract in place already. We could have had a shot in joining the middle class. (Applause)

It has now been nine months since we first tried to join the union, your union. As we await a decision by the Labor Board, our lives at EZ Pass hang in the balance. When the ballots are counted this Friday, hopefully-- and I'm going to say I know we will win-- I can make a promise to you all. In New York there will be 300 more people

wearing red on Thursdays (applause), 300 more people joining COPE (applause), and 300 more people fighting to ensure that workers like me have the right to join CWA without fear or intimidation.

Employee Free Choice Act, yes! (Applause and cheers)

The freedom to join unions, yes! (Applause)

And CWA, yes! (Applause) Thank you.

... The delegates arose and applauded and chanted "CWA, CWA, CWA" ...

PRESIDENT COHEN: Thanks, Barbara, and a shout-out to Ed Luster, the President of Local 1102. You want to stand there, Ed? All four of you are obviously heroes for us. And the emotion of those stories and your courage will carry us not only to Capitol Hill today and tomorrow, but carry us until we win the fights for the Employee Free Choice Act and for fairness at work for each of you in each of your own individual struggles. And I know that you will continue to lead us as you have today. Thanks to all four of you. (Applause)

There is good news and bad news from the Secret Service. The good news is that things still are on schedule. The bad news is, if you leave the room, you won't be able to get back in. So hopefully you knew that before. If you didn't, I don't want to say blame the Secret Service, but I don't want to take the blame for that announcement (laughter) since, by the time I was given that announcement, you weren't

able to leave the room.

Anyway, that is the announcement I was just asked to make. I'm not sure exactly why because, had I not made it, it wouldn't have made any difference at this point. (Laughter)

Annie, did you have more info you wanted to share with us? We are expecting the Vice President in about 15 minutes. If that time changes, we will let you know, and we can dance inside here or something.

EXECUTIVE VICE PRESIDENT HILL: All right. Yes, I know that all of you that you were up front yesterday enjoyed Larry's moving. So when it's done, we will have him go for it again, right? All right!

I want to point out some things in your packet and some logistics. All of you got one of these, right? This is a great resource document. You will want to not only use it while you are here in town, but take it home with you. Special thanks to Lou Gerber who worked very hard to put this together. It has literally everything from soup to nuts in it-- information on all members of Congress, their committees, and how to get reach them. It has a Metro map. It has lots of good information, so don't lose this, okay?

Let me do some logistics-- well, let me first talk about the fact sheets. We have obviously talked a lot about the Employee Free

Choice Act, and I would also like to thank the great stories that we heard this morning from those four folks over here. (Applause)

We have a fact sheet on the Employee Free Choice Act, one on health care reform, one for the sectors, one on the Commission on Civil Rights, one on flight attendant and legislative issues. Those are the ones that were in your packets, and most of those were emailed out ahead of time, so hopefully everyone has had time to read up on those. That would be your number one lobbying tip: know what you are talking about when you go in there.

And then there has been some additional information that has been put out on the tables. As we have heard throughout this Convention, we are also involved in many additional fights. So there has been information that was put on the tables this morning about three additional issues: one for the GM retirees-- and you heard the personal story this morning. That would be on a green sheet. So when you are in visiting with your members of Congress, if you could talk to them also about that issue.

Also, many of you know that we are involved in lengthy bargaining with AT&T and we have been in the process of gathering letters from members of Congress and asking them to send them to Randall Stephenson. On here is a suggested letter, some background on the negotiations, and the members of Congress and Senators-- at least

this is the most current list we have-- who have sent in letters. So if you could help us add to that list, that would be great.

And also, many of you may also know that, recently, Verizon announced it is selling many of its rural properties to Frontier.

Unfortunately, we have gone through this in other areas with not great results for our members. There is a huge tax loophole that puts Verizon in a very good position to do this, so we need to raise these issues. We have 1,600 people in West Virginia alone that are impacted by this, and another 2,400 that are impacted across our union. There is additional information on this in your packet. So, lots to talk about this morning.

There is also the bus schedule. The buses will be outside and they will be running to Capitol Hill between 11:00 and 4:00 today, and they will then be available this evening between 7:00 and 9:00 after the Congressional reception. So the number one priority while you are here is to go where today?

... Responses of "On the Hill" ...

EXECUTIVE VICE PRESIDENT HILL: On the Hill, good. For those of you who may have later appointments, there are two workshops that are going to run today. That information was also passed out today. There will be one on "Speed Matters" and one on health care reform. But again, do not attend these and miss your appointments. That's why you are here. We want our voices heard, and we want to have

a huge presence on the Hill.

After you have visited with your Representatives, if you would please take the time-- in fact, it would be great in each of your meetings to have someone who's responsible for filling out the evaluation sheets. We are asking you to key in on the two key items, on health care reform and the Employee Free Choice Act. But if you talk about other issues, please also note these.

I know in many of the district and sector meetings, they talked about how they wanted those passed back. So please make sure we get them. It really helps us evaluate how the lobbying has gone.

At 4:00 p.m. today, there will be a photo shoot. You also have information about that. We talked earlier about the fact that the photo that has been behind you and on the accordion folders was taken a few years ago, so we want to get an updated one. We will also be doing double-duty, so we would like as many people there as possible. Again, don't miss your appointments, but hopefully we can have a large crowd there.

We will also then be sort of switching off our legislative gear and bringing in our AT&T signs and taking a picture like we are at a big AT&T rally. So for those of you-- and I know many of you do-- that have AT&T members, if you can make it there and be part of that, that would be great.

The reception tonight starts at 6:00 p.m. Be there early if you can. There is security again, so like today, sort of travel light. I am sure you heard this again in your district and sector meetings, but there are Capital Police that are part of the security. This isn't like having hotel security. We heard loud and clear from our legislative staff, you know, respect them. Don't smart-mouth them. They are likely not to take that lightly. I think I heard the term "hook 'em and book 'em," so just keep that in mind. Wait for your smart comments to when you get inside.

Another piece of information, again prepared by our legislative department that I want to point out is the "CWA Rates Congress." You will have information in there about how specific legislators voted on specific issues.

I think that's it. Thank you very much. (Applause)

SECRETARY-TREASURER RECHENBACH: Just a couple of quick announcements. We will get them out of the way now so that, once the Vice President departs, we can take our motion to adjourn and get on up to the Hill.

First off, the marshals for Thursday's health care rally will have a short orientation at the front of the hall immediately following this meeting. So if you have been asked to be a marshal for tomorrow's health care rally event, you can come up front after the adjournment of

this meeting and get some of your instructions for that event.

There is a flyer going around for the 2009 Real Workers and Retirees Ball, and this involves the AT&T negotiations. If you can sign those and pass those down to the end of your table, they will be collected after the meeting adjourns as well.

This evening, Executive Vice President Hill mentioned the reception that is going to take place at 6:00. As you recall in past years, those of you who have been to the LP conference, we have had our reception over at the Hyatt Hotel, which means members of Congress had to come down off the Hill. If there is a vote going on, they are less likely to be there. They are very likely to be there this year because it is in the Rayburn Building, so it's very easy and very accessible for them to get to.

We do have a very special guest who is going to speak at the reception, Speaker of the House Nancy Pelosi. (Applause) The Speaker of the House plans to be there at 6:00 p.m. So I would encourage you to get there as early before 6:00 p.m. as you can. We would like to have a very nice crowd there for the Speaker when she arrives and, hopefully, you will give her that same kind of warm welcome that you have been giving so many of our guests here this week.

I see the President is talking over there, so I will just kind of drone on for a little while here and act like I'm saying something very

important to all the delegates. So if you can look at me with rapt attention, that would be very useful, so it really looks as though we've got this place engaged and are ready to go. (Laughter)

Tomorrow's rally is going to be very exciting. Those of you who are "Sopranos" fans, or Nurse Jackie now, Edie Falco is going to be at the rally tomorrow, so you will want to be there for that. (Applause) That should be a terrific event, joining a whole terrific coalition of groups from across the country that are going to be rallying for the kind of health care reform that we want.

He is going to think I'm not saying anything important if you keep talking out there. That concludes my announcements. Thank you very much. (Applause)

EXECUTIVE VICE PRESIDENT HILL: Me again. I'm sure you are tired of me by now. Okay, the question from the floor from James Donohue, Local 3104, is: Why don't we have a list of the 12 senators wavering on the Employee Free Choice Act? I will tell you them verbally, but we have been working with each of the districts and the specific legislative political coordinators and making sure that we have a large contingency to meet with them. In some cases, for example, I know that the Vice President of District 2, Ron Collins, won't be here for the Vice President's speech because they are meeting with Senator Webb here in a few minutes.

So Evan Bayh from Indiana; Michael Bennet from Colorado; Thomas Carper from Delaware; Webb and Warner from Virginia; Landrieu from Louisiana; Pryor and Lincoln from Arkansas; Specter from Pennsylvania.

... Cries of "OOOOohhhh" ...

EXECUTIVE VICE PRESIDENT HILL: That was very good. Lots of unity in this hall. We like that.

Feinstein from California.

... Cries of "Boooooo" ...

EXECUTIVE VICE PRESIDENT HILL: Wow.

And, of course Hagan from North Carolina.

Got them? All right.

PRESIDENT COHEN: Since Jimmy asked that question, I would also put on that list Bill Nelson as well, from Florida. Who's here from Florida? Ben Nelson is Nebraska. Bill Nelson should be on that list. He needs more work also. This thing sort of spreads a little bit. Some of those are almost certainly voting for cloture. It's a question of keeping them as part of the 50 or 51 on the main bill. So we lumped them all together. The ones that are more trouble on the cloture, I don't want to screw up the list. But definitely in Pennsylvania Specter, and Arkansas, and then it starts to get a little better after that on cloture, but you've got the list. That's pretty much everybody, right, Ed? We've got

all of them, I think, that need more work. The good news is, you know, almost 50 are pretty much rock-solid despite this onslaught from the Chamber of Commerce and their friends.

We are waiting for our Vice President, and you want me to dance. You already had me dancing today. How about Annie Hill dancing today? What do you think, since she brought it up.

How about some music? Do we have some good music, lively, strong music back there that we can play? We probably have about ten minutes.

... The Convention stood at ease ...

PRESIDENT COHEN: We have very few minutes now. We know that for sure, the car just arrived. Is that better? (Applause)

... The convention was at ease ...

PRESIDENT COHEN: Will the Escort Committee please bring to the podium the Vice President of the United States.

... Applause and cheers and a great standing ovation was extended to the Vice President of the United States Joe Biden, waving banners with the words "We love you, Joe" as he approached the podium and shook hands with those on the dais ...

PRESIDENT COHEN: It's a real privilege and honor to be here with our Vice President of the United States. (Applause and cheers) Joe Biden has been a CWA hero and champion on our issues

forever and ever and ever and ever. (Applause and cheers)

He is the original sponsor and voted for the Employee Free Choice Act in the 110th Congress.

... The delegates arose and applauded ...

PRESIDENT COHEN: You can tell this is an issue they know something about here.

He spoke forcefully on the Senate floor about the need for workers to gain stronger collective bargaining rights. He has also been a leader in bargaining rights for public safety officers, and we have many public safety officer members. We had a resolution on that yesterday. (Applause)

The Vice President's Middle Class Task Force has taken him across the country already, including to the New Flyer Bus plant, the CWA-represented factory that makes hybrid buses in Minnesota. (Applause)

Only yesterday he was in Toledo, Ohio, carrying the message of economic hope and economic recovery throughout the Midwest.

He served 36 years in the U.S. Senate with, again from our point of view, a perfect voting record the entire time he was there. (Applause and cheers)

He has championed many issues, including one we talked about yesterday, the Violence Against Women's Act. He is there on

every issue, he is there every day, and I can tell you personally he is working actively to help us get 60 votes to put the Employee Free Choice Act on the floor of the U.S. Senate. (Applause and cheers)

He is the President of the Senate and the Vice President of the United States. Join me in welcoming the Vice President of the United States, Joseph Biden.

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

THE VICE PRESIDENT OF THE UNITED STATES,

JOSEPH BIDEN: Thank you very much. Thank you so much. It's good to be with you guys. Thank you, thank you, thank you. I truly appreciate it.

Let me say to my Delaware team, I hope I do you proud today.

Ladies and gentlemen, Larry, thank you for that introduction. You know-- oh, please be seated. I'm sorry.

PRESIDENT COHEN: They are too excited here.

VICE PRESIDENT BIDEN: I will let you tell them what to do. I'm not telling anybody what to do. (Laughter)

PRESIDENT COHEN: I am better off if you tell them what to do.

VICE PRESIDENT BIDEN: Are you all members? You are not the press, right? (Laughter) So why don't you all sit down. I will

try to hang around a little bit afterward, okay, if I can. But you've got to sit down and let other people see, all right? If you wouldn't mind, I promise I will stay.

PRESIDENT COHEN: They are all wound up.

VICE PRESIDENT BIDEN: I am delighted you are wound up. I am wound up, too.

PRESIDENT COHEN: They are going to be all over Congress for the next few days.

VICE PRESIDENT BIDEN: Well, let me start off by saying, Larry, I want to thank you, not only for your leadership that you've provided to the CWA, but for the work you are doing to bring all of labor together-- all of labor together. (Applause)

I'll tell you what: I know you believe this, and so do I. When it comes to the Labor Movement-- and you and I have been involved a long time-- I have been a friend of labor and labor has been my friend since I was a 26-year-old kid in government. You know, we are always stronger when we are together. We are not always together, but now we've got to be together. (Applause)

And I want to tell you, Larry is doing as much as any labor leader in the United States of America to keep us together, and there are reasons for that. These are tough times. People are upset, people are worried, people are angry, and with good reason. A lot of our-- look, we

are in this for the same reason, man. The President and I are in this for the same reason you are. It's about giving people who play by the rules, giving people who work hard, giving people who have done it right, giving people who are decent, honorable people a fighting chance.

And right now, when so many of those people are being knocked down, so many of those people are being put behind the eight-ball, even though we all collectively in labor and in this administration agree on the result we are looking for, sometimes we get lost a little bit in the tactics, the best way to get there. And, Larry, I can't tell you the respect your colleagues and other presidents in the Labor Movement have for you. You are putting it on the line. You are out there trying to bring it together, and I really appreciate it. (Applause and cheers)

It's not an easy job. It's not easy. You owe your President. He is first-rate. He is a stand-up guy, as they say in my neighborhood. So, Mr. President, thank you very much.

You know, the CWA, as you can probably tell, holds a special place in my heart. And I mean that sincerely. As we used to say in the United States Senate where I used to work, if you excuse a "point of personal privilege," when you want to talk about something personal, you would say, "Would you excuse a point of personal privilege."

Well, my point of personal privilege is that these folks sitting in this row behind the head table here are my folks, including a

woman from Iowa who I love who was really great to me when we were going out there. So, it's not just Delaware, but it is Delaware in this sense: that folks, your International and the Delaware Local endorsed me in 1972 when literally the joke was, "Joe Who?" You all went out on the line for me, and it wasn't an easy decision for you to make then.

For the decent man that I beat in that election-- and he was a genuinely decent, honorable man named J. Caleb Boggs-- who had been endorsed by Labor the election before the election he won in 1962, I believe-- excuse me-- 1960, against a guy named J. Allen Frear, a Democrat, who did not have a relationship with Labor.

So you not only took a chance on me, a 29-year-old kid, but you believed that I meant what I said, and I knew you always meant what you said. So the Delaware Local went way out on a limb before the rest of labor went out on a limb and endorsed me. They endorsed me. And I can say without fear of contradiction, I don't believe I would be a United States Senator, and consequently a Vice President of the United States, were it not for the CWA. And I mean that. (Applause and cheers)

And, folks, that's not hyperbole. I won by just slightly more than 3,000 votes in a year when George McGovern got clobbered in my state. I ran with George. I am a friend of George. He was a great guy, he is a great guy. But in my state, it was very, very difficult at that time. Everybody says my state it not a Democratic state, Larry, and I

think it is. But back then it wasn't a Democratic state.

So it's not merely that we have agreed on the same basic issues because my heart, as my grandfather would say, is Labor. But the fact of the matter is, it's not just that that's the reason I appreciate you so much. It's the loyalty you have shown to me. And we, as the Delaware guys can tell you, have had disagreements. When they've disagreed with me, they have let me know, and I let them know, but that's the reason for the relationship. It's been straight, absolutely totally straight for the past 37 years. And that's how it is with Larry.

So, again, Larry, to you and the Executive Committee, I can't tell you how much I appreciate you. I can't tell you how much I appreciate what you are now doing. So it's not an exaggeration to say that I don't believe I would have been a United States Senator without your endorsement.

And I want to make one additional personal note. You have a lovely lady-- I'm not going to embarrass her-- sitting behind me from Iowa. During the Iowa campaign, you all, like everyone else, were taking a look at whom you were going to endorse. There was no union that was more forward-leaning for me and with me without being in any way duplicitous with any other candidate; there was no union that was more forward-leaning for me than the CWA. It was at a time when it was pretty clear that I had about six hundred thousand dollars in the

deal, and everybody else had tens of millions-- literally. And I won't forget you for that, for giving me a shot. You gave me a decent, honorable shot.

But that's kind of the story of who you are. You know, there are not a lot of folks who remember in a way that costs them when they remember. It's easier to decide that-- and you have to for your members, I understand-- to decide that you are going to go with what will be in the best interest of your membership. But I love the way you've treated me for my whole career, because out there you knew that, without the money and for a lot of other reasons in all probability, my chances weren't very good. But you treated me like a friend; you treated me like I had, like some of the others, 20 or 30 million bucks in the game. And I tell you what: That's different. That's different.

I apologize for being so personal with you, but I just want you to know that my feeling for you is real. And it's always great when you genuinely like an outfit and like the people in the outfit, and also substantively agree with them. That's a great spot to be in politically. (Applause) And that's where I am with you all.

Maybe that's why I wasn't surprised at the difference you made for me and the President when the President asked me to join the ticket last November. Today, a lot of people look back on that election as if it were a piece of cake because it turned out to be such a significant

win. Well, at the time when I was asked to be on the ticket, at the time you guys went out and stretched the limits of your capabilities for Barack and for me, it wasn't so clear. It wasn't so clear. You broke your backs for us. You helped turn around states that a lot of people never thought we were going to be able to win. You wore yourselves out for us, and I just want you to know that we know it, and we appreciate it. So, thank you. Thank you very much. (Applause)

I believe, for those of you who know me well, and a lot of you know me awfully well, I genuinely believe-- again, it's not hyperbole and it's not hype-- I genuinely believe there is a new day here in Washington and a new day in the country; a new day that offers great opportunities for organized labor to regain its footing and begin to do what it had been able to do for the first half of last century; to begin to be the building block upon which the middle class continues to grow. After eight years of being ignored-- and worse-- my message to you is simple and clear, from the President and me: Welcome back. Welcome back.

... The delegates arose and applauded ...

VICE PRESIDENT BIDEN: Labor is in the house!

Welcome back to the table as equal partners with every other interest in America. Welcome back. This is an Administration that understands and believes in the same basic things that you believe in. This is an

Administration that is listening to you. This is an Administration that will work with you and is working with you. Our Administration and Labor are in this, as I said, for the same exact reason: to give hard-working Americans a level playing field, a fighting chance.

That's all people in my neighborhood that I grew up with ever wanted. They don't want anything given to them. They just say, "Give me a fighting chance. You give me a shot, and I can do it."

(Applause and cheers) That's what this is about, just giving people a fighting chance. (Applause)

Nobody is asking for any favors. We just want you all to know that, in order to give people a fighting chance, we understand we have to restore this nation's economy. But, folks, we can't restore this nation's economy without restoring the middle class in this country. (Applause)

So, ladies and gentlemen, there is no way-- and you have heard me say this for years-- there's no way to restore the middle class without organized labor being restored to its position that it should be in. (Applause) It just can't be done. It can't be done.

That's the central operating premise that we start from. It's not because you are, quote, an "interest group" we have to respond to. It's because we genuinely believe the history of the journey of the middle class in America, the road they have traveled has been paved by

the effort, the blood and the sweat and the tears of organized labor. That's how we created a middle class in the 20th century. That's how it happened. (Applause) That is not being nice. That is just stating what I believe to be the facts. That's what we believe.

You know, we used to have a basic bargain in this country-- and Larry has heard me say this. I said it and I'll continue to say it. When workers make the economy grow, when productivity increases, the basic bargain we made back in the middle of the last century was that the people who created the economic growth get to share-- not get it all-- get to share in the economic growth.

The capitalists who invest capital, they should benefit from the growth. The CEOs, the company heads, they should benefit. But the productivity is produced in large part by the sweat and the ingenuity of the people who are generating it, and that's Labor. (Applause)

And, ladies and gentlemen, that bargain was badly broken over the last twenty-five years, but particularly the previous eight years. And it's not just the last eight years-- look, I want to make it clear: We are not saying any problem we have is only because of the last President. A lot of it has been building. A lot of this has been building, okay?

But to telescope this a little bit, from the year 2000 to 2007, the productivity in this country, the economy, grew close to 20 percent. So the bargain would mean that everybody would grow, everybody would

get a piece of action. But what happened? The middle class actually lost on average \$2,000 in income over that period. They actually not only didn't share in what they created; they got less than they had before it started.

That's not the way the deal is supposed to work. You know, sometimes you hear our hard-nosed conservative friends say, "Let's look at the basics." Well, let's look at the basics. The basic fact of life is that the people who produced the growth got hurt, not helped.

So understand this: I know economists measure success, and our success, if we end our term with economic growth in the GDP. If they say the GDP is growing at 3 percent or whatever, then that's our measure of success. But that's not how we measure success. And you all know me personally too well, so you know it's not how I measure success.

Our personal measure that we are holding ourselves accountable to-- I mean it's not sufficient; it's necessary but not sufficient for the gross domestic product to grow. What is sufficient is if the middle class grows during that same period. If it does not, then we have failed. We have failed. (Applause)

Folks, that's how we used to measure progress in this country. It's time we start to measure it not in terms of-- I mean, I'm an organized labor guy, I got that, but it's not in terms of organized labor.

It's in terms of the byproduct of organized labor, and all of labor. If the byproduct is that hard-working people can have a single job, live in a decent neighborhood because of it, have their health care, be able to send their kids to school, have the hope and prospect that their kids can do better than they did, that is what this is all about. (Applause)

Now, we don't have organized labor to get together. We're not a fraternal organization. It's not just to hang out with people we like. It's for a purpose. It's for a purpose. And what sometimes confuses me is that we have talked about-- you, organized labor, and me as a supporter of organized labor-- as if it has something to do with our self-interest. We exist for the purpose of guaranteeing that people get a fair shot. That's it. That's it. (Applause and cheers)

So look, I know you know all that. But the truth of the matter is it's not spoken of very often. We don't talk about it much in those basic, simple terms. For me and for the President, what's the basic premise here we are operating on? It's that you are a vehicle to provide people the opportunity to have the just rewards from their hard labor. That's all this is about. And with your help, with your help, we took the first step in putting this economy and the middle class back on track.

It's a long way to go because we got way off the track, way off. But you helped us put it back on track with the passage of the American Recovery and Reinvestment Act. With this package, we will

create or save over 3.5 million jobs. In the first 100 days, we created 150,000 jobs. (Applause) In the next 100 days, we will create 600,000 jobs. This was a critical step in stopping the economy which was in freefall 128 days ago.

Now look, I understand the frustration with your members and your neighbors. You say, "Well, Biden is up there saying they created 150,000 jobs. But they just came out with a statistic saying we lost 345,000 jobs last month." True, but we were expected to lose 500,000. The month before, we lost 600,000 or 650,000. We don't think less bad is good enough, but we do think-- we do think and we do know-- that, but for this legislation, but for this Recovery Act, things would be a lot worse and things are getting better because of it.

Come with me to New Flyer; come with me and tell me we're not creating jobs when you stand there on that floor and watch people being hired making a union wage that would not have occurred but for the fact we invested in new technology. (Applause)

Law enforcement officials are here today. Tell those folks who were not laid off because of this legislation, and many are getting laid off, but there are tens of thousands of people who were not laid off. Tell me that's not a saved job. I'm not about counting jobs; I am about creating jobs. That's what this is about. (Applause)

In that Recovery Act, what else did we do? Well, for a lot of

the people in the neighborhoods we grew up in, we did a lot. What did we do? Everybody who pays their withholding taxes in the paycheck got less taxes withheld. Is it a lot of money for wealthy people? No. Sixty to eighty bucks a month? No. But it makes a difference in a family that's laid off. It makes a difference in a family who's in trouble. Extending unemployment makes a difference in a family that's laid off, and it makes a difference in a family working to have an extra sixty to eighty bucks in that paycheck-- the first tax cut for those folks in a long, long time.

We extended unemployment benefits. We extended health coverage to people who lost their jobs through COBRA. We are already making the biggest investment in our nation's highway system since Eisenhower built the system in the 1950s.

And we are now starting to make a critical investment in the future of things that we know are going to generate whether or not this economy leads the world in the 21st century. You know, people say the President and I are doing too much. "Why are you doing health care? Why are you doing energy? Why are you doing education? Why are you doing this all at the same time?"

My response is: "How can we not?" (Applause) Ladies and gentlemen, does anybody here think it's possible for the United States to lead the world and, thereby, employment to be real in America and

growing unless we have a fundamentally different energy policy than we have now? Does anybody think that's possible? I don't. Look, that's why we invested in wind, solar and new technology.

We are making other critical investments in the future through that Act-- broadband. One of the keys to keeping the American economy competitive in the future is broadband. We dedicated \$7 billion in this Recovery Act to this. It's part of a broader commitment to make America the world's leader in broadband. Today, the United States of America ranks 15th in broadband penetration. If I had told you that 15 years ago that, with this thing called broadband, we would be behind the curve behind 14 other nations, I think you would have thought it was crazy. I would have thought it was crazy.

But look, I'm not telling you anything you don't already know. I work with your chapter in Iowa. You were way ahead of the game because on this issue you had it exactly right-- Speed Matters. Speed Matters. (Applause) It matters to our children and their education. It matters to small businessmen. It matters to ranchers in Iowa and Montana and all around the country so those folks can have access to markets they don't have now. It matters. It matters to health care. It matters to energy. It matters to education. It matters to our economy. It matters to the future. But most of all, for this house today, it matters to you. It's good-paying, decent jobs doing a good thing for

your country. (Applause) It's jobs. Jobs.

The work of the CWA is critical in so many other battles we are facing, like the battle to pass the Employee Free Choice Act. We need to do that, folks. We need to do that. (Applause and cheers) To repeat myself-- and by the way, this is not an ideological deal. Everybody makes this out to be liberal vs. conservative. It is not ideological. There used to be a day when business and labor sat down at the table, and they were equals. Even when I began in the '70s as a young councilman in 1971, when the business rep would look at the corporate rep across the table, you knew he or she respected you. You knew they took you seriously. You respected them.

It wasn't this deal where, you know, the National Labor Relations Act says we should encourage-- and I'm paraphrasing-- encourage unions. Not mandate them; encourage them. Why? It's good for the economy. It's gotten lopsided, folks. The guys who are supposed to be wearing striped shirts have been wearing black shirts for the last eight years. (Laughter) We don't have referees out there doing it the right way. Well, we are switching out the shirts because we are switching out the people wearing the shirts. (Applause and cheers)

But folks, this is not anti-business. This isn't anti-corporate. This isn't anti-anything. It is pro; it is pro making sure that people who have a stake in the game and a significant contribution to make are able

to sit at the table. And you don't get to sit at the table if you are not organized. And you don't get to be organized if they can string out electoral processes, if they can drag it out for years. That is not even where most American businesses are.

The good guys in the business community understand this. They get it. But it gets played in the press as this great ideological fight, the liberals vs. the conservatives. This is about strong economic growth or weak economic growth. This is about the major players, business and labor, being able to have a say. And, ladies and gentlemen, no one has been stronger in this fight than Larry.

Here's how I look at it: We just need to restore some balance in the system. That's really what it's about, Larry. It's really about balance. We get so convoluted into these national debates. It's about balance-- balance in the system. It's about literally-- and it's an overused phrase-- leveling that playing field a little bit. Not giving you any advantage, you don't deserve any advantage over business. Business deserves no advantage over you. No American deserves an advantage over another American. It literally is about just leveling it out.

And, by the way, you guys know I've been with you, but sometimes labor has been dead wrong. I'm not here to say labor is right about everything we've done. But I'll tell you what labor is right about. Labor is right about saying, "Unless we are in the game, workers get the

short end of the stick almost every single time." (Applause)

The way it is now, you've got to climb up the hill so many times, you've got to climb over so many roadblocks, you've got to climb over so many technicalities in order to organize, it's just way out of whack. EFCA restores balance to the system.

I wish I had a chance to speak to every American who is not a member of labor or part of the business elite. I think our case is totally reasonable. We get all these scare tactics about what this means. "We're going to drive prices up, we're going to drive people out." Hey, look. One of the things that happened, those white collar folks who used to think they didn't need you and didn't realize they had health care because of you, all of a sudden they have had what we Catholics call an "epiphany." They figured it out. They figured it out. (Applause)

If we were just able to get a forum in which we could debate this honestly and straightforwardly without all the baggage, without all the hyperbole, this is something I believe right-thinking, decent Americans-- Democrat and Republican-- if they hear it out would be supportive of. Americans don't think you shouldn't be able to organize if that's what you want to do. But if they knew that, even when you want to do it, it becomes virtually technically impossible to do it, they would say that's wrong.

So again-- and I'm sorry to harp on this-- but this is just

about balance, fairness, no advantage, restoring that balance. You know, it should be pretty simple. If it's a union that the workers want, then it's a union they should have. It's just that simple. (Applause) It's that simple.

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

VICE PRESIDENT BIDEN: Thank you.

Folks, I don't think there is a single leader up here who would say, if in a fair count employees don't want a union, then they shouldn't have to have a union. This is just about, if you want it, you are entitled to have it.

So here is the other thing I want to add. Here's one other battle where your work and your support is critical. And in a sense, it is almost as important, and in other ways it's even more important, and that's health care. I know you agree, but here's where we are. The President has made this his number one domestic priority.

If we are able to at this moment-- and this is a moment when, for the first time, Larry, since I've been involved, conservatives and liberals alike understand the need for radical change in our present health care system. We are no longer arguing whether it's a privilege or a right to have health care in America-- and that's a gigantic change. Why has that changed? Because American businesses have come to realize that there is such a competitive disadvantage competing in an

international economy when the product they are trying to sell internationally also requires, from the profits of that product, the requirement to handle all the health care needs of their employees, because they are competing with countries that have much lower-cost health care systems.

I used to be able to say-- and you know, unfortunately, my state has been devastated. My state has been devastated by the closure of our two automobile plants. We are only the size of a congressional district. We are a proud state. We had two of the best assembly plants in the world-- one Chrysler, one General Motors. They are being shuttered now. I used to be able to say, if you made a Buick Skylark in the plant at Boxwood in Wilmington, Delaware, and then you made the same Buick Skylark in Ontario, Canada-- same UAW, same wage base, same material going into the car, same productivity, same everything-- you could sell the car made in Ontario for 14 percent less.

So why wouldn't you, as a businessman, move the plant to Ontario? Why wouldn't you do that? You can make it for less. People aren't in the business of losing money just to stay in America. I know we say that, and sometimes we are kind of unfair to some of these guys. Why wouldn't you do it?

Well, you know why they do it and have done it? Because you can sell the car for 14 percent less in Canada because they have a

health care system that's radically different than ours and costs a lot less. So General Motors isn't paying what they are paying here.

So now businesses have figured out that, in order to compete internationally, we've got to bring down the cost of health care, because guess what? When your health care cost goes up, it's not just because these sons-of-guns don't want to give you health care; it's because their health care cost have gone up, too. Their health care costs have gone up 54 percent.

What do you do? You either go to your employees and cut their share or make them pay more in, or you add to the cost of the product which means you are not competitive with other products around the world, or you eliminate it, which is not feasible, thank God, in most cases.

So folks, we are at a moment where American business realizes we need a radical change in our health care system. Fiscal conservatives realize that unless, as the President says, we "bend this curve" of exponential increases in health care costs, we can never get our fiscal house in order.

You can't have over 50 percent of the health care costs in America going to Medicare and Medicaid. You can't have that cost to the government going up over 50 percent during this period. You can never get control of your budget. You'd have to cut everything else.

You're going to go bankrupt. And those of us, like you, who have fought for this for years, even though you've had decent health care, you have fought for it for other people, what happens? We view it as a moral imperative.

And this is the first time all three of those things come together-- fiscal necessity, business necessity, and, in my view, moral necessity, because everyone is entitled, in my view, to adequate health care.

There is a beautiful young lady sitting behind me with her grandpa. He bought into a deal and it looks like now his outfit may not get their health care. It may get cut. What's he going to do raising his granddaughter? That's a moral imperative.

So, ladies and gentlemen, we are determined to get health care reform in this country. It's moral, it's economic, it's fiscally required. And if we don't do it now for our families, our businesses, and our nation, we are going to go bankrupt, remain uncompetitive, and leave a lot of people in really dire straits. It's just that simple.

So we have to put an end to denying coverage for pre-existing conditions. (Applause) We need to get costs under control. We need to level this, and that's why we believe in a public option (applause), to make sure that there is competition and to keep insurance companies honest.

Look, folks, this is not going to be easy. This is not going to be easy. But we know how critical health care reform is to our country. We need to win this fight.

You know, I'm always kidded about quoting Irish poets. Poor Larry and some of the other people have heard me do it for so long, especially the Delawareans. By the way, the reason I know a little bit about Irish poets is that I used to stutter very badly when I was a kid. I used to practice in front of a mirror. The two books my uncle had were Yates and another one, and I would sit there and I would try to practice so I wou-- wou-- wouldn't talk like that. It sounds funny, but it's devastating for a kid when they stutter.

So I find that the things that come to my mind often are the quotes of some of these poets and Irish essays. I also quote them because they are the best poets. (Laughter) It's not because I am Irish. (Laughter)

But William Butler Yates wrote about his Ireland in a poem called "Easter Sunday, 1960." It was a poem about the first rebellion, the first rising in Ireland trying to get out from British rule in the 20th century.

There is a line in that poem that characterizes better than even he described his own country, describes our country and world at this moment even better than it did Ireland in 1960. This line in the

poem says, "All's changed, changed utterly. A terrible beauty has been born."

Well, the world has changed. It has changed utterly. It bears virtually little resemblance to what it was even 12 years ago. But it has created an incredible opportunity if we act boldly. And if we do nothing, it guarantees in my view a fairly terrible outcome. And if we unite, if we unite and stay together, we will change this nation.

This is the moment when we cannot only restore America's standing in the world; we can begin to restore America's soul. It's a moment when we can restore the promise-- the promise of this nation. It's a pretty basic promise that's been generation after generation. It says, "There is a prospect my child will do better than I did." It's a prospect that if we work hard, if we are honest, if we play by the rules, we can be anything we want to be; a promise for the people who get up every single day and go to work, lifting this nation on their shoulders. They lift our nation on their shoulders.

When I was growing up in Claymont and then in Mayfield, Delaware, our neighborhood was teeming with mothers and fathers who told us that, even in the toughest times, there wasn't anything we couldn't do. I have said repeatedly that the longest walk a father or mother can make is up a short flight of stairs to their child's bedroom to say to their child, "Honey, I'm sorry, but I lost my job," or "Honey, I'm

sorry, we are losing the house. You're not going to be able to be in the same ball club next year. We are going to have to move."

Like many of you, my dad made that walk in the early '50s when I was a young kid, up the stairs of our house in Scranton, Pennsylvania. He said, "Honey, I'm sorry. Dad doesn't have a job up here. We're going to have to move, but I'm not able to take you with me now. I'll try to come home every weekend to see mom and you kids. But it's going to be okay. It's going to be okay. I'm moving down to Delaware. When I get enough, we can get a house, we can get an apartment, and I can bring you all down. It's going to be okay."

My dad believed that. My dad absolutely believed it. When he told me and my brothers and my sisters that, we believed it, because there was a sense that, as tough as things were, if you were willing to just gut it out, go do it, jump in-- One of the first jobs my dad had was cleaning the inside of boilers at Kyle's. There used to be an outfit called Kyle's that did heating systems. My dad didn't mind that.

But guess what? How many people in my home town of Claymont, or in your hometown today, in working class neighborhoods, are able to say to their children and really believe it, "Don't worry honey; everything's going to be okay. Don't worry. We just have to work hard, play by the rules, and this is all going to work out." If you are honest, if you are decent, and you love your outfit, this will work.

I wonder how many people, when we took office, believed that. Well, one of the things we want to restore is the ability of a father or mother to look their kids in the eye and say, with an absolute sense of certainty, "Honey, it's going to be okay. It's going to be okay." To me, that is the ultimate measure of whether or not a society is fair and just; not that it guarantees to that parent that everything is going to be okay, but that parent believes and the situation exists that, if they do it and if they work hard at it, in fact over time, it will be okay.

You see, the thing I think people misunderstand about us, you and me, is that we're not asking for anything. We are not asking for anything. My dad would cut his hand off before he took charity. What we are talking about is just a shot-- just a shot. We believed my dad when he said, "Everything will be okay." And our job, labor's job, your job, my job, the President's job, is to create the circumstances where that is a credible assertion that parents can make once again.

So, ladies and gentlemen, there is only one way to do that. And that's to stick together, for us to stick together, for labor to stick together, for us to stick together and to reach out to decent Americans who have no interest in, they know very little about organized labor, and make our case to them.

I have a bad habit of being known as being fairly straightforward. (Laughter) That ain't changing. I don't know how to

change it. (Applause)

I'm going to say something that may sound self-serving. It's held me in very good stead with my constituency in Delaware. It's held me in very good stead with my Republican and Democratic friends in the Congress. It's held me in pretty good stead with my friends and even those who I have differences with. So I think we just got to be straight, make our case, stick together and believe in what we say. And I'll tell you, believe me, we mean what we say, and we will do everything in our power to make sure working men and women once again have a seat at the table.

I love you. Thank you very, very much.

... Applause and cheers as the delegates extended a prolonged standing ovation to Vice President Joe Biden, as marching band music played in the background ...

PRESIDENT COHEN: Many of our delegates have adjourned, and that's fine.

This was the culmination of an amazing Convention. I want to just remind the delegates that tomorrow we have Health Care Day. Are we ready to fight for health care tomorrow? (Applause and cheers)

We begin here at 8:30 and end at 10:15. Then buses will leave for the rally at 10:30. T-shirts will be distributed for the rally here. I want to thank Jeff Reimer who was up here earlier, Executive

Vice President of Local 13000, our platform observer.

And as you know, with the consent of this Convention, we completed the business yesterday and we now have a motion to adjourn before us which was officially before us yesterday. And all I want to say, given that we are ready to move, we are ready to go to Capitol Hill, I appreciate all of us being here and all of us being together. The unity that we have had here is unbelievable. The spirit we have had here, the determination to change this country is amazing. And I am proud to be your President. I am proud to be a member of the CWA. (Applause and cheers)

With that, I want to recognize Delegate Balsamo. Wherever you are, Mark, sing it out.

DELEGATE MARK BALSAMO (Local 2100): Thank you, Mr. President. It is with great honor that I make a motion to close the 71st Annual Convention of the Communications Workers of America. We look forward to seeing you next year on July 26-27, 2010, for the 72nd Annual Convention right here in our nation's capital, home of District 2 and CWA Local 2336.

Brothers and sisters, it is time to descend on Capitol Hill and continue our work on the passage of the Employee Free Choice Act and health care for all! (Applause and cheers)

PRESIDENT COHEN: You have heard the motion to

adjourn. It's not debatable. All those in favor indicate by raising your hands. Down hands. The Convention is adjourned. Fight on!

... Thereupon, the 71st Annual Convention of the Communications Workers of America adjourned, sine die, at 12:31 p.m....

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