

**Proceedings and Index  
of the  
72nd Annual Convention**



**Communications Workers  
of America**

**Hilton Washington Hotel**

**Washington, D.C.**

**July 26-27, 2010**

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# MONDAY MORNING SESSION

July 26, 2010

The 72<sup>nd</sup> Annual Convention of the Communications Workers of America, meeting July 26-27, 2010, at the Washington Hilton Hotel, Washington, DC, convened at 9:00 a.m., Letha M. Perry, President, CWA Local 2001, Temporary Chair, presiding.

**TEMPORARY CHAIR LETHA M. PERRY (Local 2001):** Good morning. Good morning, delegates, retirees, friends, family and allies. Please take your seats.

The official clock here in Washington, DC, indicates that it's 9:00 a.m. I ask everyone to please be seated as I call the 72nd Annual Convention of the Communications Workers of America to order. (Applause)

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.

My name is Letha Perry, and I am President of CWA Local 2001 in Charleston, West Virginia. (Applause)

As our Convention theme suggests, these are challenging times for our members and our union. I am very proud of my members who, with other CWA locals in West Virginia, waged a tough fight to protect workers and our communities in the wake of the Verizon sale to Frontier. On behalf of Local 2001 and all of CWA District 2, I welcome you to Washington, DC, and the 72nd Convention of the Communications Workers of America. (Applause)

Now it is time to open our Convention as we traditionally do with a prayer. It is my honor to introduce Reverend Dean Snyder, the senior Pastor of Foundry United Methodist Church, just a few blocks from here. Foundry is one of Washington's oldest churches and the spiritual home of a long list of elected leaders, from Abraham Lincoln to Bill Clinton. Please join me in welcoming Reverend Snyder. (Applause)

**REVEREND DEAN SNYDER (Foundry United Methodist Church, Washington, DC):** May we rise for prayer. And as we pray, let us be aware that we, our brothers and sisters, who share a common heavenly parent and who are part of one family on earth, O God, you reside in the space between persons, as the great Rabbi Martin Buber taught us. When persons meet in true communication, you are the place of meeting and knowing and understanding.

So we pray your blessing upon the Communications Workers of America. They are priests of your grace through which we meet and connect and understand and love. We pray for all the members of this union; that their work might be fulfilling and satisfying; that the compensation for their work may be fair and generous; and that they may enjoy balanced lives of work and Sabbath.

We pray for the officers of this union and all of its locals. We pray for the right of all workers to organize on their own behalf and on behalf of their families. We pray for our government, that it may always be on the side of the people. We pray for communications corporations, that they may treat their employees well and serve the public well. May they do well and reward their workers well.

Bless now this 72nd Convention of the Communications Workers of America. Bless all the union business done here. Bless the times of tension so that it may be creative tension. Bless the meetings with legislators on Capitol Hill. Bless the conversations in hallways and bars and cyberspace. And we

remember our neighbors who are unemployed, our neighbors who are homeless, our neighbors without access to cell phones or the internet. May the work of this union bless them as well.

You, O God, reside in telephone lines and in optic fibers and in air waves and satellite dishes, wherever and however two persons truly meet. Bless, O God, the workers of this union, priests of the holy space of human meeting. Amen.

**TEMPORARY CHAIR PERRY:** Thank you, Reverend Snyder.

Please remain standing for the presentation of the Colors followed by the National Anthems of the United States, Canada, and Puerto Rico. This year all flags are carried by CWA members. Presenting the American flag is Dale Waldroff, President of the Anne Arundel Detention Center Officers and Personnel, CWA Local 2911. (Applause and cheers)

Luis Rufo, Secretary-Treasurer of CWA Local 30400, will present the Canadian flag.

And Rafael Castro Torres, President of CWA Local 3010, will present the Puerto Rican flag.

"The Star-Spangled Banner" will be sung by Jeanette Spoor, President of Local 1103's Chapter of Retired Members Council, followed by the Canadian and Puerto Rican anthems.

. . . The delegates arose for the posting of the Colors and the singing of the national anthems . . . (Applause)

**TEMPORARY CHAIR PERRY:** Thank you, Jeanette, and our CWA Honor Guard.

Now, let's welcome a great labor leader and activist. Fred Mason has served as President of the Maryland State and District of Columbia AFL-CIO for the past nine years. He has been a steelworker, an auto worker, and officer in the Service Employees local here in Washington and, of course, a lifelong activist for economic and social justice. I am pleased to introduce Fred Mason. (Applause)

**FRED D. MASON, JR. (President, Maryland State and Washington, DC, AFL-CIO):** Good morning, CWA members, delegates and friends. And an especially good morning to President Larry Cohen, certainly one of the most dynamic, courageous, and strategic-thinking labor leaders of our time. And I really thank you for the invitation and opportunity to offer remarks at this your 72nd Convention.

Welcome to the District of Columbia, the nation's capital, and indeed Labor's capital. I am honored to bring you greetings on behalf of our Secretary-Treasurer Donna Edwards, our Executive Board, and the 350,000 union members that we so proudly represent in Maryland and the District of Columbia.

Now, I would be somewhat remiss if I began my remarks without acknowledging my thanks and appreciation for the friendship and the great work of Ron Collins, Jimmy Tarlau, Alfonso Pollard, and Dennis Serrette. They do a tremendous job in this area in terms of helping to build our labor movement.

So, I join with you today in helping to chart a new path for these challenging times, and I pledge the support of the Maryland State and District of Columbia AFL-CIO. We know that unions are the last line of defense in opposition to the empire-building policies that concentrate wealth and power in a few hands. We know that by charting a new path, we will not only recover the economic advances by implementing the strategies of CWA's triangle-- representation, organizing, and community legislative and political action-- we will not only recover, we will advance to an even higher level of success.

Sisters and brothers, working families today are being squeezed and we are hurting. The capitalist class and their right-wing political forces are intent on maximizing their power while silencing the

voices of workers and ripping away hard-won gains. That corporate agenda is global in nature, but it is having serious ramifications in our country, and indeed every state of our union, and we must fight back.

As trade unionists, we have a social, political, economic, and moral obligation to ensure that workers have a voice at work. However, we continue to be challenged to develop the resources and structures which will allow us to respond promptly and organize on a scale to maintain and increase union density.

Our unions are working hard every day to help workers realize their hopes and dreams by winning good contracts and giving workers a voice on the job. And no union is doing that better, sisters and brother, than this union-- CWA. (Applause)

Still, as we chart a new path in these challenging times, we must change, refocus, and recommit ourselves and the necessary resources to developing and implementing strategies that will build greater power for workers. The majority of the people in this country are workers. The majority of voters in this country are workers. And unions are the organized voice of workers. Union members are the source of the workers' power and strength.

Now, unfortunately, no one international union can deliver on the hopes, dreams, and aspirations of working families. But somebody has to lead. And I submit to you that CWA is leading, and that deserves a round of applause. (Applause)

Now, the reality is that many of the societal changes that need to be effected cannot be accomplished by unions and their members alone. We stand on the moral high ground on matters of economic and social justice. And there are thousands of non-union workers and family members who do good work as advocates on matters of importance to working families.

The development of the workers' movement is enhanced when we continue to advance opportunities to strengthen our relationships with organizations and activists in the faith community, in immigrant communities, the environmental contingents, the anti-war constituency, the lesbian, gay, bisexual, and transgender organizations, just to name a few. We must develop and educate and expand the cadre of leaders from among members to ensure that wherever there is a wrong to right, union members are there; whenever there is a need for men and women of courage to show leadership, union members are there.

In order for our movement to survive and prosper, we must lead an all-out fight to create a political and legislative framework to support workers' rights. And nothing is more important in this time than ensuring that workers have the freedom to organize and form unions without intimidation.

We must demand from those elected officials that we support that they actively work for the passage of the Employee Free Choice Act at the national level and support similar legislation at the state level. And I submit to you, with the leadership of CWA, that not only will we fight, but we will win. Thank you very much. (Applause)

**TEMPORARY CHAIR PERRY:** Thank you, Fred.

Now, it's a real honor and privilege for me to introduce the Vice President of CWA District 2, Ron Collins. Throughout our Verizon Frontier fight, as in every campaign, Ron is our leader and our inspiration. His passion and determination energize us, and we are proud of all that he accomplishes, not only for District 2 but throughout our great union. We are proud to have his leadership, and I am proud to present him today.

CWA delegates, retirees, friends, families, and allies, please join me in welcoming Ron Collins. (Applause)

**VICE PRESIDENT RON COLLINS (District 2):** Thank you, brothers and sisters. Thank you, Lee, thank you for your leadership and for all of the work you and your members do for CWA families, not only in the State of West Virginia but throughout the country.

Good morning, sisters and brothers.

. . . Cries of "Good morning" . . .

Welcome to Washington, DC. How's the weather? Nice and cool, huh?

We have a lot of work to do this week. We will be considering the ways we can best move our union forward. And we will take our voices and our passion to Capitol Hill, reminding members of Congress that working and middle class families need quality jobs, bargaining rights, health care, and retirement security. (Applause)

There is no better, more passionate voice for working families than our leader, our President, Larry Cohen. (Applause) Larry is truly recognized as the leader among unions, certainly in organizations in the United States, but also by the global union movement. He knows how to build alliances, unite people for a common goal. When fighting for a cause, he pushes, he argues, and he doesn't back off. And it's because of that passion that he has the respect and regard of elected officials on Capitol Hill and throughout the Obama administration. Larry gets things done. (Applause)

The times today are discouraging. The economic problems our country faces often seem overwhelming, especially for working people. But with Larry's leadership, I am convinced that we can follow a new path in these challenging times, one that will rebuild our union and the American middle class.

Larry would say that it's all of us working together that would make it possible, but in reality it's the changes made in CWA over the past several years under Larry's leadership that have strengthened us and expanded our ability to make a difference for our members and all working families in this country.

Our Stewards Army, our legislative and political activism, our ability to build alliances and find common ground with many organizations-- these are the kinds of changes that keep CWA on the leading edge of union and progressive movements in this country. And we need to stay there if we are going to do the job of restoring working families' standard of living and rebuilding the middle class in this country.

Larry Cohen is exactly the leader we need for these very difficult times. I learn from him, I am inspired by him, and I am proud to serve with him in this great union. It is my privilege to introduce my friend and our President, Larry Cohen.

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

**PRESIDENT COHEN:** Thank you, CWA.

Good morning. It's hot, and we are going to make it hotter.

In 1956, when the Civil Rights Movement was moving forward after decades of fighting segregation, activist Alice Wine wrote the song "Eyes on the Prize," based on a gospel song written decades earlier. A few years ago, Bruce Springsteen popularized it again in a recording with Pete Seeger, and it seemed like a good way to start today. Music can carry us forward in tough times, and CWAers and working families, as we all know, are living through tough times. But our theme this week will be that it is not hopeless. It's just hard. And we've done hard before, and we will do hard again. (Applause)

As the song goes, we have to "hold on," keep moving. And now singer/songwriter Si Kahn and educator and performer Elise Bryant will sing it for us. Yes, give them a hand. (Applause) Si has been writing songs and performing for nearly 40 years and organizing throughout the South. Like Bruce Springsteen, he has performed with Pete Seeger many times. Earlier this year he retired as the director and founder of Grassroots Leadership in Charlotte, North Carolina. Elise Bryant is a professor at the National Labor College, founder and director of the DC National Labor Chorus, and a leading educator and cultural leader of our movement.

Hit it.

. . . Si Kahn and Elise Bryant performed the song "Eyes on the Prize" . . . (Applause)

**PRESIDENT COHEN:** Okay. That's what we are doing this week, right, eyes on the prize. Can we keep our eyes on the prize? Can we hold on, hold on to our values, yet embrace change; hold on to our union and our movement at this critical and difficult time?

But before I get into that, I just want everybody to join me in welcoming our President Emeritus, Morty Bahr. (Applause and cheers)

In case you didn't notice, we have no guests at this Convention. There are no guests. We won't need a motion to ask anyone to leave. This year, the yellow badge says, "Family," "Friend," or "Ally." Family, friend, and ally. We don't have time for guests. We don't have room for guests. We are in this fight together. It's just us here. (Applause)

We are here working for unity inside our union, with patience and tolerance, solidarity and love. There are no easy answers in times like these, whether we are bargaining contracts, organizing, or fighting for political change. We need to take risks. We won't all agree about the internal changes that are before us today and tomorrow. We won't all agree on the kind of coalition-building we will propose here to rebuild this movement. But I am convinced that together this week we can move forward and lead.

We are all aware that the current situation for this union, for our movement, is serious and urgent. The U.S. Labor Movement remains locked in a downward spiral, our triangle in reverse, with falling membership; nearly all defense in bargaining; organizing rights near the bottom of the 20 largest world economies; falling real wages in the U.S. now for 40 years; and the political system at the federal level is all but paralyzed, despite the 2008 election results.

In terms of membership, 2009 was the worst year ever for U.S. labor-- ever-- with the loss of 800,000 union jobs, including 30,000 CWA jobs and members. Few of our members were laid off. Many left with enhanced retirement-- not necessarily their first choice. But as we will hear from Ray Myers and the RMC leaders, it's up to everyone here to sign up retirees and keep them in our movement.

These 30,000 should definitely realize the difference that CWA and you, their local leaders, have made and will make in their working lives and as retirees. They should realize our commitment to Social Security, retiree health care and Medicare, and stick with this union and our movement. But we need to make sure that we ask every one of them to join the RMC and to be active in it. (Applause)

As we all know, corporate power measured in every way is at an all-time high. The wage gap between management and frontline workers in the United States is typically 500 times and accepted by most. The political power in the Chamber of Commerce and the Business Roundtable has never been greater-- never been greater-- with total control on economic issues in the Republican Party and a huge influence among nearly all Democrats as well. There remains a difference well worth voting for, but there is no path, no path right now for any relief for us in bargaining and organizing rights, and economic reform



to date has been minimal.

Now, some in our movement are in denial of the scale of this crisis, and we do not have a unified labor movement, despite our efforts. At our Convention last year we had NEA and AFT Presidents speaking together and working together for labor unity, yet in the year since then labor unity has not progressed.

Now, the White House has made a difference in other ways-- not on bargaining and organizing rights, but in other ways-- including health care, saving the car industry, green job initiatives, and good appointments to labor jobs of all types. The Department of Labor-- and last year we heard from Secretary Solis-- is now filled with assistants to Secretary Solis who supported us up and down the line, including OSHA, health and safety, enforcement of wage and hour, new policy initiatives aimed at so-called independent contractors, and federal procurement policy.

And then, as most of us know, as a result of the President's appointment of Linda Puchala, former AFA President, to the National Mediation Board (applause), AFA-CWA filed for the largest U.S. representation election in years-- 20,000 flight attendants at Delta, including 7,000 at Northwest. (Applause and cheers)

And CWA filed only ten days ago for 3,000 customer service workers at Piedmont Airlines. (Applause) And 20,000 more customer service workers are organizing right now at American and American Eagle-- all of this possible just with the rule change that Puchala supported that those not voting in representational elections, if they don't vote, their vote doesn't count. (Applause) In other words, now there will be a "yes or no" ballot. Non-voters are no longer "no" votes.

And almost alone for years among transportation labor leaders, our own Pat Friend has championed this change that now is the rule at the National Mediation Board. And as Pat retires at the end of this year, among many other achievements, this change and the massive organizing it is generating will remain her legacy. Thank you. (Applause)

All of us in CWA-- flight attendants, customer service, organizers, staff, and local leaders-- are working together to help create a breakthrough that can encourage more organizing in airlines and in other sectors. And I should add that tomorrow in the organizing section we will recognize 14 local unions here who, despite these times, each of which organized more than a hundred members in new units in the last year. So it's hard, but it's not hopeless.

And there are four other key industry groups, aside from airlines, where most of our organizing is effectively blocked by management that lets workers know that their career is on the line if they join our union. Manufacturing, telecom, media workers-- all confronted with the most savage tactics in 75 years. This kind of union-busting is now nearly universal.

Most of you will remember last year, we had Barbara Eliot speak to this Convention right before we won a representation election at her Xerox customer service center in Staten Island, New York, with wonderful support from Local 1102. Well, just days after that Convention, we won the election. But Xerox is still challenging the outcome a year later at the NLRB. Xerox has not come to the bargaining table for one minute, but they had the time to fire and transfer dozens of our supporters, despite huge support from New York electeds.

Two weeks ago, when District 1 Vice President Chris Shelton met with the general counsel of Xerox who made a so-called "offer" that if we dropped all the charges and complaints now awaiting trial at the NLRB, Xerox would agree to another election. (Laughter)

This kind of arrogance, intolerance and abuse must stop and only we can stop it. This Convention sends a message loud and clear to Ursula Burns, the CEO of Xerox: We will stand with the workers in

Staten Island for as long as it takes, and now we will attack Xerox across the board unless they come to the bargaining table. (Applause)

Tomorrow you will hear from two amazing leaders from ver.di, the largest union in Germany and the world, more than two million strong. Ado and Kornelia have been leading the effort in Germany to stop the union-busting by T-Mobile in the U.S. Together with ver.di, we have formed the TU so that workers at T-Mobile USA are not only joining CWA but also ver.di. More on that tomorrow. But despite this united effort, T-Mobile USA management and their Deutsche Telekom parent persist in a total effort to block any union recognition in the U.S.

Workers' rights in the U.S. now resemble Mexico-- no exaggeration-- and not any of the other large global democracies. We need to take this to heart; understand this is a total reversal over the last 50 years. And now on our watch, we can't pretend it will get better with time. In fact, it will get worse unless we stop it by taking risks and trying new strategies.

Our public sector members in states like West Virginia, Texas, Mississippi, Oklahoma, Utah, Arizona, and others have no current path to bargaining rights either. But we continue to fight for federal legislation that would provide minimal bargaining rights for public safety officers, and recently the House adopted this legislation, but getting it through the Senate will be tough.

This will be on the agenda for Wednesday and Thursday. We will ask everybody here, whether you are public sector, public safety, wherever you come from, to carry that fight with you in your meetings up on the Hill. These are minimal bargaining rights that in every other democracy people enjoy, and in this case we can only pass these rights for public safety officers. And even then, it's bottled up in the Senate.

Now, at this Convention we will consider change on many fronts-- internal and new coalition initiatives to take on national change; internal changes, supported by our Executive Board and the Ready for the Future Committee chaired by Jeff and with broad support from local officers across the union.

Five years ago we started down this road at the 2005 Convention, with "Ready for the Future - Resolution 1." In 2006, we adopted an 11-point program, including the stewards army, coordinating telecom work in D.C. with the EVP, and the Strategic Industry Fund. In 2007, we adopted the proposal to increase Executive Board diversity with four wonderful local leaders. And in 2008, we established the Canadian region. The current issue of the *CWA News*, which you all have, documents 13 different SIF campaigns across our union and across all industry groups. "Ready for the Future 3" in your packets documents the five-year progression as well as the proposals before this Convention.

Those proposals include: combining C&T and Telecom, merging Districts 2 and 13, providing a voting seat on the Executive Board for the Canadian Director, and moving to biennial conventions. These changes are not easy, but together they not only create a stronger and better focused CWA, but they will lead to savings of nearly \$2 million per year to the national budget and millions more for local union budgets.

Less than two weeks ago, I attended a District 13 meeting with Jeff, Chris Shelton, Ron Collins, and several District 2 staff and local leaders. Four District 13 locals that had joined CWA more than 25 years ago when they were all independent local unions-- not local unions really, but telecom unions, independent on their own-- in Delaware and Pennsylvania. And on July 15th, all four of these locals signed modifications of their Merger Agreements that had created District 13, and now support merging with District 2 to create a combined district, stronger together, with nearly 50,000 members. I would ask the delegates from Locals 13000, 13500, 13100, 13101 to please stand. (Applause)

These delegates demonstrate to all of us that change is possible when we have the leadership and courage to change. I would also like Vice Presidents Mooney and Collins, and all the delegates in

Districts 2 and 13, to stand. They are doing what their predecessors could not do for 25 years, uniting their districts if you adopt the merger resolution before you. (Applause)

I congratulate Ron, Ed, and the officers in both districts for their leadership, as well as Ralph Maly and Jimmy Gurganus and our Telecom and C&T locals who have worked on uniting for the past year.

Change is not easy. It doesn't fall from the sky like the rain. We have to work for it inside our union and fight for it outside where, unfortunately, management and the Chamber of Commerce and their political allies are lined up against us. We need to drive home the point that this Convention will not compromise our transparency, our openness, and our democracy, but at the same time we need to move previous resources to balance our budget and rebuild union power in CWA and across our movement.

New coalition action is critical for rebuilding our movement. With seven percent bargaining coverage in the private sector, labor alone cannot move our agenda. Fortunately, others pushing for change realize they need partners as well.

At this Convention we will hear from the NAACP, the Sierra Club, the Blue Green Alliance, and other key progressive groups with millions of members. Civil rights groups and immigrants' rights groups are working together under the banner of "One Nation"-- you have the poster-- and our Board has endorsed and joined, along with the AFL-CIO.

Resolution 1 before you supports "One Nation." Some will see this as a massive march on Washington on October 2<sup>nd</sup>. And as important as that will be in demonstrating that we can mobilize far better than any Tea Party, for us "One Nation" is a reset of our political agenda and a reset not only for us, but for our key partners for change.

Labor itself, even if we were united, cannot accomplish the agenda before us. For example, this Convention will consider a resolution to support a massive campaign to change the Senate rules, including limiting or eliminating the filibuster (applause), so when a majority of the Senate wants to take action, they can.

Our Constitution provides that Texas and Wyoming have the same representation, even though Texas has 50 times the population. But it's not our Constitution that provides that a minority of Senators can prevent Senate action. Right now there are more than 400 items passed by the House that await Senate action, yet the House has 435 members versus only 100 in the Senate, and nobody believes in the House that their rules prevent fair debate.

We need to speak truth to power here. There is no hope-- no hope of any meaningful restoration of private sector bargaining rights as long as we have these Senate rules. We were fortunate in the past that we had a two-party system, with some Senators from both parties committed to workers' rights. That was true in 1935 when the National Labor Relations Act was passed, and again in 1974 when Gerald Ford signed the extension for health care and nonprofit workers, again supported by many Republican Senators and most Democrats.

But today in the Senate bipartisanship is over, and we can't wait for miracles to save our bargaining rights and this Labor Movement. The Senate of Cicero in Ancient Rome depended on every Senator agreeing to end debate before a vote could be held. Our U.S. Senate today has more in common with the Senate of Ancient Rome than any other legislative body anywhere in the world today.

This Executive Board is asking this Convention to send a clear signal to the U.S. Senate: Stand with us for democracy and workers' rights and we will stand with you, but if you run for office defending the current rules, we will not work with you and we will look for candidates who will work with us. (Applause)

Led by our locals in Arkansas, CWA and other unions and progressive groups took a stand in the Senate Democratic primary this year (applause), supporting Lieutenant Governor Bill Halter in his campaign against incumbent Senator Blanche Lincoln. (Applause)

There were many reasons, including Lincoln's refusal to support a floor vote on even a compromised version of the Employee Free Choice Act, her opposition to the White House effort to save the U.S. car industry, her opposition to the public option on health care reform, her vote against the final passage of health care which reduced the excise tax on our plans and reduced the increased financial aid for college students.

Meanwhile, the Chamber of Commerce made her a hero for her refusal to support cloture on any version of Employee Free Choice and for her opposing cloture on NLRB nominee Craig Becker, and raised \$5 million for her campaign.

Bill Halter was prepared to take her on and give up a safe reelection as Lieutenant Governor. District 6 and our Arkansas leader said, "Let's do it. We have had it with Senator Lincoln." We hosted a meeting at CWA here in D.C. where progressive unions committed to support Bill's campaign, and later Sierra Club, Move On, the NAACP, and many others joined us.

Bill Halter forced a runoff, and then lost the runoff by a narrow margin as the entire Democratic establishment, from Senate leaders to the White House and former President Clinton, campaigned for Lincoln. But led by CWA, our candidates and other working families, we sent a clear message to Senator Lincoln and others that we are an independent political movement that focuses on the rights of working families. (Applause)

Even in Arkansas, with only four percent of working families with bargaining rights, we can make a difference. Now it is my pleasure to introduce Lieutenant Governor Bill Halter for a special address, and then I will return to conclude my remarks. Bill?

. . . The delegates arose and applauded . . .

**HON. BILL HALTER (Lieutenant Governor, Arkansas):** Thank you. Thank you. Thank you very much. Wow, what a wonderful welcome. Thank you very, very much.

I am humbled by your warmth, but I am in awe of the inspired leadership of President Larry Cohen. Thank you very much, Larry. (Applause)

I want to take this opportunity to express to you my profound gratitude. Without you, we would not have been able to do what we did in a remarkably short period of time. Without the men and women of the Communications Workers in Arkansas, I would not have run. It simply would not have happened. I thank Andy Milburn and all the folks here from Arkansas for their support. I am very grateful. (Applause)

If you don't mind, I want to pick up on the leadership of Larry Cohen. Since my speech is on these notes, it won't be long.

But I will tell you first, thank you, Larry, for a remarkable introduction. It reminds me actually of my first experience in politics. I worked for a congressman named Morris Udall. Many of you will remember that Mo Udall ran for President in 1976, and he came close every time in primaries with Jimmy Carter.

And to tell you how important it is to have a greet introduction, I will just relay to you a true story about Mo Udall. He was trudging through the snow of New Hampshire and he was determined to get every vote. So he walked into a barbershop in New Hampshire. He walked right up to the barber and he thrust his hand out and said, "My name is Mo Udall and I am running for President."

And the barber looked at him and said, "Yeah, I know. We were laughing about that this morning."  
(Laughter)

I want to tell you it's important what you have done. At no time in American history am I aware of a statewide campaign that in a short period of time, 77 days, did the following: Went up against an incumbent United States Senator, a chairman of a committee there for 16 years, had every bit of support, as President Cohen mentioned, but in 77 days, due to your efforts, over 80,000 individuals from around the country contributed. We went from a candidacy that most folks discarded or didn't think was going to work to immediately being credible 77 days later. Due to the results of the leadership of Larry Cohen and others, we were able to force a runoff. And then in 21 days, we were able to take it right up to the brink.

I ran because I believe that to be a Democrat should mean something. (Applause) When Democrats are at our best, we do everything we can do for three generations of Americans. For our young people, we do everything we can do to make sure that they have what they need to live up to the fullness of their God-given potential. For our retirees, we do everything we can do to make sure that those who have given so much will have the ability to retire with income security and health security. And for our working generation, what Democrats do is, we make sure that they have a level playing field to compete on, because when we have a level playing field, American workers can compete and win in the 21 Century economy. That's what this is about.

Now, President Cohen mentioned the importance of coalitions. With his leadership and others, progressive elements were drawn together from all across our country. And you sent a signal that, unless you stand up for the base of the Democratic party, you can't rely upon that support in an election. And I promise that will have an impact on the actions of elected officials and Democrats.

Hard, but not hopeless. Hard, but not hopeless. I was born in 1960 in Little Rock, Arkansas. Three years before my birth, troops were called out to enforce the right for nine African-American students to get an equal education. Hard, but not hopeless. Because today in that same district, I will tell you that the Democratic nominee for Congress from that district is an African-American woman. That's how far we have come. (Applause) That's how far we have come. Hard, but not hopeless.

Now, I will admit to you that it was hard. When Larry Cohen and I both started this adventure, we were both six-foot-four, and look at us now. (Laughter) But I am convinced that if we together continue to fight and bear down, that a future Lieutenant Governor of Arkansas will come to a future Communications Workers of America convention and talk about all the things that they have accomplished together to advance the interests and the hopes and prosperity of American workers.

I can't tell you what those things will be, but I can tell you this: If you continue to fight, if you continue to reach out with other groups, I know-- I know-- that my three-year-old girl, my one-year-old girl, will be profoundly proud and grateful for what you and the Communications Workers of America will have done for them and for generations of Americans. And for many of them, they won't even know it. But you will have done that. Hard, but not hopeless.

If you stand with other progressive candidates in the same way that you have stood with me, I promise you that this will work out. My background: In high school I was a running back. I didn't gain a yard without the work of an offensive line. I had some great offensive lines in my high school days, and I have had some great offensive lines over the course of my career. But I promise you this: I have never, ever had a better offensive line than the Communications Workers of America and all of the folks that are gathered here together.

And in the future, if you go out and do what you are capable of doing, and you can get a running back to run for you who's just a little bit bigger and just a little bit faster, I guarantee you are going to have the success that you deserve.

Thank you for honoring me today. I am very grateful to be with you.

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

**PRESIDENT COHEN:** I know that Bill will continue to be our partner as we fight for change in Arkansas and across the country. I wanted him to be part of this opening. It's exactly as he put it: Hard, but not hopeless. We are not going to win all the time. It's not about rooting for our favorite team. It's about resetting what we do inside this union, inside every local, and then, as we will focus on much over the next four days, building the kind of coalitions that can mobilize the majority in this country and bring us the change we voted for in 2008.

There are many different examples of this. What does independent political action mean? Each local has to define it, what does independent political action mean. In New Jersey, independent political action means unifying progressive labor, civil rights, greens and community, while some Democrats there will support the right-wing governors and taxes on public services, pensions, and benefits, and jobs of our members. Independent political action.

Our strategy of independent political action also means we develop new allies. In addition to "One Nation" and the NAACP, we are working with the Sierra Club to bring one gigabit internet connections to rural towns and their schools, hospitals and libraries. Later today, we will here from the Chairman of the FCC, Julius Genachowski about this and other aspects of the national broadband plan. But if we don't organize with partners like the Sierra and others, that will be nothing but a plan. We need a combination of public and private sector investment so that our members can build and maintain and support the networks of the 21st century.

We are also working for sustainability in other ways-- supporting environmentalists and working for clean energy and green jobs. There's a resolution before you on green jobs and a sustainable economy. IUE-CWA led this initiative with their work on Green manufacturing from wind power to hybrid batteries, and then this year we expanded it with focus on rural broadband.

But most important, we are moving to build a strong coalition with all these partners and key elected officials to change the archaic Senate rules. This threat of a filibuster keeps blocking majority action on everything, even White House nominations. Our own Vice President, Bill Boarman, was nominated by President Obama months ago to be Public Printer, the head of the Government Printing Office. (Applause) And like so many nominees, one Republican Senator has thus far held up his confirmation.

A simple majority of the Senate next January-- that's all it takes-- can adopt democratic rules where, after reasonable debate, a majority can act on nominations and on legislation, including our priority issues. This is not a revolution. This is just basic fairness and democracy, and it is within reach. (Applause)

Some of our members and leaders may argue against this ambitious agenda. But with your leadership in every industry group, we can make it clear that if we are not ambitious, if we don't aim higher, our bargaining rights may not survive. Anyone tired of bargaining solely on defense should understand that either we move forward or we fall back. We need bold action and leadership to move forward. I am proud to work with Jeff, Annie, and this Executive Board, all determined to move forward. But it's your leadership that's the key.

Our representation of our members in bargaining and contract administration will always-- always be the backbone of our work. In addition, we will continue to support innovative training programs in media, telecom and manufacturing through CWA NETT, and new health and safety strategies such as the first safe patient handling lab led by health care locals in Upstate New York.

We will continue to develop stewards' army education in every industry that links that representation to the overall power of our movement. For example, this draft of "Telecommunications Leadership Training," available in our booth-- it's still a draft-- will be developed in various formats for districts and the telecom sector. Using Strategic Industry Funds, we will develop clear strategies for bargaining, organizing, and political action. These strategies may be somewhat different, recognizing the autonomy of our districts and national units, even when we share common employers.

And we get it. We would all prefer that these strategies were simpler as they were when most of us joined our union. We would all prefer that we all agreed on these strategies, including our bargaining strategies with a common employer. But the real truth is that the autonomy and democracy we prize in every local is also there in our districts and our sectors.

In times like these, there may be different bargaining strategies in different groups or bargaining units. And I realize that our bargaining with AT&T, in particular, that stress is very apparent, and the telecom vice presidents who work regularly with Executive Vice President Hill are well aware of it as well.

But I commit to you, to all of you, regardless of where you work or what employers you have in your locals, that we will all work harder to coordinate bargaining and mobilization that unifies us, even in these toughest of times. We will go the extra mile to make sure that, not only the executive vice president and telecom vice presidents communicate and work together, but that we will coordinate better between local leaders and bargaining teams in all industries and employers.

It's hard, but it's not hopeless. But we can't pretend that we all agree and have the same bargaining priorities if we don't. We can't pretend that one size must fit all, or even that we can all bargain at the same time, strike at the same time, settle at the same time. In the U.S. in the last 18 months, there have been no strikes of significant size. It's all tied into this seven percent bargaining rights, the lowest since 1900.

In Canada where collective bargaining is much stronger, our members and others have been more likely to strike, but even there it's grim. Canada's largest private sector union, our alliance partner, the United Steelworkers, recently ended a one-year strike at Vale's nickel mine in Sudbury, Northern Ontario. This was the largest, longest, and strongest strike in North America in recent years, and there was little change from the pre-strike offer.

We are not here to paint necessarily always a pretty picture. It's hard, but it's not hopeless. This union is not afraid to strike. We have a \$400 million strike fund. But workers in each situation size up the outcome and the tactics and act accordingly. And let me be clear, this union will strike when bargaining teams are convinced it's the best tactic and this Executive Board approves a strike. (Applause)

We will also use all available tactics to ensure the best agreements for as long as it takes. Our bargaining at Reuters News Service, in Connecticut at AT&T, throughout the airline industry, in New Jersey for public workers, or at NBC, all demonstrate that we will bargain and fight and work for as long as it takes and use the tactics that make sense to our leaders and our members.

Now, nothing we do would be possible without the incredible work of the CWA staff. Some of them are here today, and I would like them all to stand. CWA staff, stand up. The ones up here as well, stand up. (Applause)

Because of membership losses, there are fewer of them, and like the rest of us they have more to do than we can accomplish. But without their leadership, all of our goals would be out of reach and nothing but dreams. We need to appreciate all of them, and I particularly appreciate those who work with me every day. For me, you are everything.

So whether it's representation, organizing, or political action, all of us here need to reset, chart a positive direction, no matter how difficult our present situation may seem. It's hard but not hopeless. We create change by working together, developing a strategy, a plan, and executing it.

We then learn from our results. We reset and go at it again. We need to work on our unity. We need to work for change inside our union. We need to practice tolerance when we disagree, and we need to redirect our resources in these toughest of times. We need to work to build alliances and not expect them to be easy or automatic.

As in Arkansas, we need to hold elected officials accountable, not just work on elections, as we build an independent political movement that answers only to working families.

We need to build our union, as we have done, on all three sides of the CWA Triangle. All of this will be hard-- very hard-- but not hopeless. And we have done hard before. Let's keep our "Eye on the Prize" and hold on. Solidarity Forever. (Applause)

. . . Si Kahn and Elise Bryant recited the words to "Solidarity Forever," and the delegates arose and joined in the singing . . . (Applause)

**TEMPORARY CHAIR PERRY:** Thank you 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. Thank you (Applause)

. . . President Cohen assumed the Chair . . .

**PRESIDENT COHEN:** Again, I want to thank Si Kahn and Elise Bryant. Thank you, Si and Elise. (Applause)

All right. I would now like the Credentials Committee to come to the platform. Credentials Committee. While they are coming up-- hopefully-- there they are. Lots of hard work here.

Let me, while they are coming up, describe the use of the microphones for new delegates. Microphone 1 in, front of me, labeled "Motions" is for motions. It's directly connected to our Parliamentarians. They are seated right behind me. Will they stand as I call their names:

. . . As President Cohen introduced the Parliamentarians, the delegates acknowledged them with a single clap of recognition . . .

Richard Rosenblatt, Media Workers Sector, Denver, Colorado;  
Peter Mitchell, IUE-CWA General Counsel, Dayton, Ohio;  
Patricia Shea, Headquarters Counsel, Washington.

Okay. Good, you are getting into the one clap. You got it.

When you pick up the phone, you are to advise the Parliamentarians of the motion you wish to make so they can give you a preliminary parliamentary ruling. If your position is in order, the Chair will be advised and you will be recognized. Just to remind you, any motion is only in order during the report of the committee to which the motion is related. For example, resolutions can only be received during the Resolutions Committee report. They come up several times. Constitutional proposals only during the Constitution Committee report.



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

There is a microphone designated as the "Privilege" mike, No. 2, right behind No. 1. Use it to raise a point of order or raise a point of personal privilege. It is also connected to the Parliamentarians.

Microphone 3 is the "For" mike. Use it to be recognized to speak for a motion.

Microphone 4 is the "Against" mike, against any motion or issue.

At the back of the hall, the third one in line here is No. 5. It's for "Questions." Use that phone and mike to be recognized for the purpose of asking questions, obviously.

We rotate the mikes under our Rules. The maker of the motion may speak for their motion from Microphone No. 1. Under our Rules, there is a five-minute limit on any speech. The Chair will endeavor to tap the gavel lightly-- that's lightly, I guess-- at four minutes to indicate to you that you have one more minute, after which the microphone will be turned off.

The rotation, the movement, will be from the Motions mike or the platform to Microphone No. 4, and then to Microphone No. 3. The rotation also includes No. 5 for questions. You go to any of the mikes, swipe your badge, lift the phone, tell whoever answers it your name. You will be recognized in the order called for under our Rules. Start off with your name and local number, please, when you speak.

Let me introduce the people who will be answering your call from Microphones 3, 4, and 5. They are the ones who tell the Chair who to recognize. They are seated on my left and are:

. . . As they were introduced, the delegates acknowledged them with a single clap of recognition . . .

Steve M. Miller, CWA Rep District 1;  
Kristie Darling, CWA Rep District 4;  
Libby Sayre, Area Director, District 9;  
Sylvia Ramos, CWA Rep, District 6; and  
Marian Needham, TNG-CWA Sector Representative and Chair.

Then for the Five-Minute Rule, Laura Unger, Staff Rep, Communications & Technology; and Melissa Nelson, TNG-CWA Executive Secretary, Contracts Section.

During the course of our Convention, a verbatim record is kept. A complete set of the Proceedings will be e-mailed to you. You have 30 days to review the record and report any errors you wish to have corrected. To help us with who is to be recognized and be sure we follow procedures as provided in the Constitution, each day we have two delegates come from the floor. For that purpose today we have Cookie Cameron, Local 9412-- where's Cookie? I don't see her. Can somebody find her? Otherwise we will find another person.

How about Saad Bahktar, AFA-CWA Local 21007, United Local Council President. Is Saab here? Okay. Well, when they are here, we will have them wave.

Now I'm going to introduce the Credentials Committee:

. . . As the Committee was introduced, the members were acknowledged with a single clap of recognition . . .

Kathleen Forte, President, CWA Local 1023;  
Chuck Taylor, Executive Vice President, CWA Local 2202;  
Horace Skinner, President, CWA Local 3108;  
Pam Harper, Vice President, CWA Local 3218;  
Robert Wise, President, CWA Local 4302;  
Clinton Rodgers, Vice President, CWA Local 4603;  
John Kevin Kollmeyer, President, CWA Local 6313;  
Lisa Kermish, Vice President, CWA Local 9119;  
Sandie Swan, President, CWA Local 13571;  
Cheryl Bacon, Treasurer, NABET-CWA Local 59053;  
Darryl Sclater-- sorry, don't how to pronounce that properly-- President, TNG-CWA Local 37082;  
Evelyn Evans, President, IUE-CWA Local 81381.

I now recognize the Chair of the Credentials Committee, Marge Krueger. (Applause)

**DELEGATE MARGE KRUEGER (Chair, Credentials Committee):** I would like you to recognize the Co-Chair of the Credentials Committee, Don Rice, Staff Representative in District 1. Thank you.

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 1,304 delegates, alternates, and guests to the 72nd CWA Annual Convention.

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

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

Since our last convention, new locals have been added to our ranks. These are locals 7177, 27071, 27081, 9110, and 28031. Let us welcome these locals. (Applause)

We shall be reporting on credentials in the following categories: Category 1, those credentials properly executed and received on time; Category 2, credentials properly executed but late; Category 3, improperly executed; Category 4A, proxy credentials properly executed but late; Category 4B, proxy credentials improperly executed; Category 5, unusual circumstances.

Category 1: There are 1,043 credentials properly executed and on time. The Committee moves that these delegates be seated.

**PRESIDENT COHEN:** There is a motion on the floor.

. . . The motion was duly seconded . . .

**PRESIDENT COHEN:** All those in favor of the motion to seat the delegates raise your hand. Down hands. Opposed. They are seated.

**CHAIR KRUEGER:** There are no Category 2 credentials, there are no Category 3 credentials, there are no Category 4A or 4B credentials, and there are no Category 5 credentials.

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

badges, and handling other problems. Guests will continue to be registered immediately prior to and during each session for the remainder of the Convention.

Those delegates, other than Category 1, who have not been seated by action of this Convention, may present themselves to the Committee and obtain their proper badges. Other delegates who may have arrived late will also be served by the Committee shortly at the registration counters in the lobby.

Mr. President and delegates, this completes the Committee's report at this time. Thank you.

**PRESIDENT COHEN:** Can we all once more thank the Credentials Committee for their work, hours and hours of work, even though it sounds simple here. Thank you. (Applause)

I would now like the Resolutions and Rules Committee to come to the platform. You have the report of the Resolutions Committee. I just want to mention that, in this case, we may take resolutions out of order depending on who is with us and what we are doing at that time, as we have done in years past.

I will now introduce the Resolutions and Rules Committee:

. . . The delegates acknowledged them with a single clap of recognition . . .

Sheldon Neely, President, NABET-CWA Local 54046;  
James Marshall, Steward, TNG-CWA Local 31003;  
John C. Smith, Vice President, CWA Local 3204;  
Brenda Savoy, Secretary-Treasurer, CWA Local 2336;

And the Chair of the Committee is Art Gonzalez, President, Local 9511.

**DELEGATE ARTURO GONZALEZ (Local 9511, Chair, Resolutions & Rules Committee):**  
Would the delegates please turn to the Report of the Resolutions and Rules Committee.

The Resolutions and Rules Committee met in the City of Washington, DC, beginning on July 22, 2010, for the purposes of reviewing and considering permanent rules governing the conduct of CWA Conventions. This can be found in the CWA Constitution beginning on Page 23 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 Committee of the 72nd Annual Convention recommends no changes be made to the permanent rules.

I will read the resolution on the Hours of Convention, Rule VI, of the Permanent Rules Governing Conduct of CWA Conventions provides that "The hours of the Convention, recesses, and other arrangements related to the Convention shall be established by resolution or motion by each convention."

BE IT RESOLVED, that the regular session of the 72nd Annual CWA Convention shall be as follows: On Monday, July 26, 2010, the Convention shall be called to order at 9:00 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, July 27, 2010, the Convention shall reconvene at 8:30 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 Wednesday, July 28, 2010, the Joint Convention/LLP Conference shall reconvene at 8:00 a.m. The Convention/LLP Conference shall continue until all business has been concluded, but not later than

1:00 p.m.

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

. . . The motion was duly seconded . . .

**PRESIDENT COHEN:** Thank you, Mr. Chairman.

There is a motion before you; no delegates wanting to speak. All those in favor of the motion indicate by raising your hand. Down hands. Opposed. The motion is adopted. Thank you.

Thank you, Committee. They will be back.

I just want to mention that the reason for the 8:00 a.m. on Wednesday-- I heard a few groans-- we will hear then from the Speaker of the House, Nancy Pelosi. It's the only way we would have heard from her. She is critical for our entire agenda, as I'm sure you all realize. We're not trying to punish people who stay up late. (Laughter) Thanks.

I would now like the Constitution Committee to come to the platform. While they are taking their seats, the Platform Observers are here, Cookie and Saab, so welcome them. (Applause)

. . . As the members of the Constitution Committee were introduced, they were acknowledged with a traditional single clap of recognition . . .

Vickie Hurley, President, IUE-CWA Local 82161;  
Lupe Mercado, President, CWA Local 9421;  
Jane Phillips-Harrison, Vice President, CWA Local 4900;  
George Jackson, President, CWA Local 1084;  
James Gardler, President, CWA Local 13000, the Chair of the Committee.

Mr. Chairman.

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

**DELEGATE JAMES GARDLER (Local 13000, Chair):** The Constitution Committee met in the city of Washington, DC, beginning June 1, 2010, 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, provides 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 a 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 July 23, 2010, after the preliminary report was issued on June 3, 2010.

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.

After the Constitution Committee submitted its Preliminary Report, the Committee received changes to two of the proposed constitutional amendments. These changes in no way affect the intent of the originally proposed constitutional amendments.

As reported in the Constitution Committee's Preliminary Report, a proposal from the CWA Committee on Equity to change the name of the Committee on Equity to the Civil Rights Committee was received and the Constitution Committee recommended adoption of that proposal. Concerns have been raised that the newly proposed name change does not accurately reflect the work of the Committee. The Committee on Equity has proposed that the new name be the CWA National Committee on Civil Rights and Equity. The Constitution Committee views this as a friendly amendment. If this amendment were to be proposed from the floor of this Convention as a secondary amendment, it would still only require a majority vote. Therefore, the original proposal amendment as changed will be reported out with a recommendation that it be adopted.

In addition, it has come to the attention of the Executive Board and the Constitution Committee that one Constitutional provision addressing annual Conventions was inadvertently missed. As that provision, Article XI, Section 2(a), must be changed if the proposal on Biennial Conventions is passed and an amendment proposed from the floor of the Convention would only require a majority, the Committee will report that provision out as if it had not been inadvertently missed.

1. AMEND Article XVI - Committees - Section 1 - Regular Committees

(h) Women's Activities Committee to change name.

Article XVI - Committees

Section 1 - Regular Committees

(h) Women's Activities Committee **Women's Committee**

AMEND Article XVI - Regular Committees, Section 9 - Women's Activities Committee as follows:

Article XVI - Regular Committees

Section 9 - ~~Women's Activities Committee~~ **Women's Committee**

The ~~Women's Activities Committee~~ **Women's Committee** shall consist of one member from each District appointed by the President and approved by the Executive Board. The Committee shall meet at least once a year and prior to Convention to report to the Convention on its activities and make recommendations.

(Submitted by the members of the CWA Women's Committee)

The purpose of this amendment is to change the name of the committee to make it consistent with the committee name being used.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

**PRESIDENT COHEN:** Okay, you have the amendment before you. At the For mike-- we are having trouble reading this, unfortunately. At the For mike, Delegate Miller.

**DELEGATE ANGIE MILLER (Local 4108):** Sisters and brothers, the CWA National Women's Committee rises in support of the resolution for a name change for the CWA Women's Activities Committee to the CWA National Women's Committee. I am sure most of you did not even realize our

official name was the CWA Women's Activities Committee, and to tell you the truth, neither did we.

We are about a movement, not about an activity. The name change more directly reflects the focus and direction of the committee, and we ask for your support. (Applause)

**PRESIDENT COHEN:** Thank you. The amendment is before you. No other delegates wishing to speak. All those in favor of the amendment, please indicate by raising your hand. Down hands. Opposed. It's adopted. (Applause)

Before we go to the next amendment, there is a delegate at the Privilege mike, Delegate Bishop, wishing to speak. At the Privilege mike.

**DELEGATE KENNETH BISHOP (Local 1058):** Most of you received this flyer this morning. It was handed out to you. Now, I have made it very clear in Las Vegas and Chattanooga at the District 9 meeting that I support the proposition we did on the yellow flyer that you received. Nobody asked for my name to be put on here. Nobody puts my name on anything without my approval. (Applause)

**PRESIDENT COHEN:** Thanks, Ken.

**DELEGATE BISHOP:** I expected when I came here to have an open and honest conversation and not distortion of the facts, and I will not be a pawn to anybody in this hall. Thank you. (Applause)

**PRESIDENT COHEN:** Thank you.

I recognize the committee.

**COMMITTEE MEMBER:** 2. AMEND Article XVI - Committees - Section 1 - Regular Committees (g) Committee on Equity to change name.

Article XVI - Committees

Section 1 - Regular Committees

(g) ~~Committee on Equity~~ CWA National Committee on Civil Rights and Equity

AMEND Article XVI - Committees, Section 8 - Committee on Equity as follows:

Article XVI - Committees

Section 8 - ~~Committee on Equity~~ CWA National Committee on Civil Rights and Equity

The ~~Committee on Equity~~ **CWA National Committee on Civil Rights and Equity** shall consist of one member from each CWA District appointed by the President and approved by the Executive Board. The Committee shall meet at least once a year and prior to Convention to report to the Convention on its activities and make recommendations.

(Submitted by the members of the CWA Committee on Equity)

The purpose of this amendment is to change the name of the CWA Committee on Equity to the CWA National Committee on Civil Rights and Equity. The Committee on Equity believes that the change more clearly defines their mission and encompasses and embraces the spirit of the national dialogue surrounding unity, civil rights and human rights.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

**PRESIDENT COHEN:** Microphone 3, Delegate Hilton.

**DELEGATE LORIE HILTON (Local 1180):** Mr. President: As Chair of the CWA National Committee on Equity, I rise on behalf of our committee in support of our CWA brother and sisters across the country but, in particular, in unity of our brothers and sisters in the CWA Minority Caucus to support the constitutional name change. We look forward to a renewed effort with every member, officer, and diversity supporter in our great union to help guarantee equity and increase civil rights protection for CWA and all members. (Applause)

**PRESIDENT COHEN:** With no other delegate wishing the floor, the question is called. We are voting on the amendment now. All those in favor of the amendment, please indicate by raising your hand. Down hands. Opposed. The amendment is adopted.

**COMMITTEE MEMBER:** 3. AMEND Article IX - Executive Board - to delete the Communications & Technologies Vice President, to delete the Telecommunications Vice President and add the Telecom & Technology Vice President.

Article IX - Executive Board

Section 1

(d) The Vice Presidents (District; ~~Communications & Technologies; Telecommunications;~~ **Telecom and Technology**; Public, Health Care and Education Workers; Printing, Publishing and Media Workers Sector; TNG-CWA Sector; NABET-CWA Sector; IUE-CWA Division, and AFA-CWA Sector).

AMEND Article XII - Officers and Their Duties - to provide for the merger of the offices of Communications and Technologies Vice President and Telecommunications Vice President.

Article XII - Officers and Their Duties

Section 4 - Vice Presidents - District; ~~Communications and Technologies Telecommunications~~ **Telecom and Technology**; Public, Health Care and Education Workers and CWA Sectors.

Section 5 - Vice Presidents - District, ~~Communications & Technologies and Telecommunications~~ **Telecom & Technology**

Section 6 - ~~Telecommunications~~ **Telecom and Technology** Vice President

Beginning with the 1986 Annual Convention, there shall be elected a Telecommunications Vice President ~~f~~**For** those bargaining units of Telecommunications employees other than AT&T, Bell Regional Holding Companies **Verizon, Qwest** and their subsidiaries and affiliates. The Telecommunications Vice President **Telecom & Technology Vice Presidents** shall be responsible, under the direction of the Executive Board for coordinating matters of common concern and interest with respect to contracts, wages, hours of employment and other working conditions within the units.

The ~~Telecommunications~~ **Telecom & Technology** Vice President shall be responsible for bargaining in those bargaining units which are system-wide or national in scope as determined by the Executive Board.

AMEND Article XV - Elections - to create the Telecom & Technology Vice President.

Section 2 - Vice Presidents

(a) District Vice Presidents shall be elected by a secret ballot, after nominations from the floor, at a meeting of delegates from the District. **Beginning with the 2011 Convention, there shall be elected a Telecom & Technology Vice President for AT&T Legacy T, Alcatel-Lucent, OFS and those bargaining units of telecommunications employees other than AT&T, Verizon, Qwest and their subsidiaries and affiliates.** The ~~Communications and Technologies Vice President, the Telecommunications~~ **Telecom and Technology** Vice President and the Public, Health Care and Education Workers Vice President shall be elected by secret ballot, after nominations from the floor at meetings of delegates representing members of AT&T **Legacy T, Avaya, Alcatel-Lucent, OFS and affected telecommunications** bargaining units ~~affected telecommunications bargaining units,~~ and Public, Health Care and Education Workers units respectively.

AMEND Article XXI - Recall Petition Against Persons Holding Elective Office in the Union - to delete the reference to the Communications and Technologies and Telecommunications Vice President and add the Telecom & Technology Vice President.

Article XXI - Recall Petition Against Persons Holding Elective Office in the Union:

Section 1 - Petition for Recall of Union Officers and Executive Board Members

(3) May be preferred against a Vice President of a District by twenty percent (20%) of the Locals representing twenty percent (20%) of the membership within the District, and may be preferred against the ~~Communications and Technologies Vice President; Telecommunications~~ **Telecom and Technology** Vice President; Public; Health Care and Education Workers Vice President; Printing, Publishing and Media Workers Sector Vice President; the TNG-CWA Sector Vice President; the NABET-CWA Sector Vice President; the IUE-CWA Division Vice President; the AFA-CWA Sector Vice President; and the Director of CWA-SCA Canada by twenty percent (20%) of the Locals representing twenty percent (20%) of the membership of the units the affected Vice President or the Director of CWA-SCA Canada represents;

AMEND Article - XXII - Referendum and Recall, Section 7

(b) The ~~Communications and Technologies Vice President and Telecommunications~~ **Telecom and Technology** Vice President may be recalled by Delegates at an International Convention, who represent the membership of their respective bargaining units, by a two-thirds (2/3) vote of those voting on the question or by a referendum among the members of the Union in the units the ~~affected~~ Vice President represents, if two-thirds (2/3) of the votes cast in such referendum favor recall.

(Submitted by the CWA Executive Board)

The Committee discussed this proposal with Vice Presidents Maly and Gurganus, and both Vice Presidents support these amendments and the combining of offices. The C&T and Telecommunications offices have been sharing staff, office space and holding joint annual meetings for several years.

The Committee also reviewed the declining membership in the C&T and Telecommunications units. C&T has gone from 65,854 members in 2000 to 10,016 as of January 2010. Telecommunications has gone from 44,078 in 2000 to its current level of 7,969 as of January 2010. The Committee believes this combination is necessary and that the integration steps already taken will allow for a smooth transition for the membership.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

**PRESIDENT COHEN:** Thank you.

At the Motions mike, Delegate Blackburn.



**DELEGATE DAVID BLACKBURN (Local 7050):** I move to postpone action on the Constitution Committee's report on Amendment III until the end of the report.

**PRESIDENT COHEN:** Okay. That motion is debatable. It requires a two-thirds vote, and the maker of the motion can now speak to it.

**DELEGATE BLACKBURN:** Thank you. I am in support of the--

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

**PRESIDENT COHEN:** Excuse me. Is there a second? I see a second.

**DELEGATE BLACKBURN:** I am in support of the Constitution Committee's report, but I believe there are issues that need to be discussed around Amendment VI that would affect the implementation of the Amendment III. I would like to be able to have dialogue around that, and by postponing action on this, that would allow us to do that without muddying the waters, if you will. That is my position on this right now. And I have a hard copy for you.

**PRESIDENT COHEN:** Great, thank you. Microphone number-- wait a minute. I don't have the names here. Excuse me one minute-- Microphone 4, I don't have the names.

The delegates at Microphone 4, which is the Against mike, no one has-- okay. We are going in order, as you all know.

At Microphone No. 4, Delegate Schulte. This is a debatable motion. We are debating the motion to postpone.

**DELEGATE MICHAEL A. SCHULTE (Local 4008):** I rise to oppose the motion to postpone this vote. Our Constitution Committee has worked very hard, and they have made a very good recommendation to us as delegates. I simply rise to say that we need to honor their recommendation and that we vote on this proposal. Thank you. (Applause)

**PRESIDENT COHEN:** At Microphone 3, Delegate Santora.

**DELEGATE T SANTORA (Local 9000):** I want to support the motion for two reasons. One is, I believe in this union and I believe we came here to get a true understanding of the intent of one another. In order to do that, we really need to have a full and open debate about the differences between recommendation No. 3 and No. 6. We are not asking anybody to take a position. We are just asking people to give it a chance. Let's talk to one another, vote intelligently based on those facts, and then move on in unity together. Thank you. (Applause)

**PRESIDENT COHEN:** At Microphone 4, no one has picked up the phone. No one wishes to speak. We are rotating it, folks. We will get used to this. We will wait. This is only on the procedural question so, please, speakers only on the procedural question.

At Microphone 4, Delegate Lane.

**DELEGATE CHRISTOPHER LANE (Local 2201):** I stand before you in opposition to postponing this vote. As the delegate before me stated, the Constitution Committee has put a lot of time and energy into this amendment, and I think no one is better than Districts 2 and 13 to decide whether this merger makes sense to the actual elected delegates. So brothers and sisters, once again, I stand before you to oppose postponing this vote.

Our CWA union needs to move forward. Vice Presidents Mooney and Collins have taken the initiative and shown the leadership to make this move happen, and we need to stand beside the Constitution Committee. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 3, for postponing consideration of Amendment III, Delegate Pike. Turn the microphone on, please. Go ahead.

**DELEGATE MELISSA PIKE (Local 3204):** While I do agree with portions of the Constitution Committee's report, I do agree with T Santora that we do need to further discuss this. We also need to do this in an environment that isn't as cost-prohibitive to our locals as Washington, DC, the most expensive city to have a convention in. (Applause)

**PRESIDENT COHEN:** That's a different issue. Delegate, that's a different issue. That comment is out of order about Washington. You can make it later. We are only on postponing this motion. You have the floor, though. Anything else on postponing the motion?

**DELEGATE PIKE:** We do want to postpone this motion, because we do believe it deserves more time and a better environment. That is in order.

**PRESIDENT COHEN:** Yes. Thank you, Melissa.

**DELEGATE PIKE:** Thank you.

**PRESIDENT COHEN:** All right. At Microphone 4, Delegate Trainor.

**DELEGATE JAMES TRAINOR (Local 1101):** Brothers and sisters, I rise up against the motion to postpone the vote on Amendment III. The business of this Convention is important. The order in which this business is conducted is important. No tricks. Let's stick to the agenda. There will be time for debate later. Let's vote on Amendment No. 3 now and have the debate on No. 6 later. Thank you. (Applause)

**PRESIDENT COHEN:** Local number, please. Delegate Trainor, could you state your local number? The last delegate, Trainor, could you please state your local number. All delegates, when you are recognized, please state your name and local number for the record. I happen to know it, but you are supposed to do it.

**DELEGATE TRAINOR:** Jim Trainor, Local 1101, New York.

**PRESIDENT COHEN:** Thank you. All right. Now they're happy over there.

We are back to the motions Mike 1, Delegate Davis.

**DELEGATE MICHAEL DAVIS (Local 13000):** I call the question.

**PRESIDENT COHEN:** Okay. A motion to call the question is not debatable. A motion has been made to call the question. This is the question on postponing debate. First we call the question, and then we vote on postponing debate. Okay, you got it?

On the motion to call the question, all those in favor, please indicate by raising your hands. Down hands. Opposed. Okay. Debate is closed.

Now we are voting on the motion. Again, this motion requires a two-thirds vote. This is a motion to postpone debate and consideration on Amendment 3. So, all those in favor of that motion to postpone debate indicate by raising your hands. Down hands. Opposed by a like sign. The motion is defeated. (Applause)

Now we are to Amendment 3, so delegates wishing to speak, please line up at the For and Against mike to speak on Amendment 3. I recognize at Microphone 3, Delegate Hunt.

**DELEGATE RICHARD HUNT (Local 13500):** Brothers and sisters, I rise before you today in support of Constitutional Amendment No. 3 regarding the merger between the Telecom and the C&T, Communications and Technology offices. For about 35 years or more, the C&T office has represented our members well, from bargaining to contract interpretation grievances, and the C&T has grown with its responsibilities. Now in my opinion, they have represented us very well.

Brothers and sisters, our struggles are the same regardless of the company we work for and, even though the C&T and Telecom offices are taking on more companies every day, they continue to do so with more and more limited resources. By combining these two offices, the combined resources will position that newly-formed office to better represent our members going forward.

For the past two years, the Administrative Director and the support staff for both offices have already been doing a great job working together. I am confident that this merger is just the next logical step. It's what makes sense. This is what should happen, and I believe this is what we should do.

So, to quote a resolution, the Verizon resolution that we are going to talk about later, "tear down that wall." Thank you. (Applause)

**PRESIDENT COHEN:** Okay. We will stay at Microphone No. 3. There is no one at No. 4. Microphone No. 3, Delegate Saether.

**DELEGATE KENNETH SAETHER (Local 7906):** Brothers and sisters, I rise in support of this Constitutional amendment. Just a few years ago when we were here, this delegation voted on Resolution 1, and this is exactly what we asked for. So I think it's time that we finish the work we started in that portion of Ready for the Future.

Everyone knows that our density is declining. The Telecommunications Sector has gone from approximately 22,000 to 11,000 and C&T has gone from approximately 40,000 to just over 9,000. This makes economic sense, common sense. It's fiscal responsibility.

Both of these current Vice Presidents are supportive of this. They have both done a great job. We appreciate everything they have done, and I urge you to support this Constitutional amendment. Thank you very much. (Applause)

**PRESIDENT COHEN:** Thank you, Delegate.

No other delegates wishing to speak, Amendment 3 is before us. All those in favor of Amendment 3, please indicate by raising your hand. Down hands. Opposed. It is adopted. (Applause)

**COMMITTEE MEMBER:** 4. AMEND Article VII, Governing Authority - to address Biennial Conventions and Local President's Meetings.

Article VII - Governing Authority

Section 1

(b) By the Executive Board exercising the authority of the Convention between **Biennial** Conventions, in accordance with the Constitution and the mandates of the Convention, subject to the right of appeal to the Convention, the referendum and the recall. **As provided more fully in Article IX, Section 7, commencing immediately after the 2011 CWA Convention, all appeals pending in non-Convention years may be heard and resolved by delegates to a Local President's meeting to be**

**called by CWA Secretary-Treasurer.** Except as provided in Article XIII, Section 6, the decisions of the Executive Board must be complied with before the right to appeal can be exercised and such decisions shall remain in effect until reversed or modified;

(c) By the President as the principal executive officer of the Union, who shall have the authority to carry out the policies of the Union in accordance with the Constitution and the mandates of the Convention and the Executive Board, subject to the right of appeal to the Convention, the referendum and the recall; **As provided more fully in Article IX, Section 7, commencing immediately after the 2011 CWA Convention, all appeals pending in non-Convention years may be heard and resolved by delegates to a Local President's meeting to be called by CWA Secretary-Treasurer.**

AMEND Article VIII - Conventions, Section 1, 3, and 6 - to provide for Biennial Conventions.

Article VIII - Conventions

Section 1- **Biennial** Annual Conventions

**Beginning in 2011** The Union shall meet in **Biennial** Annual Conventions at a place selected by the Executive Board or the Secretary-Treasurer when authorized by the Executive Board to do so.

Article VIII - Conventions

Section 3 - Convention Call

(a) **Biennial** Annual Convention

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

Article VIII - Conventions

Section 6 - Certification of Delegates

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

Article IX - Executive Board

Section 2

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

Section 4

The Executive Board shall have the authority to:

(c) Terminate the service of full-time representatives other than elected representatives of the Union. Such persons dismissed shall have the right to be heard by the Executive Board and a final appeal to the Convention; **As provided more fully in Article IX, Section 7, commencing immediately**

**after the 2011 CWA Convention all appeals pending in non-Convention years may be heard and resolved by delegates to a Local President's Meeting.**

(l) The Executive Board may order the repeal of any Bylaw or Rule of a Local inconsistent with this Constitution. The affected Local may appeal to the Convention. However, the order of the Executive Board shall be effective pending such appeal. **As provided more fully in Article IX, Section 7, commencing immediately after the 2011 CWA Convention, all appeals pending in non-Convention years may be heard and resolved by delegates to a Local President's Meeting.**

#### Section 6

The Executive Board shall have authority to provide for the affiliation of any labor organization with such rights and privileges and under such terms and conditions as may be acceptable to the Executive Board, subject to the right of appeal to the Convention. The rights, privileges, terms and conditions of affiliation shall not be required to be uniform for such affiliated labor organizations. **As provided more fully in Article IX, Section 7, commencing immediately after the 2011 CWA Convention all appeals pending in non-Convention years may be heard and resolved by delegates to a Local President's Meeting.**

#### Section 7 - Appeal Procedure

(a) The Executive Board of the Union shall establish reasonable appeal procedures within the structure of the Union to review complaints of members which allege violation of the Constitution, Local Bylaws or the rights and privileges of members.

**(b) Commencing immediately after the 2011 Convention an appeals arising in a non-Convention year may be heard and resolved by delegates to a Local President's Meeting. The CWA Secretary Treasurer shall provide 90 days' advance notice to Local Presidents. Appeals arising during a Convention year will continue to be heard and resolved by the Convention in accordance with the provisions of the CWA Constitution, the CWA Internal Appeals Procedures and past practice.**

**(c) The meeting of Local Presidents to be held in non-Convention years to hear and resolve any pending appeals shall be attended by the President of each CWA Local in good standing and/or their designee. The President and/or his designee shall carry the same per capita voting strength as was certified for the Local at the prior year's Convention, calculated in accordance with the provisions of Article VIII.**

**(d) Each Local delegate to the President's Meeting shall have one vote. A roll call vote of the President's meeting may be had upon the request of twenty percent 20% of the delegates. Voting by roll call shall be per capita vote with each delegate casting the number of votes approved for the Local by the preceding Convention.**

**(e) At the option of the appellant, final resolution of any appeal involving matters of internal CWA governance may be deferred until the next CWA Biennial Convention. Any appellant wishing to exercise such option shall notify the CWA Secretary-Treasurer of such intent in writing no later than 30 days before the non-Convention year Local Presidents' meeting.**

#### Article XI - Districts and the Canadian Region

#### Section 2

a) Delegates representing the locals within each District shall meet at least once every ~~three~~ **four** years in conjunction with the Union Convention for the purpose of electing a Vice President.

AMEND Article XIII - Locals - to provide for an appeal to the President's Meeting in non-Convention years for jurisdictional disputes, charter revocation appeals; and temporary administration appeals.

#### Article XIII - Locals

##### Section 4 - Jurisdiction Disputes

(a) 2. If the Locals will not agree to an election, the dispute shall be referred to an independent referee appointed by the Executive Board and approved by the Convention. The decision of the referee may be appealed to the CWA Convention within thirty days of receipt of the referee's decision. **As provided more fully in Article IX, Section 7, commencing immediately after the 2011 CWA Convention, all appeals pending in non-Convention years may be heard and resolved by delegates to a Local President's Meeting.** Such appeals shall be presented to the Convention **or President's Meeting** by the ~~Convention~~ Appeals Committee. The only responsibility of the Appeals Committee shall be to convey the decision and opinion to the Convention **or President's Meeting** without making any recommendation.

##### Section 7 - Appeal of Revocation

(a) A Local may appeal the findings of the Executive Board to the next Convention by giving written notice to the Secretary-Treasurer of the Union within thirty (30) days after the publication of the findings of the Executive Board of the Union. No findings shall become effective pending the disposition of the appeal. **As provided more fully in Article IX, Section 7, commencing immediately after the 2011 CWA Convention, all appeals pending in non-Convention years may be heard and resolved by delegates to a Local President's Meeting.**

(b) A two-thirds (2/3) vote of the Convention **and/or of the delegates voting on appeals at a Local President's Meeting to be held in non-Convention years, as provided in Article IX, Section 7,** shall be required to sustain the finding of the Executive Board in the event such finding is appealed.

##### Section 8 - Temporary Administration

(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.

In the event the Local or its Officers shall object to the appointment of a temporary administrator, the President shall give notice in writing to the Local of the reasons which were the basis for the appointment of the temporary administrator; shall appoint a member of the Executive Board to hold a hearing for the purpose of determining the reasons for and the objections of the Local or its Officers to the appointment of a temporary administrator. The Local shall be entitled to reasonable notice of the time and place of the hearing which shall not be less than ten (10) days. The Local or its Officers may be represented by Counsel. At the conclusion of the hearing, the member of the Executive Board holding the hearing shall make a report with recommendations to the Executive Board which shall affirm, reverse or modify the appointment of the temporary administrator. The decision of the Executive Board may be appealed to the next Union Convention. **After the 2011 CWA Convention, as provided more fully in Article IX, Section 7, all appeals pending in non-Convention years may be heard and resolved by delegates to a Local President's Meeting.**

##### Section 9 - Authority, Duties and Obligations of Locals.

(d) To adopt Bylaws and Rules not inconsistent with this Constitution and to repeal, amend, or modify such Rules and Bylaws as may be inconsistent therewith, voluntarily, or at the direction of the

Executive Board of the Union, subject to the right of appeal to the Convention; **As provided more fully in Article IX, Section 7, commencing immediately after the 2011 CWA Convention, all appeals pending in non-Convention years may be heard and resolved by delegates to a Local President's Meeting.**

AMEND Article XV - Elections - to provide for four-year terms of office for National Officers and to delete outdated language.

#### Article XV - Elections

##### Section 1 - Union Officers

The President, Executive Vice President and Secretary-Treasurer of the Union shall be elected separately by secret ballot of the delegates to the Convention following nominations made from the floor of the Convention. Beginning with the election of ~~1996~~ **2011**, the term of office shall be ~~three~~ **four** years or until their successors have been duly elected and qualified, except for the term of office of an Executive Vice President added by the Convention during a non-election year, such term of office shall expire at the same time as the terms of office of the other officers. ~~For the 1992 Convention the Officers' term shall be extended for one year to the regular elections held at the 1996 Convention.~~

##### Section 2 - Vice Presidents

(c) Beginning with the election of 2008, each At-Large Diversity Executive Board Member shall be elected by secret ballot of the delegates to the Convention following nominations made from the floor of the Convention. Beginning with the elections held in ~~2008~~ **2011**, the term of office for At-Large Diversity Executive Board Members shall be ~~three~~ **four** years. No candidate shall be permitted to run for more than one of the four At-Large Diversity Executive Board seats. A candidate for an At-Large Diversity Executive Board seat must hold their membership within the region represented by that seat.

(d) **Beginning in 2011**, ~~the~~ term of office of Vice President shall be ~~three~~ **four** years ~~as of 1996~~ or until their successors have been duly elected and qualified, ~~except for the election of 1992 which shall be extended one year to the regular elections at the 1996 Convention~~

##### Section 6 - Canadian Region Elections

Elections for the post of Director and Deputy Director of CWA-SCA Canada shall be held in full conformity with the requirements of law and the CWA Constitution, as provided in the CWA-SCA Canada Bylaws. The Director and Deputy Director of CWA-SCA Canada shall be elected for ~~three~~ **four**-year terms in the same cycle as the CWA Executive Board.

AMEND Article XVI - Committees - to provide for revised duties for the Finance Committee, the Committee on Equity and the Women's Activities Committee.

#### Article XVI - Committees

##### Section 7 - Finance Committee

The Finance Committee shall consist of five members, the Secretary-Treasurer of the Union and four members appointed by the President and approved by the Executive Board. The Secretary-Treasurer shall be the only member of this Committee who is a full-time employee of the Union or a member of the Executive Board and the Secretary-Treasurer shall not serve as Chair of the Committee.

The Committee shall meet prior to the assembling of the regular Convention at the call of its Chair and review the financial operations of the Union for the **preceding** year, ~~preceding the regular~~

Convention including the audits of the books of the Secretary-Treasurer.

The Committee shall make a report of its findings to the Convention and make recommendations to the Convention including a budget for the succeeding year's operations.

**The Committee shall meet in non-Convention years and review the financial operations of the Union for the preceding year, including the audits of the books of the Secretary-Treasurer. The Committee shall make a report of its findings and make recommendations which will be distributed to the locals by the Secretary-Treasurer of the Union.**

#### Section 8 - Committee on Equity

The Committee on Equity shall consist of one member from each CWA District appointed by the President and approved by the Executive Board. **In Convention years, the** The Committee shall meet at least once a year and **also** prior to Convention to report to the Convention on its activities and make recommendations. **In non-Convention years, the Committee will meet once and prepare a report on its activities and make recommendations which will be distributed to the locals by the President of the Union.**

#### Section 9 - Women's Activities Committee

The Women's Activities Committee shall consist of one member from each District appointed by the President and approved by the Executive Board. **In Convention years, the** The Committee shall meet at least once a year and **also** prior to Convention to report to the Convention on its activities and make recommendations. **In non-Convention years, the Committee will meet once and prepare a report on its activities and make recommendations which will be distributed to the locals by the President of the Union.**

AMEND Article XVII - Collective Bargaining - to provide for an appeal to the selection of Bargaining Committee in non-Convention years.

#### Article XVII - Collective Bargaining

##### Section 3 - Bargaining Committees

(b) All methods used to select Bargaining Committees shall assure fair representation for all segments of the bargaining unit. Disputes over the method used shall be resolved by the Executive Board, subject to appeal to the Convention, with the decision of the Board standing pending final appeal. **As provided more fully in Article IX, Section 7, commencing immediately after the 2011 CWA Convention, all appeals pending in non-Convention years may be heard and resolved by delegates to a Local President's Meeting.**

AMEND Article XX - Trials and Appeals - General Membership and Officers of Locals - to provide for a longer and staggered term for National Trial Panel Members and provide for appeals to the President's Meetings in non-Convention years.

#### Article XX - Trials and Appeals - General Membership and Officers of Locals

##### Section 3 - Trials

(b) Trials conducted by courts selected by the Executive Board of the Union must conform with the following minimum standards:



(1) An unbiased court composed of three persons, who shall be members of the Union not employed by the International Union as Staff personnel and not parties to the proceeding, shall be selected by the Executive Board from a Trial Panel composed of one elected member from each of the geographical Districts by secret ballot, after nominations from the floor at the meeting of the delegates from the District in conjunction with the Union Convention. Beginning with the elections held in 1974-**2013**, members of the Trial Panel shall serve for ~~three~~ **four** years or until their successors are elected and qualified, **except that in the election in 2013, the members of the Trial Panel from Districts 1, 3, 4 and 7 will be elected for two-year terms. Thereafter, the elections of Trial Panel Members shall be staggered.** The court shall be bound to render a decision and impose a penalty, if the accused be found guilty, without bias or prejudice, based on all of the evidence presented. In the case of trials based on offenses specified in Article XIX, Section 2, a report shall be placed in the Union's official publication with the name of the accused and decision of the court and the names of the Trial Panel;

#### Section 4 - Appeals

(a) A member or officer of a Local upon being found guilty by a Local court may appeal as provided in this Section:

(4) Have the right to appeal from the decision of the Executive Board of the Union to the next Convention by giving a notice of appeal in writing within thirty (30) days after the decision to the Secretary-Treasurer of the Union. If the Executive Board has failed to render a decision within thirty (30) days preceding the Convention, the accused may appeal directly to the Convention which may affirm or reverse the decision or reduce the penalty. **As provided more fully in Article IX, Section 7, commencing immediately after the 2011 CWA Convention, all appeals pending in non-Convention years may be heard and resolved by delegates to a Local President's Meeting.**

(b) A member or officer of a Local upon being found guilty by a court selected by the Executive Board of the Union shall have the right to appeal as provided in this Section:

(2) Have the right to appeal from the decision of the Executive Board of the Union to the next Convention by giving notice of appeal in writing to the Secretary-Treasurer of the Union within thirty (30) days after the decision. **As provided more fully in Article IX, Section 7, commencing immediately after the 2011 CWA Convention, all appeals pending in non-Convention years may be heard and resolved by delegates to a Local President's Meeting.** If the Executive Board has failed to render a decision within thirty (30) days preceding the Convention, the accused may appeal directly to the Convention which may affirm or reverse the decision or reduce the penalty.  
(Submitted by the CWA Executive Board)

The purpose of this amendment is to move to a Biennial Convention schedule in 2011.

There have been discussions in the past to move to a Biennial Convention. In 2009, CWA experienced the largest membership loss in our history. CWA remains one of the few Unions to hold annual Conventions. The Committee believes that this is the time to move to Biennial Conventions with the corresponding annual savings of \$1.3 million for the National Union and \$4.7 million for the Locals.

The Executive Board has structured a plan to ensure that every side of the CWA Triangle will still function with meetings in non-Convention years for the Presidents/or Designee to handle appeals as well as meetings for the following committees: Finance Committee, Defense Fund Oversight Committee, National Women's Committee and the National Equity Committee. This will continue the communications within the leadership of the Union and provide the information and oversight with regard to the various committees and finances.

This proposed amendment will not negatively impact appellants and will continue to provide an annual hearing of appeals by delegates.

Suggestions were received from Local leaders to have a four-year, instead of a two-year, term for the National Union Officers and Executive Board members and the proposal includes this change.

The Committee believes that the Executive Board took great time and effort to address the concerns of the Locals before presenting this amendment.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

**PRESIDENT COHEN:** Thank you.

Okay, just to give everyone a heads up, there are several motions related to the amendment. So first, on Microphone 1, Delegate Pike.

**DELEGATE MELISSA PIKE (Local 3204):** I move to postpone the vote on Amendment IV to the 73rd CWA Convention in Las Vegas.

**PRESIDENT COHEN:** That motion is in order. It's debatable, and it requires a two-thirds vote.

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

**DELEGATE PIKE:** May I speak on it?

**PRESIDENT COHEN:** You may. There was a second. I take the second as the clap. That's fine.

**DELEGATE PIKE:** I know of several locals who did not send a full delegation to this conference or sent a proxy because of the cost prohibitive nature of Washington, D.C. I think if we are a truly democratic union, it's disingenuous to not allow the full complement of these locals to be here to vote on such an important amendment. (Applause)

**PRESIDENT COHEN:** Thank you.

So this is a motion to postpone. It is debatable. It requires a two-thirds vote. Speakers on the motion, we would start with Microphone 4, against the motion to postpone. Delegate Garry.

**DELEGATE MICHAEL GARRY (Local 1126):** Brothers and sisters, these amendments have been presented according to our Constitution. Voting on Amendment No. 4 should not be postponed. It should be debated now. (Applause) We are at our core a democratic union, and I believe the most democratic union in the labor movement. I have no doubt-- no doubt-- that our democratic process will allow us to fully and vigorously debate the merits of this amendment.

Brothers and sisters, the future that we are ready for is here. It's here right now, okay, today. It's staring us in the face. We need action, proud and spirited, but most importantly, democratic action, okay; action by everyone of you today to make the hard choices that are going to preserve our union now and protect our membership. This amendment is part of that action. It's why I urge you to vote against the motion to postpone.

Brothers and sisters, our future is now. Let's make it a reality. Thank you. (Applause and cheers)

**PRESIDENT COHEN:** No other delegates wishing to speak. The motion to postpone debate on this amendment, Amendment 4, is before us. All those in favor of postponing debate for one year on this amendment, please indicate by raising your hand. Down hands. All those against. The motion is defeated.

Okay. We have another motion against. These are motions regarding Amendment 4. In this case, I recognize at Microphone 1, Delegate Wilson.

**DELEGATE ERIC WILSON (Local 6215):** I want to make an amendment to Article VIII, Section 1, and add the following language to line 245 of page 7 of the Constitution report after the word "so." I will read that whole section. "Biennial Conventions - Beginning in 2011, the union shall meet in Biennial Conventions at a place selected by the Executive Board or the Secretary-Treasurer when authorized by the Executive Board to do so."

After that I would like to add "and that all savings realized by the National Union by meeting in Biennial Conventions instead of Annual Conventions be remitted to the Locals in the month of July that the union does not meet in the Convention."

. . . Applause and cheers and cries of "Second". . .

**DELEGATE WILSON:** You want me to speak on it?

**PRESIDENT COHEN:** You may speak on it, yes.

**DELEGATE WILSON:** The National Union says there will be an annual savings of \$1.3 million. This should be given back to the Locals so the Locals can get money, because the decisions that y'all are making-- y'all are able to do National Unions with the SIF Fund, but the bill to the locals is where the money is going away.

We have surpluses, people are getting fired, attrition. The jobs that had nice wages are now going to lower wage earners. (Applause and cheers) So I still have the same membership, but my budget is going down. So because of the decisions that we make here annually to keep people responsible and have accountability for what they are doing, y'all want it to be done biennial. I am going to tell you right now, I am totally against biennial. I want it annually, keep people--

**PRESIDENT COHEN:** Speak on the motion, Delegate.

**DELEGATE WILSON:** The motion is that the Locals should get the money that is saved on the off-year of this biennial. That's my motion. (Applause and cheers)

**PRESIDENT COHEN:** Microphone No. 4, Delegate Cheliotas.

**DELEGATE ARTHUR CHELIOTES (Local 1180):** If you read further, with regard to the savings that the National would make, there is also substantial savings that the Locals would make by not having to go to Biennial Conventions. Those savings are substantially more than what the National would save.

Now, we have all experienced limited resources available to us through our districts because of the crisis going on in our National Union, and emotionally we always want more money. But the fact remains that we have a responsibility to make sure that our national organization is viable and can continue to provide the services necessary to our locals. That doesn't happen out of thin air. (Applause) It requires resources to do it.

Now, I have got some issues with the Executive Board on allocation of resources, but I don't think the savings at the Convention is the place for us to be talking about it, and we should be careful about what we do; be careful of what you ask for. You might wind up hurting yourself a lot more than you help yourself. So keep that in mind when you consider this amendment. Thank you. (Applause)

**PRESIDENT COHEN:** At the Questions mike-- I can't read the name-- Delegate Loughry.

**DELEGATE BRENT LOUGHRY (Local 2222):** The question is: How would you divide the money between the locals?

**PRESIDENT COHEN:** Secretary-Treasurer Rechenbach.

**SECRETARY-TREASURER RECHENBACH:** Obviously, this isn't something that had been contemplated, so there is no plan for dividing. There is no plan for how we would go about dividing the revenue that would be saved by the Convention being moved to biennial and then distributed to the locals.

I do know, in terms of doing the calculations, the savings for the National Union in terms of those directly attributable to the Convention, is just under a million dollars, with about another \$400,000 in costs that get distributed to the Convention from other lines. In terms of savings to the locals, savings to the locals is about \$4.7 million as it stands today. Thank you.

**PRESIDENT COHEN:** At Microphone 4, Delegate Fried.

**DELEGATE CLIFF FRIED (Local 9119):** I rise in opposition to this amendment. I feel it's important that we have to stick on the main motion, which is to discuss whether or not we are going to remain a democratic organization that moves forward and meets often enough that we can make sure we get our business done. I think this is a diversion from our ability to discuss the main motion. We have to discuss this main motion because what's at stake here is how our whole union functions. Let's get to the meat of it. Let's vote this down and get to the main motion, and duke it out on the issues. (Applause)

**PRESIDENT COHEN:** Microphone 4, Delegate Crosby.

**DELEGATE JEFFREY CROSBY (Local 81201):** Just a couple of points here. I wish people would think pretty carefully about this. In my own local, we had 8,900 members when I started in 1979. Now we've got 2,200.

I understand what we have all gone through and what each of us has done here to try to maintain the financial integrity and services of our local unions. If you look at the rationale by the Constitution Committee, they point out that over \$4 million of the savings will already go to the Locals because of the expenses that it takes for getting our delegates to these Conventions. Only about \$1.3 million, I think it is, will go to the International of the savings. That is proportionally the way that it should be done and the way the savings should be distributed.

District 1, for example, we basically have one full-time organizing person working for the district, trying to service and lead and direct all the 75s, 25s, and the other organizing efforts that we are making. We've basically got one legislative person who is trying to help coordinate our work for the International and the District throughout the New England states, New York, and New Jersey. We need to finance that smaller portion of it to go to the International, to help strengthen our union and do the things that we all want to do here. So I stand against this motion. (Applause)

**PRESIDENT COHEN:** Microphone 5, Delegate Ebeling.

**DELEGATE JOHN EBELING (Local 6300):** The question is the expense that this would cause to the International Union to try to make this division of savings. It just seems to me we are talking counter-productive here when we are trying to save money for the locals and the international, and then come up with this trying to divide the money up.

**PRESIDENT COHEN:** Could we have the question, the question only.

**DELEGATE EBELING:** The question is the estimated expense that would go with trying to make this division of funds.

**SECRETARY-TREASURER RECHENBACH:** Again, this isn't something that we had worked into the calculation here, but just doing roughly the math of the cost of the Convention, we would probably distribute out, on a per capita basis, it would come to about \$2 a member every other year.

**PRESIDENT COHEN:** Microphone 1, Delegate Woods.

**DELEGATE TEREZ WOODS (Local 4309):** I call the question.

**PRESIDENT COHEN:** It's a motion to close debate. It's not debatable. All those in favor of closing debate on the motion, please indicate by raising your hands. Down hands. All those opposed. Motion carries.

So now we are voting on the motion. Do you have a text of it for me? Do we have the exact text of the motion? I want people to know it before they vote.

This is a motion to add the following language to line 245 of page 7 of the report. After the words "to do so" we are adding, "and that all savings realized by the National Union, by meeting in Biennial Conventions instead of Annual Conventions, be remitted to the locals in the month of July of the years that the union does not meet in Convention." That's the motion you are voting on.

All those in favor of that motion, please indicate by raising your hand. Down hands. Opposed. It is defeated. (Applause)

. . . Cries of "Roll Call" . . .

**PRESIDENT COHEN:** There was a call for a roll call. All those in favor of roll call on that motion, please indicate by raising your hands. Down hands. Opposed. It is defeated. (Applause)

Microphone No. 1, Delegate Evans. This is a motion on Amendment 4. Delegate Evans.

**DELEGATE LESLIE EVANS (Local 2108):** Turn to page 9 of the report at line 328. This would be to amend the proposal, and my amendment would be to strike the words "involving matters of internal CWA governance" from that line.

**PRESIDENT COHEN:** Starting with the word "involving," correct?

**DELEGATE EVANS:** Correct.

**PRESIDENT COHEN:** That's on line 328 and then 329.

**DELEGATE EVANS:** Correct.

**PRESIDENT COHEN:** Okay. You may speak on your motion.

**DELEGATE EVANS:** Thank you very much.

Article VII of the Constitution, Governing Authority, Section 1(a) reads: "By the Convention as the highest governing authority of the Union, subject to the right of referendum of the membership;" We are talking about a motion here or a proposal that will move us to Biennial Conventions. And in that proposal, we are saying that in the off years there will be a President's Meeting to rule on appeals that would ordinarily have come before the Convention.

By restricting in any way the right to bring an appeal to the Convention, we are creating a contradiction in our Constitution. Either the Convention is the highest governing authority or it isn't. (Applause) To say that certain appeals may only be heard by a meeting of Local Presidents sets up that the meeting of Local Presidents becomes the highest governing authority for those appeals.

Now, I myself am a Local President, so this is not a matter of me not believing that this body wouldn't have the wisdom to do the right thing or to make the difficult decisions on appeals. However, I don't believe we should restrict the right of any member to have their issues brought to the highest governing authority of our great union. That has always been the essence of our democracy and is at the heart of our democratic principles.

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

**PRESIDENT COHEN:** There are no other speakers on this motion. Therefore, this motion is before you for a vote. It would strike the words on line 328, starting with the word "involving."

Pick up the phone, we will get the question.

At the Questions mike, Delegate Irwin.

**DELEGATE MARILYN IRWIN (Local 2108):** Good morning, Larry. To clarify, when we look on page 9, letter (e) it says, "At the option of the appellant, final resolution of any appeal involving matters of internal CWA governance may be deferred." For clarity's sake, can somebody tell me what types of appeals could not be deferred, because the phrase "matters of internal CWA governance," I wasn't clear on that. What type of appeals cannot be deferred based on the way it's written?

**PRESIDENT COHEN:** Got it. Let's see. The question is, as it's written, it indicates that certain appeals may be deferred. The delegate's question is what type of appeals could not be deferred. So I will turn it to the Committee or--

**CHAIR GARDLER:** The only thing that would be involved with this, or would be separated, would be those matters that aren't up for arbitration. Those matters up for arbitration would not be deferred.

**PRESIDENT COHEN:** So just to help a little bit here, if there is an arbitration appeal, which is many of our appeals, they could not be deferred. Anything else could be deferred. That's the way it's written now. If we strike it, it means anything could be deferred. That's what we are talking about here.

At Microphone 4, Delegate Winton.

**DELEGATE ANTHONY WINTON (Local 31222):** I speak in opposition to this amendment. I think that we have to, as other brothers have stated, make a decision about whether we are going to biennials. This is a critical matter for our union. It's about resources. It's about focusing on the big picture. Other unions have appeals procedures that deal with conventions that meet even less frequently than every two years. I think this is a sensible, reasonable way to handle appeals that come up, and I would ask this amendment be defeated. Thank you.

**PRESIDENT COHEN:** At the Questions mike, Delegate Cheliotas.

**DELEGATE ARTHUR CHELIOTES (Local 1180):** In looking at the current constitution, I believe on line 551, an appellant has the right to appeal from the decision of the Executive Board of the union to the next Convention by giving notice of appeal in writing to the Secretary-Treasurer of the Union within 30 days after the decision. That being the case, is this amendment necessary since the appellant has an option to go right to the Convention and not go to a President's Meeting?

**PRESIDENT COHEN:** Thank you.

**CHAIR GARDLER:** We don't believe that it's necessary. Because of that provision on line 551, we don't believe that would create a problem. They would still have that ability to take it to the Convention. If your question is, would this make the amendment not necessary, the answer is yes.

**PRESIDENT COHEN:** No other delegate has asked to speak. So the motion-- another question? Pick up the phone. We are getting it. Thank you. Thanks for the help out there, too. I like that.

At the Questions mike, Delegate Gelber.

**DELEGATE RICHARD GELBER (Local 51016):** Since the result of this motion to amend the proposed amendment would be to allow appellants appealing decisions not to arbitrate grievances be delayed, in some cases by an additional year, is it not the case that in many cases such a delay would time out the arbitration by provisions of collective bargaining agreements?

**PRESIDENT COHEN:** The clear answer to that question would be yes, but I would have to add that you would hope that people, you know, would see that before they took action based on this amendment. But the clear answer would be yes.

**DELEGATE GELBER:** Thank you.

**PRESIDENT COHEN:** That's it. Okay.

I'm going to read the change again. And again, the way this has been written-- I am just going to say this for clarity, not for which way people think about it-- this is trying to give a little more latitude. The Committee is saying the latitude is already there. That's what we are dealing with here.

"At the option of the appellant, final resolutions of any appeal," and we then strike the words "involving matters of internal CWA governance." So those would be out. So it would now read, "At the option of the appellant, final resolution of any appeal may be deferred to the next CWA Biennial Convention."

So we are voting on that motion. All those in favor of that change, of that motion, please indicate by raising your hands. Down hands. Opposed. It's defeated.

Now we are on the main motion which is the amendment for. And we start out at Microphone 3, Delegate Klein.

**DELEGATE JOHN KLEIN (Local 1168):** Good morning, Larry. We represent health care workers.

Brothers and sisters, I am here to talk in support of the amendment calling for a Biennial Convention. The cost of the Annual Conventions is just getting too great. We can't ignore it anymore. It's not just the cost to the National but the cost to the Locals.

With decreasing membership, how we spend our members' money cannot be any more serious than it is right now. It is our fiscal responsibility to save where we can.

Attendance at these Conventions has decreased over the past few years because some locals just cannot afford to send as many members or they cannot afford to attend at all. This amendment deals with a lot of concerns that I know exist in this room today. This process will work. The Committee process is still intact, the appeals process is still intact, but most importantly, the democratic process is still intact.

Our members elect us to do right by them, to evaluate, investigate, and then make the tough decisions that will benefit them. It is time for us, the leaders in CWA, to stop talking about change that will help secure CWA's future and the future of our membership, and it's about time that we start making those changes. This starts today with making this amendment to our Constitution (applause), and we have to save the money by going to a Biennial Convention. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 4, Delegate Woods.

**DELEGATE TEREZ WOODS (Local 4309):** Good morning, brothers and sisters, at all levels of this house, because that is what we are-- brothers and sisters. But we are also servants. We are servants of the members, and they have given us their trust. And that is why we are here and that is what I want to talk about today.

I am against this amendment. I am against it from all levels because it is not just a simple change. I do believe in moving forward. I have fought many times to move forward. But this is not just about moving forward. This is a major paradigm shift in how we do business in the union, and it attacks some of the basic tenets that we have been taught and that we have been raised on, one of the most basic being the first level is the membership and the highest level is the membership, that being the Convention. (Applause and cheers)

Our members believe that when all else fails they can depend on us once a year to come here and try to get it resolved. And even if they can't win, they believe that at least they have had a full hearing. And we are talking about taking that away by having a Biennial Convention and in between a President's Meeting.

Well, I heard the Credentials Committee say that we registered a thousand and-- somebody help me-- 1,300 delegates today. And in another report I heard that there would be about 1,000 Presidents if we had a Presidents Meeting. It doesn't sound like a big difference to me, so I don't see where there would be a great difference.

Then we also talked about the savings, and I saw in the Finance Report we were talking about a salary increase that would equal eight percent (applause) because now we are talking about a four-year term. If we keep on progressing, we are going to have eight-year terms like Congressmen, but that's progress, I guess, and a paradigm shift.

My husband always told me, "Keep it simple." It's about the members. It's about the members. It's about the members. Cut the frills. I appreciate the fact that the guests are gone this year. It means you heard us. Cut the frills. Cut the speakers. Cut the extras. Cut the fancy cities. Go to the cities that are ailing, that want the business. They give better rates. (Applause and cheers)

Cut it down. Cut it down from three days to one and a half. Mend this house. It has cracks in it. Because, if you don't, it won't be the company that brings us down. It will be the internal strife in this house.

We can be a mighty union, but only if we remember that we are servants first, here to represent our members to the best of our ability. And there is really something wrong if we can't dig deep and once a year give their issues an airing. And if we can't do that, then we are failing.

That was a lot of work. It was a beautiful piece of work. It was a major comprehensive piece of legislation almost. Let's put that type of work

. . . The gavel sounded . . .



**DELEGATE WOODS:** --into our members. I heard the gavel.

**PRESIDENT COHEN:** You have one minute.

**DELEGATE WOODS:** I am through. (Applause)

**PRESIDENT COHEN:** Microphone 3, Delegate Simmons.

**DELEGATE DARRIN SIMMONS (Local 9421):** I rise in support of this amendment, this step forward. Like everyone, I had questions about processes, elections, appeals-- in short, about the democratic process. Apparently, a lot of folks wanted answers to these very same questions. And in the end they have been adequately addressed. When it comes to workers' rights and the rights of the middle class, we are all progressives. We are not scared of the future; we prepare for the future.

That being said, the savings for my local is also huge. Believe me, on a personal note, I love these Conventions. But it's the right thing to do for our members and for all of us. Please, I urge you all to support it. (Applause)

**PRESIDENT COHEN:** My apologies, I skipped the Questions mike. That's my mistake. At the Questions mike, Delegate Bachelor.

**DELEGATE JOHN BACHELOR (Local 2111):** Should this resolution pass, you have been debating about the number of \$4.7 million for the Locals. Could you give a little bit better explanation of how that breaks down?

**PRESIDENT COHEN:** I call on the Secretary-Treasurer. Thank you.

**SECRETARY-TREASURER RECHENBACH:** Yes. What I did is, I looked at the average attendance of the past four Conventions, and then took the average room cost, the estimated travel cost-- and obviously, these vary from location to location-- the estimated wage loss and the estimated per diem, and multiplied that times the number of delegates, and that's where the \$4.7 million figure comes from.

But again, more significantly, I would ask each of you to calculate the cost for your individual locals to give you a better sense of what the impact would be for your locals.

**PRESIDENT COHEN:** At Microphone 4, Delegate Kalmijn.

**DELEGATE JELGER KALMIJN (Local 9119):** I rise to speak against this motion to go to biennial Conventions. My reasons are democracy, accountability, and participation.

This body is where the policies of our union are set. This is the highest body of our union. This is where we come together and work out the difficult issues. We have our disagreements on this floor, and I have been on this mike before arguing with some of you. But we come here and we work them out, move beyond here and fight to enforce the decisions we make out of this body.

I don't think we can wait two years between those decisions. They come up too quickly. There is too much changing every day in our world every day now. We've got contracts that come up. We have oil spills that happen. We have international crises that affect our members. We have legislative priorities that need to be set. If we go to every other year, this body will not have an effective say in those decisions. We will not be able to have that dialogue between our members. We will have to trust the national leadership.

I have great faith in our national leadership. I think you do a wonderful job. But the critical part of democracy is the members have a say in what happens at our unions.

It's true. I understand there are financial realities. I don't think the numbers being presented by the National are fake. But there are other solutions. I ask that we not compromise our democracy because of these financial constraints. There are other ways to do that, and we do need to take those concerns very seriously and find ways to fix them. First and foremost, at my Local we believe it's by organizing new members into this union to raise the revenue side of our budget. (Applause)

As I say, there are many important decisions. We have a Legislative Conference that comes up right after this. This body can have an impact on what happens at that Legislative Conference. If we have no Convention, we can't have a say in that. Those decisions will have to be made by the leadership. We won't have effective dialogue about that.

There has been a lot of discussion also about how these Conventions are a lot of formalities and a lot of discussions that perhaps are boring. Well, I want to commend the national leadership on actually moving into a direction to make these Conventions more relevant and more interesting to the membership, and I think a lot more could be done. Instead of having speeches that people maybe go out and make phone calls on, let's have more training.

This is an opportunity. We get the leadership of our union together to train them, to get them educated to go out and fight for another year. I know when I bring new members here, they go home and want to fight like hell for the rest of the union. They want to implement the decisions we make here. This is an empowering moment to our members. If we make them biennial, it takes that opportunity away to fire us up every year.

Democracy costs money, but we can't afford to give up democracy. Democracy builds participation in our union. It gets people participating and carrying out all these important motions. And participation builds power, it builds union power. So having annual Conventions I think is critical for our union power and for our democracy.

I urge that the delegates vote this motion for biennial Conventions down. Thank you very much. (Applause)

**PRESIDENT COHEN:** Microphone 5, Delegate Calabrese.

**DELEGATE CHRIS CALABRESE (Local 1109):** How many other National Unions hold annual Conventions?

**PRESIDENT COHEN:** None. The AFL-CIO changed theirs, so none. Maybe some small tiny union, but I don't know of any.

**CHAIR GARDLER:** The Committee looked into this issue, and we believe there are two other National Unions across the country that still continue to have Annual Conventions.

**PRESIDENT COHEN:** The Teachers are every two years. They changed it. The National Education Association does have an assembly. It's not a Convention, so the NEA does have an annual meeting. It's not exactly a Convention, but they do have an annual meeting.

Microphone 3, Delegate Geary.

**DELEGATE DAVID GEARY (Local 14177):** Thank you, Larry. I just want to start by saying thank you for giving me this opportunity.

Our local in the past year went through the fight of our lives to keep our plant and our local alive. Thanks to a lot of hard work and bargaining by District 1 and PPMWS staff, we were able to keep our plant and local alive.

Going to a biennial Convention would create the savings in our local that may make the difference in our local being able to participate in all Sector and CWA meetings. We know how important it is to attend meetings. Doing away with the yearly Convention would create the savings that we need to be able to attend all of the various important meetings. Thank you.

**PRESIDENT COHEN:** Microphone 1, Delegate Rogers.

**DELEGATE JERRY ROGERS (Local 2205):** I call the question. (Applause and cheers)

**PRESIDENT COHEN:** The question has been called. That's not debatable. All those in favor of closing debate, indicate by raising your hands. Down hands. Opposed. The question has been called.

And I do realize again-- I didn't have to say this, but there are other questions, but the way our rule works is that we rotate, and once there are two speakers for and against, a motion to close debate is in order. I did not say there were no other delegates wishing to take the floor.

Where are we now? I just lost track of myself. (Laughter)

We are on the vote on the main motion. So if everybody would sit down, that would be helpful, I think. It's up to you, though. You don't have to sit down.

Delegates, thank you. We are now voting on this motion. All those in favor of the amendment, please indicate by raising your hands. Down hands. Opposed. (Applause and cheers) Hands down, please.

I am trying to simplify this. The Platform Observers and myself believe it's a split vote. No booing here, please. That's our job here. We take it seriously.

So we can try it again, but I think the result is likely to be the same. All those in favor of the amendment, please indicate by raising your hands. Down hands. Opposed. (Applause)

. . . Cries of "Roll Call" . . .

**PRESIDENT COHEN:** Okay. There has been a call for a roll call vote. All those-- I was hoping for that, by the way. All those in favor of a roll call vote, please indicate by raising your hands. Down hands.

Opposed to a roll call.

There will be a roll call. (Applause) And I just want to check here, in terms of the order of the day, I think we can do the roll call during the 90-minute lunch break. Is that right? You will have plenty of time to eat. You want to do the roll call and then eat?

Let me recognize the Secretary-Treasurer.

**SECRETARY-TREASURER RECHENBACH:** Okay. If I can get everybody's attention, I know many of you have gone through this process before, but there are new delegates here, so it would be useful to have them understand the process and procedure that we are going to go through. So let me explain what those general procedures are.

We are going to be using our computers to conduct the roll call simultaneously at two separate locations on either side of the platform here. You can see the computers set up, the laptops set up at those two platforms there. We are going to go to the roll call, and after the roll call is completed, we will then break for lunch.

You will be using-- delegates, please, this is important to hear. I mean, a lot of folks haven't done this before.

You will be using the bar code that's on the back of your delegate badge. As long as you don't have any pins or stickers obstructing the bar code, you don't have to take it out of your badge holder, and that procedure can help reduce the time for the vote.

During the roll call, Sergeants-at-Arms will be stationed to assist you. If you have any questions regarding your voting strength or have problems voting, the Credentials Committee is standing by to assist. A full audit record of the vote of each vote cast will be made and a 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 of the person presenting the badge.

After swiping your badge through the card reader, your name and your local number will appear on the computer screen. You may then cast your vote by pressing the "Y" key for yes, for being in favor of the amendment to the constitution, or the "N" key for no, for being opposed to the amendment to the constitution.

Once you have made your vote selection, you will have the opportunity to review your vote before it's finalized. You may cancel or change before confirming. You must confirm your vote by touching, "okay." After you have confirmed your vote, it is finalized and you will not be permitted to vote again or change your vote.

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 stations 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 here at the podium.

You will be notified when to line up-- although apparently you don't need notification for that. (Laughter) But it's going to take just a few minutes to get the computer stations set up.

. . . The Convention stood at ease . . .

**SECRETARY-TREASURER RECHENBACH:** Okay. The computer stations are ready, so we will begin commencing with the vote. Those of you who are standing in line waiting for something to do, you can probably make it quicker if you do take your badge out. It will probably cut down any problems with swiping it.

. . . The Convention stood at ease during the voting process . . .

**SECRETARY-TREASURER RECHENBACH:** I would like to ask all the Sergeants-at-Arms to go to the computer stations to help direct the lines.

. . . The Convention continued at ease . . .

**SECRETARY-TREASURER RECHENBACH:** Any delegate having a problem with their badge or the number of votes that they are entitled to, would you please come up here to my right on the stage and see the Credentials Committee.

. . . The voting continued . . .

**SECRETARY-TREASURER RECHENBACH:** A few delegates have asked about the results. As soon as the vote is complete, we will announce the results and then we will break for lunch.

. . . The Convention stood at ease . . .

**SECRETARY-TREASURER RECHENBACH:** For those of you on this side that are still in line to vote, we have plenty of stations. There is no waiting on this side over here. So if you want to move over to this side, you can expedite the results. Nobody wants to give up their good place in line, I guess.

. . . The Convention stood at ease . . .

**SECRETARY-TREASURER RECHENBACH:** Once again, there is no line at all here at this end. You can get in and vote quickly and be done.

. . . The Convention stood at ease . . .

**SECRETARY-TREASURER RECHENBACH:** This is the two-minute warning. We are going to shut the polls down in two minutes. Anybody who has not voted, this is your last chance.

. . . The Convention stood at ease . . .

**SECRETARY-TREASURER RECHENBACH:** All right. The polls are closed. It will take us a couple minutes to tabulate, and we will make the announcement, and then we will take our break for lunch.

. . . The Convention stood at ease while the vote was tabulated . . .

**SECRETARY-TREASURER RECHENBACH:** We have the results. There were 400,752 eligible votes; 200,376 were necessary to pass. Voting "yes," 204,768; voting "no," 181,467. The motion is adopted. (Applause and cheers)

The hours of the day call for a lunch break of an hour and a half at 12:00 noon. We have obviously missed that target. I would, without objection and with the consent of the body, agree that we would take a lunch break now and resume our deliberations at 2:15, a little over one hour from now. With no objection, it's so ordered.

. . . The Convention recessed for lunch at 1:12 p.m. . . .

## MONDAY AFTERNOON SESSION

The Convention reconvened at 2:19 p.m., CWA President Larry Cohen presiding.

**PRESIDENT COHEN:** Delegates, take your seats, please. We are a little bit behind. Quiet in the hall, please.

We are going to pick up where we left off with the Constitution Committee report. I will recognize the Constitution Committee and its Chair. Thank you.

**COMMITTEE MEMBER:** 5. Amend Article IX - Executive Board - to provide the Canadian Director with a vote on the Executive Board.

Article IX - Executive Board

Section 1

(f) The Director of CWA-SCA Canada, who shall sit as a non-voting member of the Executive Board.

AMEND Article XII - Officers and their Duties - to provide the Canadian Director with a vote on the Executive Board.

Article XII - Officers and their Duties

Section 14 - Director, CWA-SCA Canada

The Director of CWA-SCA Canada shall be responsible for coordinating matters of common concern and interest with respect to contracts, wages, hours of employment and other working conditions within the units of the CWA-SCA Canadian Region. The Director of CWA-SCA Canada shall act under the direction of the President and perform such administrative and constitutional obligations and duties as may be assigned by the President or the Executive Board. The Director of CWA-SCA Canada shall **be a voting member of the CWA Executive Board**, ~~attend meetings of the CWA Executive Board, in person or by telephone call, as may be scheduled by the President or the Executive Board.~~ The Canadian Director shall act at all times in the best interests of the Union in accordance with the CWA Constitution.

(Submitted by the CWA Executive Board)

The Committee has reviewed several years of proposed amendments submitted to former Constitution Committees as well as issues delegates have voiced in the past related to the Canadian Region.

The Committee had discussions at the highest levels of the Union and has determined that all Canadian Region pre-existing per capita issues have been resolved.

The Committee would further like to point out that the Canadian Region is autonomous in conducting its affairs and is current on its per capita and Members' Relief Fund obligations.

At one time, the Canadian Region voted within Districts 1 and 7 for Vice President, but currently it only votes for the TNG-CWA Sector Vice President, leaving it without a Board vote in its Region/Country.

The Committee notes that the Canadian Director is not an employee of CWA. There are no new or additional costs associated with this proposal and it will have no impact on the budget.

The Committee believes it is time for members of the Canadian Region to have not only a voice, but a vote on the CWA Executive Board.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

**PRESIDENT COHEN:** The amendment is before you. Any speakers on the amendment?

Microphone No. 3, Delegate Lareau.

**DELEGATE LISE LAREAU (Local 30213):** Thank you. Welcome back from lunch everybody.

I rise in support of this proposal, a long overdue proposal. Really what we are going to be doing today is putting a happy ending on a process that began in Las Vegas in 2006, as many people in this room may remember.

**PRESIDENT COHEN:** Quiet, please.

**DELEGATE LAREAU:** What people may not know is, after 2006, a number of people met in Toronto to start fixing what happened in '06, among them Larry Cohen, District 1 Vice President Chris Shelton, a number of others, including myself. We met and came up with an agreement, and what is before you today is the end of that process.

Let me give you three main reasons to support this: (A) It's not going to cost anything. CWA-SCA Canada, which the Canadian region of the CWA is now called, is self-sufficient financially and it is current on all its per caps and all its MRF obligations.

Two, this is what true international unions do, and the CWA and Larry Cohen-- you heard him this morning specifically-- highly pride themselves on being an international union fighting international battles, and that's what we are doing. You all heard Larry Cohen, and this flyer, "CWA, A True International Union," is all in your kits.

And finally, it's about democracy, basic democracy. It's about giving your Canadian brothers and sisters a vote and not just a voice on this union's highest political body. I know many of you in this room supported us in 2006, and we really appreciate your support. This is about bringing this forward and finalizing this issue.

We support the Constitution Committee and thank the Constitution Committee for their support of us. We thank President Larry Cohen for his support of this amendment going forward. So, please, join us and all the people of this line in making a vote for the Canadian Director on the Board happen once and for all, to give Canadian members a real place on the Board and this union. Let's make this one of the rare happy endings in our business. Thank you. (Applause)

**PRESIDENT COHEN:** With no other delegate wishing to speak, we are voting on Amendment 5. All those in favor of the amendment, indicate by raising your hands. Down hands. Opposed by a like sign. It is adopted. (Applause)

Microphone-- wait one second. Microphone 1, David Blackburn.

**DELEGATE DAVID BLACKBURN (Local 7050):** I move we adopt Amendment No. 6.

. . . Amendment 6, for purposes of the record, is as follows:

6. AMEND Article XII - Officers and Their Duties - Sections 4, 5, and 6 - to establish a Telecommunications Sector and Telecommunications Sector Vice President.

Section 4 - Vice Presidents-District; ~~Communications and Technologies~~; Telecommunications; Public, Health Care and Education Workers and CWA Sectors

Section 5 - Vice Presidents-District, ~~Communications and Technologies~~, and Telecommunications

The Vice President shall:

Section 6 - Telecommunications **Sector** Vice President

Beginning with the ~~1986 Annual~~ **2011** Convention, ~~there shall be elected a~~ Telecommunications Vice President for those bargaining units of Telecommunications employees other than AT&T, Bell Regional Holding Companies and their subsidiaries and affiliates. ~~T~~the Telecommunications Vice President **of the Telecommunications Sector of CWA** shall be responsible under the direction of the Executive Board for coordinating matters of common concern and interest with respect to contracts, wages, hours of employment and other working conditions within the units **of the Telecommunications Sector**.

The Telecommunications Vice President shall be responsible for bargaining in those bargaining units which are system wide or national in scope as determined by the Executive Board.  
(Submitted by T Santora, President, CWA Local 9000)

After careful review of this proposed amendment and the rationale that was submitted by the maker(s) of the amendment, the Constitution committee believes that:

1) This amendment will take away jurisdiction and the bargaining authority of the elected bargaining committees and elected District Vice Presidents and give that authority to a Telecommunications Sector Vice President. The maker(s) of this amendment states in their rationale, "that where a contract covers more than one District, or when simultaneous negotiations occur for multiple contracts with the same employer, the Telecom Vice President would retain jurisdiction and coordinate decision making."

2) The Telecommunications Sector Vice President will have the final say and veto rights over the District Vice President and the elected bargaining committees. The maker(s) of this amendment states in their rationale, "the scope of authority means the new Telecom Vice President would have responsibility to direct bargaining for all units of AT&T, AT&T Mobility, Verizon, Qwest, Avaya, Alcatel-Lucent and OFS, Windstream, Frontier, CenturyLink and their subsidiaries and affiliates."

3) The creation of a Telecommunications Sector Vice President requires the movement of District staff, resources and finances to this newly created sector. The maker(s) of this amendment states in their rationale, "Once the Telecom Sector is established, the Executive Board should re-assign from the C&T, Telecommunications and District offices all the appropriate financial, administrative and personnel resources to the Telecommunications Sector, enabling the new Telecom Vice President to successfully carry out the duties of this new office." The transfer of staff and resources away from the Districts will negatively impact the current Districts ability to function properly. The committee believes strongly that staff and resources should be kept on the front lines close to the locals and membership.

4) This amendment will add another layer of bureaucracy for bargaining committees and District Vice Presidents and further complicate existing processes. District Vice Presidents will be required to get approval on proposals before a bargaining committee is allowed to reach a tentative agreement. The committee believes that bargaining should remain in the hands of those who are elected to serve on



bargaining committees and the staff and elected Vice Presidents who are closest to the locals and the daily work place issues.

5) The maker(s) of this amendment states in their rationale, "the stark reality is that the separate authority vested in each Vice President to direct the negotiations at their own bargaining tables undermined our ability to maintain a unified front." Article XII, Section 5(b) of our Constitution states that Vice Presidents shall "supervise the negotiations of contracts and approve or authorize the approval of such contracts in accordance with Executive Board direction." If this amendment is adopted, District Vice Presidents will no longer have the authority given to them in Article XII, Section 5(b), quoted above.

Finally, this amendment will create, in essence, an all powerful Telecommunications Sector Vice President who will have more power over contract negotiations than any other elected officer or committee in the union, including the principal officers. . .

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

**PRESIDENT COHEN:** You can speak on your motion, Delegate.

**DELEGATE BLACKBURN:** I would like to thank the Constitution Committee for their work on this and meeting with us yesterday. We would like to point out that, in the Constitution Committee's report, they only list one signatory to this amendment that was submitted. I also would like to point out to the body that we had over 20 people's names submitted at the time that this was submitted to the Committee, but there was some question as to the authenticity of those names, and the Committee chose not to print them due to that.

So this is not a one-person amendment. This was put together by many local officers across every district over a period of time, due to the issues we have had over collective bargaining over the last few years.

I would like to address a couple of flyers that went out. There was a flyer that went out with what the CWA Telecom Sector would bring to our union with some facts and some myths, and then there was another flyer passed out, "No Telecom CZAR." I would like to address that if I may.

I was quite dismayed to see within this local, before we even had an opportunity to discuss this, we have a flyer coming out that tags the people or this thing as a "czar." This is the kind of language I would expect from the political side of the world, you know, that they can't address the issue so they call it names.

We are not a dictatorship either. This is an amendment that all of the language actually exists in the Constitution today. There's nothing in here that doesn't already exist in the existing document we are talking about.

Also, I am asking you to support our efforts to bring this to the floor and discuss it. Einstein said to do the same thing over and over and over again and expect a different result is the definition of insanity. We have gone through this bargaining process since at least 2000, and we have done the same thing over and over again. I can hardly hear myself, but what I am asking is for us to try to do something--

**PRESIDENT COHEN:** Just a second. Quiet in the hall. We respect every delegate speaking.

**DELEGATE BLACKBURN:** Thank you. --that we try to do something different. This is a start. I'm not saying everything in this is perfect, but we need, in my opinion, to do something different so we don't get whipsawed by the company, like we have, especially in 2009 in AT&T bargaining. There is no disrespect meant for anybody on the podium, but I do believe we need a different way to conduct bargaining where we can bargain, truly bargain in unity as one, which did not happen in 2009.

In this proposal, it states time and again that this position of the Telecom Director will work under the direction of the Executive Board. Nowhere in this proposal does it say that every district has to give up staff or money. Those decisions will be made under the direction of the Executive Board.

Further, I would like to say, you know, we have one fight, one future, and one union. That's a great slogan, but it didn't happen. Our intent, pure and simple, is to have one fight, one future, and one union, together in unity. That's all we are asking for-- nothing more, nothing less. That's purely the intent of this motion. And I thank you for your support. Thank you very much. (Applause)

**PRESIDENT COHEN:** Okay. Just to be clear here, this is in the booklet on page 17, Amendment 6, and it was not called out by the Committee. It's been called out from the floor, and it's properly before you.

Microphone No. 4, Delegate Henderson.

**DELEGATE BILL HENDERSON (Local 1298):** My Local is a statewide local, and our predominant employer is AT&T. We in Local 1298 are one of six separate bargaining units that make up the unionized workforce at AT&T. We are the only bargaining unit that is still without a contract since February 2009.

I am proud to say our members of 1298 are fighting the good fight against some arrogant bastards called AT&T (applause and cheers), and we will continue fighting. We will continue fighting for a fair and equitable contract.

Local 1298, however, could not continue this fight without the absolute support which we have received from District 1 and Vice President Chris Shelton. Chris Shelton supported our fight since day one and vowed to stand behind us and continue that fight as long as it takes, until hell freezes over.

Since our bargaining unit is the only bargaining unit who has not yet settled, you might think I would be the one local who should support a solution to the bargaining problem we encountered with AT&T. Constitution Amendment No. 6 is certainly not a viable or a possible solution. Local 1298 does not believe someone in Washington knows what's best for us. We have a Bargaining Committee elected by our members to do just that.

Were there problems with AT&T bargaining? Absolutely. But having a union dictator will not fix those problems. AT&T's strategy was clear from the beginning. First they chose not to bargain with a national bargaining team, and then they decided they would only bargain with one unit at a time. How would a telecom czar prevent that? It won't, unless that czar has the power to bargain and accept an agreement and force that agreement down everyone's throat, which Amendment 6 allows for.

CWA Local 1298 merged with CWA because we recognized that there is strength in numbers. We also recognized that the CWA foundation was built on democracy and the promise that our local would never be taken over by someone else; that our members would be the ones to decide who ran our local; and that our contract would represent their principles.

Amendment 6 seeks to destroy that district, the district where every local was willing to support every other local, a district where the Vice President will not violate the trust, which has been proven over and over again in his trust for us in our local.

I rise today, my brothers and sisters, to beseech you to turn back this attack on the local unions, district democracy and autonomy, and vote to support the Constitution Committee's well-thought-out rejection of Constitution Amendment No. 6. United we stand; divided we beg; and God bless our union. (Applause)

**PRESIDENT COHEN:** At the Privilege mike, Mike 2, Delegate Barca.

**DELEGATE JOSEPH A. BARCA (Local 1103):** Regarding Delegate Bishop's statement earlier this morning of the use of his name being used falsely and being made a pawn of, on July 8th, 2010, at the District 1 President's Meeting in Queens, New York, I asked Delegate Bishop to support the Constitution Committee's recommendation on Amendment No. 6. He said he would, and he signed our petition, which gave us permission to use it, as many others signed that petition that day, in support of Amendment 6 of the Constitution Committee. I can and will supply that documentation to the Constitution Committee. Thank you.

**PRESIDENT COHEN:** Microphone 5, Delegate Henning.

**DELEGATE BILL HENNING (Local 1180):** The Committee, in recommending against adopting this amendment, asserted that this amendment would take away jurisdiction and the bargaining authority of the elected bargaining committees. Could you explain how that would happen?

**CHAIR GARDLER:** Yes. When the amendment was supplied to the Constitution Committee, one of the paragraphs refers to bargaining, and I will just read an excerpt from it and the rationale for the amendment. It says, ". . .the scope of authority means the new Telecom Vice President would have responsibility to direct bargaining for all units of AT&T, AT&T Mobility, Verizon, Qwest, Avaya, Alcatel-Lucent and OFS, Windstream, Frontier, CenturyLink and their subsidiaries and affiliates."

**PRESIDENT COHEN:** Okay. Do you have a second question, or is that it?

**DELEGATE HENNING:** Well, you really didn't answer it, because you said-- you just asserted. (Applause) I am trying to figure out if someone is directing bargaining, whether that means that there is no bargaining committee involved. We have directors of bargaining all the time.

**CHAIR GARDLER:** What this rationale stated to us, when we asked questions in reference to this, would the Telecom Sector Vice President be in charge of bargaining to the Telecommunications units, and the statement that's in the rationale that was provided to us states that that Telecom Sector Vice President would have responsibility to direct bargaining for all of those units. So you are asking if they are going to be responsible for bargaining, that would take over the responsibility for bargaining from those units.

**PRESIDENT COHEN:** Okay.

Microphone 3, Delegate Stanley.

**DELEGATE GLYNNE STANLEY (Local 6214):** I rise in support of this amendment as an original co-signer that the committee left off. This amendment is very simple-- in fact, it could be found in the Constitution now in language for the other sectors. This amendment does not create a czar, but establishes a single point of contact for the members in the telecom part of this great union. The Sector Vice President would work under the direction of the E-board-- and I repeat, under the direction of the E-board.

If you look at the podium now, and I want everybody to look up there, if a czar is created those men and women on the National Executive Board will create the czar. Look at the podium again. If the E-board creates-- excuse me-- if the District Vice Presidents lose bargaining power, it will be because the National Executive Board will take it away, not the membership.

If the districts lose budgets, staff, resources, it will be because these people on the podium, the National Executive Board which this Sector Vice President would work under the direction of, decides to

do it. So if you are creating a czar-- and I haven't found any place in this amendment that uses the word "czar"-- then it would be created by the people on the podium.

The last czar I knew was Nicholas of Russia. And if we have czars, then I guess we need to call our Sector Vice Presidents already on the board "czars" instead of "Sector Vice Presidents." If there is additional bureaucracy and complication, it will be because-- and again, look at the podium-- it will be because of the National Executive Board.

I have been on elected bargaining committees since 1986, and also served on the '80 and '83 Bell System bargaining committee. I have seen and lived coordinated bargaining and uncoordinated bargaining. I can promise you coordinated bargaining is much, much better.

Please read page 17 of the constitution report and see if this very, very plain and simple language we are proposing, not a total revolt or a revolution to damage this great union. In fact-- in fact, mind you-- this was cut and pasted from other parts of the union Constitution that established the other duties for the existing Sector Vice President. The only monster that is created by this amendment is in the minds of people's imagination.

To quote the E-Board's very own Telecom Strategic Industry Fund, there is no longer a single regional company that dominates our industry. This is why we need a Telecom Sector now more than ever.

Again, to quote the National E-Board's very own Telecom Strategic Industry Fund proposal, "If we don't expand our definition of the industry to recognize the realities of today, we risk becoming irrelevant in our own industry." I repeat that. "We risk becoming irrelevant in our own industry." We need to quit living in the past and look to the future.

This is also a fairness issue. The only members of this union who do not have a sector are the Telecom members. They deserve a vote for the Sector Vice President and the District Vice President and have two VPs representing them on the Board, just like every other member of this union. (Applause)

People in this union took this very, very simple amendment and they sat there and created something that was not there. If you look and read on page 17 at exactly what was proposed, it creates no monster, takes away no power. It's all under the direction of the Executive Board. If you are worried about monsters, czars, or whatever in your imagination, look to the people that you elected to run this union, and that's what we are doing is-- (Applause)

. . . The microphone was cut off . . .

**PRESIDENT COHEN:** Microphone No. 4, Delegate Wynn.

**DELEGATE GREGORY WYNN (Local 4100):** I rise in opposition to this amendment. We need solidarity, unity and strength, not division. One thing all of us will agree on is that we need to change the way we do business. Amendment 6, in fact, will do just the opposite. By giving one person that power, it will take away resources from our districts that we desperately need.

The brother mentioned earlier that there was only one district or one sector that didn't have a District Vice President. Well, at my local we represent workers at AT&T, AT&T Mobility, Comcast, Avaya, Automated Electric, Yellow Pages, Co-op Optical, Pearl Vision, and Lens Crafters. Should they all get a director for themselves?

I have bargained contracts with Comcast for the last several contracts, and I am bargaining one now. In the State of Michigan, we currently have two units that are bargaining for employees. Comcast has refused to let us bargain our contracts together. To think that we can align 22 states is not doing our

members any justice.

I think we need to take a second look at Amendment 6, and I rise in opposition of this amendment. Thank you very much. (Applause)

**PRESIDENT COHEN:** Microphone 5, Delegate Saether.

**DELEGATE KENNETH SAETHER (Local 7906):** My question is, exactly what authority during bargaining is this Sector Vice President to have? And then the second part to that, what authority over the contracts is this person going to have?

**CHAIR GARDLER:** Based on the information that the Constitution Committee was supplied, it came to our attention that this new Sector Vice President will be responsible for coordinating matters of common concern and interest with respect to contracts, wages, hours of employment, and other working conditions for the bargaining units.

**DELEGATE SAETHER:** So they will have complete authority, is that what I am hearing? Is that what you're saying?

**CHAIR GARDLER:** Based on what was supplied to us and the rationale for proposing this, it states here that they would coordinate these matters of common concern. How extreme you would like to take that, we couldn't get much more information regarding that. We got the information that was supplied to us through the rationale that was given to the Committee at the time the proposal was submitted.

**DELEGATE SAETHER:** Thank you.

**PRESIDENT COHEN:** Thank you. Microphone 1, Delegate Garry.

**DELEGATE MICHAEL GARRY (Local 1126):** I call the question. (Applause and Boos)

**PRESIDENT COHEN:** There is no booing on this floor. Is that what you want this union to be, when a delegate makes a motion, you boo?

There is a motion that is not debatable to close debate. All those in favor of the motion, please indicate by saying-- by raising your hands. Down hands. Opposed by a like sign. The motion is adopted. Debate is closed. (Applause)

On the main motion-- Delegates, can you take your seats? It's easier to see.

The original motion maker counts as a speaker. That's how you get two.

Delegates, we are voting now on Amendment 6. All those in favor of the amendment, please indicate by raising your hands. Hands down. Opposed by a like sign. It is defeated. (Applause and cheers)

I want to thank the Committee for its work-- order in the hall, please-- I want to thank the Committee for its work, and you are excused. (Applause)

For purposes of an introduction, I recognize the Vice President of District 13, Brother Ed Mooney.

**VICE PRESIDENT EDWARD MOONEY (District 13):** It is my privilege and pleasure to introduce our next speaker, CWA Secretary-Treasurer Jeff Rechenbach. Jeff has a pretty tough job, so it's good that he is a pretty tough guy.

Our members, our union, and the entire labor movement, like all Americans, have been caught up in the worst economic downturn in decades. Jeff has to figure out how to keep CWA's budget balanced in these tough times. No easy job.

He has dramatically updated and revamped the financial and budget reports so that it better reflects what is coming in and going out in real time. He instituted a complete review of our investments and has stabilized the union's Pension, Defense, and Members' Relief Funds which, like all funds, took a hit during the Wall Street meltdown. And, of course, he has made the tough decisions when it comes to cutting expenses. That's a very tall order, but if anyone can do it, it's Jeff.

From his early days as Local Union President to District 4 Vice President and to his current service as Secretary-Treasurer, Jeff has made building CWA his principal goal and mission. I am proud to call him a friend and colleague and proud to stand with him as we move our great union forward. I know all of you feel the same.

So let me introduce our Secretary-Treasurer, Jeff Rechenbach. (Applause and cheers)

**SECRETARY-TREASURER RECHENBACH:** Good afternoon. What a great spot to be in.

Thank you, Ed, for that very kind introduction. I wouldn't refudiate a single word of it. (Laughter) But moreover, thank you for the leadership and the energy that you bring to our Board and to our union.

So, did everyone enjoy the heat here in D.C. this past weekend? Wasn't it nice? It was so hot (laughter)-- it was so hot on Saturday, I called my ex-wife just to get the cold shoulder. (Laughter)

You know, I was coming back from the break at lunchtime, and the security guard at the side entrance over here was having his lunch and listening to Rush Limbaugh on the radio.

. . . Cries of "Ohhhhh" . . .

Yeah, I know. And I am amazed this guy still has people listening to him. But, you know, I read the other day where he had his fourth marriage, and I hear that he has blamed the breakup of his first three on Barack Obama but, more significantly, his new wife is now officially the fourth woman to learn how he earned the nickname "Rush." (Laughter)

All right, maybe one more. I was also a little surprised to learn that Elton John performed at his wedding. So in Rush's world, apparently it's okay for gays to sing at a wedding, just not their own. (Applause)

Did any of you make it over to the White House this weekend to go tour the White House? You might have seen that there was a Tea-bagger protest across the street at Lafayette Park. You know, they had a number of signs they were carrying around demanding tax cuts, and it seems like 88 percent-- they did a survey of this-- 88 percent of Tea-baggers actually believe that their taxes have gone up under Barack Obama, when in fact the reality is-- and this is true-- that taxes have gone down for 98 percent of Americans under the Obama administration.

So apparently the message is, yes, we want to be taxed less. We just want to be taxed less by a white guy. (Applause)

All right, enough of that. It's an honor to be here again as your Secretary-Treasurer, and it's a privilege to work with my colleagues here on the Board, most especially our Executive Vice President Annie Hill and our President Larry Cohen. With our movement under assault, I can't think of two others that I would want to lead us through this very difficult time.

And I wish I were standing here in front of you today helping to make plans for explosive growth in our union on the heels of the Employee Free Choice Act becoming law, but all of you know that sad, sordid tale right now. Instead, I am charged with filling you in on where we stand as a union without the benefit of Employee Free Choice.

Well, first off, let me assure you that politically we will not stand idly by and feel sorry for ourselves. With 60 Democrats in the United States Senate, it was reasonable to expect that we could hold our own and get a vote in favor of Employee Free Choice with this super majority. But we had Senators who forgot how they got into the world's most exclusive club, one in particular, Blanche Lincoln. So I was thrilled this morning when President Cohen invited Lieutenant Governor Halter to come here, because I viewed the Lincoln-Halter race as a key turning point in our movement.

For the first time in my career as a union activist, we were holding the "promise us anything but turn their backs on us when they get into office" candidates accountable. We took on the Democratic establishment, the White House, former President Clinton-- who glibly characterized us as "special interest groups," all of whom rallied blindly to the side of Senator Lincoln. They were joined by corporate interests-- the oil industry, Wal-Mart, and the Chamber of Commerce-- who recognized that they could beat Lincoln in November, but stood a good chance of losing to Bill Halter.

And they didn't play by the rules either. In fact, on the day of the runoff election in Arkansas, in the same county where on Election Day, the primary election day, there were 44 polling places, on that same day there were two polling places open, and it just happened to be a county that went heavily for Bill Halter. So they pulled out all the stops to make sure they could hold on to that power.

And while Blanche Lincoln may have won that primary, I can assure you it was Labor that won that day. Blanche Lincoln will lose in November and be replaced by a Republican, but I don't count that as a victory. The victory comes with the message that we sent to each and every blue-dog Democrat that might be tempted to turn his or her back on working families in this country. (Applause)

I can assure you that political insiders realized that Senator Lincoln had to spend every dime she could get her hands on in the primary and, as a result, the cupboard is bare for November. And her Labor sugar daddy is not taking her calls any longer. (Applause)

So, while we lose the seat in the fall, we win as in the long run spines around the country start to stiffen up, and God knows we need a few more spines in this town. But in the meantime, what's on the horizon for CWA? We find ourselves in a situation largely unfamiliar to our union.

The books are closed on the 2009 and 2010 fiscal year, and I'm sure it comes as no surprise to any of you that we have been experiencing unprecedented membership loss. In fact, this past fiscal year we lost more members than in any year of our history. We will start the upcoming fiscal year with 32,000 fewer CWA members than the previous year, and announcements from some of our key employers tell us that the year ahead is likely to be the same.

But beyond the human pain of that, which is immeasurable, what does this mean for us as a union in dollars and cents? In the 2007-2008 fiscal year, we projected over \$120 million in dues income. For this fiscal year, 2010-2011, we are projecting a dues income of \$99 million-- a dramatic drop to be sure, but each of you have experienced similar losses, maybe just with a few less zeros in the equation.

A union that is going to be survive into the future, especially one that has the added dimension of financial losses, needs to be in a constant state of self-examination. Simply longing for the past is not a strategy for the future.

Under President Cohen, we began that process back in 2005 with our "Ready for the Future" initiative. Passed in 2006, it has enabled us to train and energize hundreds of activists across the country.

As a follow-up to that, I was asked to be a part of the committee to take a look at the work we began with "Ready for the Future." You came out with a number of suggestions, and I want to thank you for the bold action that you took to adopt most of those this morning.

But our report did not end there, and I hope you will take the time to read all of it-- not just the items that required action here at this convention. For example, we believe that a serious discussion of the allocation of our assets needs to be taken by this union.

We brag about our CWA Triangle-- collective bargaining, organizing, legislative and community action-- as the three sides that make this up. But truth be told, it is hardly a triangle when we spend nearly eighty percent of our assets on just one side of that triangle. With a desperate need for legislative action to give workers any hope for economic justice, and with our union losing six percent of our members every year, we find ourselves on a course that simply cannot be sustained. While all three sides need not be in perfect balance, it is a physical impossibility to build a triangle when eighty percent of the resources are on just one side.

So, for the here and now, the report you are going to hear from the Finance Committee later on this afternoon will include significant changes. It will include cuts to accommodate our lost income. For example, we have become much more aggressive with the renting out of space in our Headquarters building. In the past year we leased out the entire second floor, and in the last month we signed a lease with the Transport Workers Union to move their headquarters from New York City right here to Washington, DC, and they will lease out the entire ninth floor, including our Executive Board meeting room.

We brought in professional fund advisors to manage and take fiduciary responsibilities for our Members' Relief Fund, our Defense Fund, and our Pension Plan. This change saved those funds over \$700,000 a year annually in bank and transaction fees.

We have implemented and expedited a local dues processing procedure and are in the midst of reworking our overall dues processing systems.

We have made application for the early retirement health care rebate under the new Obama health care plan, which may yield us from \$200,000 to \$400,000 in relief to cover some of our \$8 million in annual retiree health care costs.

We have reduced our audit fees by nearly a quarter of a million dollars by eliminating some redundancies.

But clearly, this is not a problem we can simply cut our way out of. This crisis can only be addressed by an aggressive growth vision. And it's not just for the sake of our bottom line, but for the very survival of our existing membership.

With only seven percent of the private sector workforce in unions, we can't reasonably expect to make the same kind of gains at the bargaining table that we did when we represented a third of the workforce.

And the right wing, which has made an art form out of driving wedges between workers, has a new target. Not satisfied with race, religious, or other dividers, now they've single out public workers for attack. If you are a Public Sector worker today, you are under assault from nearly every corner of our society. It reminds me of the quote made famous in the 1800s railroad tycoon Jay Gould. He bragged, "I



can hire one half of the workforce to kill the other half." Over a hundred years later, if you are a public worker, it sure feels that way.

Our nation desperately needs a revitalized and a reenergized labor movement-- not just for the sake of our survival, but for the sake of our overall economy. We cannot sit by and watch the tide of wealth continue to stream away from working class families and into the hands of the super wealthy.

I'm sure many of you remember Joe, the scab plumber from the 2008 presidential campaign. He asked then Candidate Obama about taxes on small businesses. In the answer, Senator Obama talked about the need for the "redistribution of wealth." Instantly the minions of Fox News and others rose up in horror. "Wasn't that socialism?" Sadly, we never heard the Senator ever utter the words "redistribution of wealth" during that campaign. But I submit to you, my friends, that is exactly what we need to do in this nation. (Applause)

How many of you today consider yourself to be in the top ten percent of the nation in terms of financial wealth? Anyone? Since we don't have employers here any longer, I guess nobody here qualifies. I can assure you, nobody up here is in that category either.

Well, the top 10 percent-- the top 10 percent of Americans control 71 percent of the wealth of this nation. If you add the next 10 percent in, you will find that the top 20 percent controls 82 percent of the wealth of this nation. The bottom 60 percent-- and that's the group that includes all of us in this room-- the bottom 60 percent, we control less than 5 percent of America's wealth. And, in fact, the bottom 40 percent own less than two-tenths of one percent of America's wealth-- the bottom 40 percent.

Think about that. The people who create the wealth enjoy the smallest percentage of it, and the rich just keep getting richer.

Not to pick on you Yankee fans, but I will. You are Yankee fans who were saddened with the passing of George Steinbrenner-- and by the way, George was from my hometown back in Ohio. But before you shed too many tears for George's family, do you know how much taxes they will pay on George's \$1.3 billion estate?

. . . Cries of "None" . . .

Exactly. Zero, zip, nada, nix, not a penny. Money that we work for every day is taxable, but inherited wealth is tax free, no matter how large the estate. And George, by the way, was the fourth billionaire to die this year without having their estate taxed.

The rich and powerful in this nation control the wealth, and they will do whatever they need to, whatever it takes, to hold on to it. The system is broken, brother and sisters, and it will be up to us, the Labor Movement, the greatest instigator of social change in the last century and in this century, to step up and lead the coalitions that will be necessary to make changes our nation needs.

Dickens' *Tale of Two Cities* opens with, "It was the best of times; it was the worst of times." And so it is here, with all of the challenges facing us. We can leave this hall with unity like we have never seen before and turn this into the best of times, or we can turn on ourselves-- to the delight of those who would love to see us fail-- and quickly see bad times turned into the worst of times.

I know we are better than that. With all the problems on our plate, you have demonstrated a commitment to our union and our movement that is second to none. Despite all of our differences, I can't think of a better group of people to go into this battle with than our members and the leadership that they have entrusted in this room.

So, let me close this afternoon with one of my very favorite quotes. It was by Catherine Booth, who was the co-founder of the Salvation Army. She said, "If we are to better the future, we must disturb the present."

Thank you for being willing to join us as President Cohen leads us to rip down the "Do Not Disturb" sign that the status quo has hanging outside the gates of power, and charging forward to better the future for our members, their families, and working families all across this nation.

Thank you for allowing me to spend this time with you this afternoon. (Applause)

**PRESIDENT COHEN:** Our next speaker is the Chairman of the Federal Communications Commission, Julius Genachowski. Please welcome him here. (Applause)

Under Julius' leadership, just recently the FCC has produced a National Broadband Plan. Many of you here, particularly from Telecom, are well-versed, and Julius is going to give you a quiz. No, not really.

But that National Broadband Plan has been something we have advocated for four years, and many of you have worked on Speed Matters. It lays out a blueprint for our nation for global leadership in communications. It calls for building networks of one gigabyte high-speed capacity to schools, libraries, and hospitals across the country. And we have already embraced this in many states by launching our own one-gig to anchor institution campaigns.

The plan calls for universal, affordable broadband for every American. It sets a benchmark of 50 megabits per second downstream and 20 upstream for most households by 2015.

Now, Julius also understands the challenges that tens of thousands of our members face who are in the broadcast and newspaper industries-- from new digital technologies, collapse of ad revenues, and paid search-- and he has launched the "Future of Media" project with the FCC to explore ways in which public policy can support quality journalism, which is so important to our nation and to our members in the Newspaper Guild and NABET-CWA.

But maybe most importantly, in every conversation that I have had with Julius, he has said, "Jobs must come first." And we appreciate that commitment. We look forward to working more than ever with Chairman Genachowski as he moves forward with his agenda.

Please welcome FCC Chairman Julius Genachowski. (Applause)

**JULIUS GENACHOWSKI (Chairman, FCC):** Thank you, Larry Cohen. Thank you very much for that introduction, for your hard work every day, for your leadership.

I am glad also to see other members of your leadership team, Annie Hill, Jeff Rechenbach, members of your Executive Board. Bernie Lunzer and Jim Joyce, I had a chance to meet them earlier. I want to thank them for their participation in the FCC's "Future of Media" project which Larry mentioned. Thank you all. It's a pleasure for me to be here.

Last time I was in this room, it was for an annual event called the FCVA Chairman's Dinner. The premise: Every telecom lawyer in DC gathers in this room, and the Chairman of the FCC tries to make them laugh. I emphasize "tries." Let's just say it can get a little ugly, and hopefully I can avoid any traumatic flashbacks today.

But thank you all for welcoming me and, more important, for what you do. The proverbial "bridge to the 21st Century" isn't made of just bricks and concrete; it's made of copper and fiber. You helped build it and are helping every day-- connecting our people, driving our economy, and strengthening our

communities.

CWA has always been at the cutting edge of technology and change, and America is looking to you to build and maintain the networks of the future. I take comfort in the knowledge that the skilled union workers of CWA are here to make sure that our communications infrastructure in the 21st Century will be world class.

We are today, as so many of you know, at a crossroads. We are seeing the explosion of new communications technology that has changed how we connect to family and friends, how we work, how we participate in our great democracy, and we are on the verge of new breakthroughs that can vastly improve our economy and catalyze real investment and real job creation. And that can also advance core goals such as improving education and health care.

These breakthroughs are reminiscent in many ways of when landline telephone began finding its way into every home, an achievement that you helped make possible. Another apt analogy is the advent of electricity in the 20th Century which transformed virtually every aspect of our society.

At the FCC, we do think about what we can learn from history because it's vital that we lead the world in innovation and job creation in the 21st Century as we did in the 20<sup>th</sup>. And I agree with CWA: Broadband is a fundamental building block to a successful economic future. Broadband is the indispensable infrastructure of the Digital Age, powering everything from our personal devices to the global economy. Broadband is our 21st Century platform for economic opportunity.

Multiple studies tell us the same thing: Higher broadband adoption equals more jobs. An investment in broadband networks today is an investment in economic growth and jobs tomorrow. Broadband is also our 21st Century national platform for solutions to major national challenges like education, health care, energy, and public safety. And broadband is our 21st Century platform for citizen engagement and for effective and efficient government.

Given the importance of broadband, it's important that we ask ourselves: How are we doing? Congress actually requires that we answer that question once a year. And just last week FCC staff prepared our answer, to which a majority of the FCC agreed. The report found that, while an impressive percentage of Americans have some access to broadband, up to 24 million people who live in rural America do not. They can't get high-speed Internet, and we are not on track for timely deployment to those citizens. In addition, our average broadband speeds in the U.S. are too low, as are our overall broadband adoption rates.

Some people saw this report and said "mission accomplished" when it comes to broadband in America. "Nothing more to do." I fundamentally disagree. When up to 24 million Americans don't have access to a communications technology that is essential to our participation in our 21st Century economy and democracy, I say that is unacceptable. We are not where we should be, not where we must be. We are at risk in the global race for leadership and innovation. We are at risk that the next generation of communications-related jobs will be created overseas instead of in the U.S.

I don't think we should rest until we connect every corner of this country and lead the world in broadband. Instead of patting ourselves on the back, we need to get to work. According to multiple studies, the U.S. is not in the top ten globally when it comes to broadband speeds and penetration.

So, we've got work to do. An important study ranked the U.S. 40<sup>th</sup> out of 40 industrial countries in the survey on the rate of change in innovative capacity-- last. We have work to do.

Consumers in other countries like Japan and France are paying less for broadband and getting faster connections. We've got work to do. Ninety-three million Americans, 35 percent of our citizens, have not adopted broadband. We've got work to do.

The adoption rate among low-income Americans, minorities, people with disabilities, seniors, all less than 50 percent. In India, the country is at 10 percent. We've got work to do.

These low adoption rates are cause for concern, not only because of their impact on America's capacity on the world to lead the world in innovation, but also because the costs of digital exclusion are rising. For example, job postings of more and more companies are moving to the web and require online applications. If you don't have online access and digital skills, you increasingly can't find or land a job. We've got to tackle that.

At one time, broadband may have been a convenience. Now it is essential to 21st Century citizenship and participation in our economy. You get it. Four years ago, CWA work started a campaign called "Speed Matters," which called for government action and partnership with the private sector to stimulate broadband investment and adoption in America. You said, quote, "We are falling behind, because the United States is the only industrialized country without a national policy to promote universal, affordable high-speed internet access."

You were right. Congress and the White House heard your call, and as part of the recovery act the FCC was asked to develop America's first-ever National Broadband Plan, which we released in March, with strong input from CWA-- and Larry, thank you for mentioning it.

The plan is an ambitious strategy to promote private investment and job creation by building a world-class broadband infrastructure that unleashes innovation and brings the benefit of high-speed internet to all Americans.

Achieving these goals will not drive not only economic growth and our global competitiveness, it will drive solutions to national challenges like health and education; it will help us build sustainable communities; and it will encourage broad participation in our democracy and more effective and efficient government.

So what exactly is in the plan? First, we set ambitious goals. A common theme of the goals, if you allow me to borrow your phrase, is "Speed Matters." We call for affordable, 100-megabit-per-second connections to 100 million households by 2020, our "100 Squared" initiative, and affordable 50 megabits to 100 million homes by 2015. We set a goal of at least one-gigabit-per-second service to at least one anchor institution in every community in the country.

For universal service funding, we target an additional minimum of four-megabits-per-second, which is a twenty-fold increase over the old 200-kilobit standard and faster than any other country standard for funding for universal service. And we expect that four-megabit standard to evolve over time. These would all be actual speeds, by the way, not merely "as advertised."

We also set a goal of 90 percent broadband adoption by 2020 on the way to 100 percent. This would be an adoption curve for broadband faster even than the adoption rate for telephone service.

To achieve these goals, the plan includes concrete recommendations on infrastructure deployment, adoption, and the development of innovative solutions to national challenges. We at the FCC, as well as other federal agencies, are already moving aggressively to implement many of these recommendations.

Let's start with infrastructure deployment. The plan calls for the removal of barriers and the smart allocation of government resources to encourage private investment in both wired and wireless networks. We are moving on this. For example, by our order recently cutting red tape to increase the speed of tower sighting, and by the proceeding we initiated to provide timely economical access to poles and rights-of-way. These will help get more deployment faster.

The plan calls for the reallocation of 500 megahertz of spectrum so that we have a mobile infrastructure that leads the world in speed, service, and innovation. The President recently endorsed this proposal and launched the administration's Wireless Broadband Initiative to free up spectrum and catalyze more private investment and job creation around mobile networks.

The plan also proposes modernizing our universal service fund from supporting telephone service to tomorrow's broadband access service. This will provide resources for the deployment of broadband to locations where there is no private sector business case for investment without meaningful public private partnership.

These proposals to drive broadband deployment and speeds will create jobs in building and operating the network, as well as on the edge of the network.

How do we increase broadband adoption? One significant barrier to broadband adoption is affordability. So we have proposed transforming our Lifeline and Link-up programs which help needy people pay their telephone bills to apply to broadband. Another barrier to adoption is digital literacy. The plan proposes establishing a Digital Literacy Corps to make sure all Americans have the skills they need to be active participants in 21st Century society.

The plan also includes solutions to national challenges like education and health care. Take health care. CWA has worked tirelessly through the years to make sure every person in America has access to high quality, affordable health care. You just scored a major victory on this front. The National Broadband Plan would build on the progress you helped make possible. Nearly 30 percent of federally-funded rural health care clinics lack access to adequate broadband. We need to connect those facilities.

Two weeks ago, the Commission moved forward with a proceeding to modernize our rural health care program and extend connectivity in a significant way to clinics and hospitals that now don't have adequate service.

And just a few hours ago, I was with FDA Commissioner Peggy Hamburg to announce that our agencies will be moving forward on the broadband plan's recommendation to unleash investment and communications-related medical devices by increasing the predictability and speed of regulatory approvals while protecting the public's health and safety.

I believe these initiatives can catalyze the spending of investment dollars sitting on the sidelines, spur innovation, the launch of new devices and infrastructure, and, yes, create jobs.

In the early 20th Century, America's communications workers helped build and service a telephone network that connected our nation and forever changed the way we communicate. Today, our nation faces a new infrastructure challenge with the potential to transform our economy and our nation is even greater.

Building and maintaining a world-leading broadband infrastructure that's available to all Americans will drive robust economic growth and job creation and improve global competitiveness. It will open up new worlds of learning for our children, improve the quality of health care while reducing costs, empower first responders, and make our community safer. It will help us realize the fundamental promise of opportunity for all-- of course, a bedrock principle of our nation.

As I said earlier, we are not where we need to be. No one knows more than you about what it takes to get things done in our communities and in Washington. We need your ongoing input and your help to seize the opportunities of the internet and bring the benefits of broadband to all Americans.

We've got work to do, and with your help we can succeed. Thank you. (Applause)

**PRESIDENT COHEN:** Thanks, Julius. It's great to have the FCC and a Chair that shares so much in terms of our own vision. Our members across the country, particularly in rural areas, can't wait to build the networks that they know they can build, and they need help in terms of policy to do it. And our content members, our reporters and advertisers and NABET members, are looking to you and your work as well to try to save some quality in journalism and in the content sector. So we thank you tremendously, and thanks for being with us. (Applause)

Now we are going to recognize the Secretary-Treasurer.

. . . Secretary-Treasurer Rechenbach assumed the Chair . . .

**SECRETARY-TREASURER RECHENBACH:** At this time, I would like to call the Finance Committee forward for the purpose of giving the Finance Committee report, if they would join me on the podium.

I will introduce the members of the Committee:

. . . As the members of the Finance Committee were introduced, the delegates acknowledged them with a single clap of recognition . . .

Secretary-Treasurer of CWA Local 1301, Pat O'Neil;  
President of CWA Local 3250, Roy Hegenbart;  
Executive Vice President of CWA Local 6016, Monica Eason;  
Treasurer of CWA Local 9119, Elizabeth Wilks; and  
Chair of the Committee, President of Local 2201, Chris Lane.

Chris?

**DELEGATE CHRIS LANE (Local 2201, Chair, Finance Committee):** Thank you, Jeff.

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

Dear brothers and sisters, your Finance Committee met in Washington, DC, on May 11, 12, and 13, 2010, to review recommended suggestions on the 2010-2011 budget. Every supporting document requested was made available to us. The Committee reviewed the Consolidated Financial Statements for the period ended May 31, 2009, prepared by the Certified Public Accounting firm of Calibre CPA Group. The Auditors conducted their audit in accordance with generally accepted accounting principles. In the Accountant's opinion, the financial statements presented fairly, in all material respects, the financial position of the Communications Workers of America, AFL-CIO, CLC, as of May 31, 2009.

During the past year, the Secretary-Treasurer's office has undertaken some key initiatives to solidify our financial position. The management, administration, and valuation of all of our major funds have been closely examined resulting in some investments being repositioned into arenas more in line with the requirements of our Union. With the addition of Marco Consulting Group, the Secretary-Treasurer's office has been able to significantly reduce fees associated with the Defense, MRF, Strategic Industry and Pension Funds. These investment funds represent the majority of our balance sheet. The Committee applauds this professional approach to the management of our dedicated funds.

**COMMITTEE MEMBER:** The Secretary-Treasurer and his Staff have done an exceptional job developing a realistic forecast and resulting budget for the fiscal year June 1, 2010 - May 31, 2011. The Executive Board acknowledges the trend of a 6 percent decline in our membership. This trend, representing a loss of 32,000 members, is the greatest loss we have ever experienced in our history. As a result, the 2010-2011 Budget had to therefore be developed with a projected \$5 million decrease to our

income over the previous year's budget. This is \$20 million less than the projected income for the 2007-2008 fiscal budget. While many of the line expenses in the 2010-2011 Budget are for fixed costs, the Finance Committee is comfortable that other expenses have been identified and eliminated or reduced where applicable. This includes eliminating the credit for unfilled vacancies and the carry-over of excess budgeted dollars to Administrative Unit's Budget.

Our Union needs to continue to be industrious in our efforts to use our members' money sensibly in order to stay within our budgetary constraints. In spite of the efforts to reduce the expenses to projected budgeted income, this Budget includes a \$2.5 million line item in Position Reductions (Line B5). During the course of the fiscal year, each Administrative Unit must make continuous efforts towards minimizing this impact. The Secretary-Treasurer has already been committed to monthly reviews of our financial status with the Executive Board and should continue to do so with proactive efforts towards further reductions in expenditures. It is the Committee's opinion that with the combined efforts of the CWA Officers, Executive Board and Locals, along with the strategic use of our existing resources and cut backs in non-essential areas, that forced position reductions can be avoided.

**COMMITTEE MEMBER:** The Finance Committee makes the following recommendations to further deal with this budgetary crisis:

\* Each Administrative Unit must keep their expenses within their generated dues income and budget with further recognition of the need for all units to contribute to the ongoing programs and administration of the International Union;

\* Each Administrative Unit and Local must aggressively pursue organizing along with signing up their non-members, particularly those working in Telecom wire line and wireless, Public, Health and Education. These efforts alone have a potential of generating close to \$5 million of revenue throughout our Union;

\* The 2 percent wage increase budgeted for Administrative/Non-Bargained Staff effective January 1, 2011, should be reviewed at that time to see if this is fiscally responsible.

As the 2010 Convention Finance Committee, we have seen firsthand the economic challenges that lay before our Union. As Secretary-Treasurer Rechenbach has put it, "We can't simply cut our way out of this. If we are to survive, we will need to grow our way out."

The Committee has the same opinion. With International and Local organizing efforts and calculated use of our Strategic Industry Fund we feel we have better opportunities for future survival than others may have. The Finance Committee applauds the efforts of the Budget Committee to meet the commitment of the 1996 Convention action which requires that not less than 10 percent of the overall annual budget be dedicated to organizing activities through a combination of Administrative Unit resources and International Programs allocations. But in addition to this, now more than ever, we must also work collectively-- Locals, Districts, Sectors, Divisions and Headquarters-- to find creative, efficient, effective and yet cost saving ways to continue to represent the members of CWA.

**COMMITTEE MEMBER:** The 2009 Convention approved an amendment, submitted by the Finance Committee, regarding locals who are delinquent in remitting their dues to Headquarters. These delinquencies create a negative impact on budgetary planning and execution. This Committee recognizes that the obligation to collect and submit dues is important now more than ever. The outcome of the amendment this year resulted in the collection of approximately \$3,239,752 in delinquent dues. Locals must be more diligent in their fiduciary requirements by submitting dues in a timely manner and efforts must continue to resolve delinquency problems before they become unmanageable.

Past Convention actions have directed the Finance Committee to review the expenditures of each Administrative Unit and require any unit overspent by one percent or more at the end of the previous

budget year to give a detailed explanation to the Committee. The Committee reviewed the details of expenses and found that five of the Administrative Unit's overages were due to particularly long and difficult bargaining sessions. Absent the bargaining expenses, each of these Administrative Units would be at or below the one percent over budget.

A request was sent to two other Administrative Heads to provide a detailed written explanation documenting the reasons why they exceeded their budget. After a thorough review, their explanations were accepted.

**COMMITTEE MEMBER:** The Committee is recommending the 2010-2011 Budget as one that shows fiscal responsibility during a challenging time. Financial stability will require oversight of internal controls to meet budgetary compliance and the Committee recognizes the burden that the International and Local leadership face exercising cost containment while providing necessary service to our membership.

The 2010-2011 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, Senior Director of Finance Gail Gannon and their staffs 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, Sectors, Divisions, National Units and Headquarters for their ongoing efforts to achieve the financial targets outlined in the 2010-2011 Budget.

We respectfully request delegate approval in solidarity. And with the approval of the delegates, we would like to dispense with the reading of the report.

. . . For purposes of the Official Proceedings, the Finance Committee report was presented to the stenographers for inclusion in the record [See Appendix A] . . .

**SECRETARY-TREASURER RECHENBACH:** You have heard the report of the Committee. Is there support? (Applause)

. . . The motion was duly seconded . . .

**SECRETARY-TREASURER RECHENBACH:** At Microphone No. 1, Delegate Cheliotas.

**DELEGATE ARTHUR CHELIOTES (Local 1180):** I come forth with an amendment to the report that reads as follows: "The Executive Board is directed to immediately take action to comply with Resolution Nos. 7 and 10 of the "Ready for the Future" resolution adopted by the delegates of this Convention in 2006 and the supplemental report of the Finance Committee adopted by the delegates of the Convention in 2008. The Executive Board shall send to every local by the end of year a corrective plan indicating the steps it is taking to bring this union into compliance with the directives of the delegates of the Conventions and shall make a full report at the 73rd Convention."

**SECRETARY-TREASURER RECHENBACH:** There is a motion to amend in front of you. Is there a second in support?

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

**SECRETARY-TREASURER RECHENBACH:** Do you wish to speak on your amendment?

**DELEGATE CHELIOTES:** Thank you.



In 2006, we adopted "Ready for the Future." Resolution No. 7 in Ready for the Future called for changing the budgeting process to assure resources are on the frontline of our fight. CWA's national budget will be built on administrative units budgets that are supported by each unit's income. In other words, each administrative unit, i.e., the districts or the sectors, will be required to live within its income (applause), but will also have increased flexibility on how to use their funds. This will ensure that resources are distributed equitably.

Resolution No. 10, Grievances and Restructuring, requires immediately that all districts and sectors live within their income. All district and sector budgets will be limited by each unit's actual income, and expenses will not be allowed to exceed income. Income and expenses will be reviewed monthly.

Two years later at the Convention of 2008, the following supplemental report of the Finance Committee was adopted: "The Committee also discussed the importance of each administrative unit living within the dues income that it generates, which is a different standard than living within the approved budgets. This is an important "Ready for the Future" goal established by our Convention. In the absence of extreme circumstances, the union should begin the process of enforcing this standard in its next budget cycles."

As I understand, this is not occurring now. The Committee can correct me. But we have had this resolution now since 2006, and the highest decision-making body of this union is the Convention. And twice the delegates of the Convention have spoken, and twice they have said that each administrative unit should live within the limits of its income.

We are all having difficult times. Things are tough, and there might be the need for some transition, but we are four years into transition here, and yet the Board has not moved to carry out the will of the Convention. (Applause)

That is why, in addition to citing those parts, I ask that the Executive Board also communicate with the locals on the corrective action it is taking and be prepared at the 73rd Convention to explain how it has conformed with the wishes of the highest body of this union, the convention, in complying with the actions that it has directed.

Thank you very much. (Applause)

**SECRETARY-TREASURER RECHENBACH:** At Microphone No. 4, Delegate Winton.

**DELEGATE TONY WINTON (Local 31222):** I speak against this amendment. Brothers and sisters, we are a labor union, not a corporation that lives and dies by balance sheets. (Applause) All right? That's what we are. We help each other when we are in need. There isn't a single local here that hasn't had a member or itself had a problem where you have had to get assistance from someone else. We extend a helping hand, we share resources, and we make sure that we can stand together and stand strongly.

An amendment like this one is counter to the very idea of a labor union where it's "all for one and one for all." There are going to be times when people are going to be over budget, and there will be times when people are on good times. And it's in the times when a man is down or a sister is down that we stand together and help them.

With respect to my brother, would he be happy that the AFA didn't have the money to go ahead and try and organize people at Delta because they are not part of their current administrative budget? We have to be ready for opportunities when they come and deal with problems when they come.

So I respectfully ask that this amendment be defeated, and that we treat each other like the union brothers and sisters that we are. Thank you. (Applause)

**SECRETARY-TREASURER RECHENBACH:** At Microphone No. 4, Delegate Ebeling.

**DELEGATE JOHN EBELING (Local 6300):** Brothers and sisters, I rise to speak against the proposed amendment. As the previous speaker said, this is not a business. I believe this is still a union, and I am of the opinion it's the greatest union in the United States of America. It has been and it always will be.

I don't think we can prove anything by dividing the different sectors in this union. Some 22 years ago when the Printing Sector was in better shape financially, they were able to loan a million dollars to the CWA when they were having problems. We are having problems right now in the Printing Sector. Our newspapers have been hit hard.

I don't think this is the time where you want to tighten the belt to the point where the Printing Sector cannot carry out each of the spheres of the CWA Triangle. The Printing Sector has cut staff. They have changed their office space. They have made change after change, belt-tightening. I think their budget is about 50 percent of what it was five or eight years ago.

Brothers and sisters, don't divide the sectors. The sectors came into the CWA to make it stronger. I believe the different sectors have made it stronger, and I hope we can have more sectors come in. But they may not be able to live under their budget continually or each year. But when they have trouble, I hope the CWA brothers and sisters and the other organizations that are doing better will be there to help them so we can grow this organization together, not looking dollar for dollar each year, but looking for the growth of the CWA. Thank you. (Applause)

**SECRETARY-TREASURER RECHENBACH:** On Microphone No. 1, Delegate Omeara.

**DELEGATE WILLIAM O'MEARA (Local 31003):** I would like to make what I hope is viewed as a friendly amendment to Brother Cheliot's motion, and perhaps address some of the concerns that people have at the "Against" microphone. I would like to add the words to his motion, "except under extenuating circumstances."

**SECRETARY-TREASURER RECHENBACH:** You have heard the motion. Is there a second?

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

**SECRETARY-TREASURER RECHENBACH:** It's been seconded from the floor. You are entitled to speak on the amendment to the amendment.

**DELEGATE O'MEARA:** Yes, I would like to speak to it. Obviously, the union is under dire financial straits right now or could be in a few years if we don't correct it right now. But there are things that happen that the officers of the union need to do to address the issues that come up that we can't anticipate right now.

In my local, we have units that only have a few members, and we would never, ever get enough dues to justify representation of those people if we viewed them strictly by how much money they bring into the union. And I do believe that. I believe our union is more like an insurance company where the people who need the help get it when they need it.

There are parts of our union that are in big trouble right now. At the same time, people have to kind of recalculate what they can afford to do. So I hope this amendment helps address some of the concerns. I don't want any sector or district of our union to be shut down, go out of business. Our members need services, but the union has to stay away from bankruptcy, which could happen in a few years. (Applause)

**SECRETARY-TREASURER RECHENBACH:** You have heard the amendment to the amendment. There is nobody at either one of the microphones desiring to speak-- oops, we do have somebody.

Microphone No. 5, Delegate Fox.

**DELEGATE DAVID FOX (Local 2004):** Mr. President, I have two questions. The first one is: What administrative sector was over budget?

**SECRETARY-TREASURER RECHENBACH:** I'm sorry. Could you repeat the question? They were just handing me another card.

**DELEGATE FOX:** What administrative sector was over budget?

**SECRETARY-TREASURER RECHENBACH:** I think we are talking about a couple of different things up here. There's the budget and then there's actually the income that gets generated. I believe the amendment and the amendment to the amendment talk about the income ratio. Is that what your question is directed at, or are you directed at the budget piece of it?

**DELEGATE FOX:** Budget.

**SECRETARY-TREASURER RECHENBACH:** The budget piece of it, all right. In the last fiscal year, there were five administrative units that were over budget. Do we have the list there? We can get that to you in a moment. Hang on.

. . . Brief pause . . .

**SECRETARY-TREASURER RECHENBACH:** Those units that were over budget in the 2009-2010 fiscal year were District 1, District 6, District 9, PPMWS, NABET, Communications and Technology, and Public Workers.

You are entitled to a second question.

**DELEGATE FOX:** Yes, sir. During what years have they been over budget?

**SECRETARY-TREASURER RECHENBACH:** Well, I don't have the previous years' budgets, but again, I think we are getting a couple of things confused here. The discussion here is really about income and whether or not they spent more than they brought in. And all I've got right here in front of me right now is where these districts were. It tends to vary from year to year, who is over and who's not.

**DELEGATE FOX:** Okay. Thank you.

**SECRETARY-TREASURER RECHENBACH:** At Microphone No. 4, Delegate Maida.

**DELEGATE ROBERT MAIDA, JR. (Local 14430):** I rise in opposition to this amendment and the original amendment. I'm not so sure whether the amendment is friendly or not. I wasn't able to get that call. But just living within your budget, I can remember about seven years ago when then Vice President Jeff Rechenbach called up and asked my Local to go out on a limb and rescue an IUE Local that was floundering in Chicago. We did that. We took in 400 members at that time.

My original members were paying about one and a half percent dues to the Local, while those members came in and paid probably .5 [percent]. In the seven years until we were able to get that dues leveled out, not one of my members ever complained that they were taking a bigger burden, and we

should not represent those people in that IUE Local that merged with us. (Applause)

I tell you, this is the most divisive thing that I have ever heard. I have been here 25 years, and I cannot believe that this would happen at a Convention like this. We have better ways to spend our time and do our business.

I am in opposition to that amendment. Thank you. (Applause)

**SECRETARY-TREASURER RECHENBACH:** Again, this is on the amendment to the amendment, so I encourage you to be germane to that piece of this.

At Microphone No. 3, Delegate Trementozzi.

**DELEGATE DON TREMENTOZZI (Local 1400):** You know, I think the spirit of getting Ready for the Future was to find fiscal responsibility and to find ways to consolidate staff and use our money wisely. We just passed an amendment to have biennial Conventions for a reason, and it's not only us that should be cutting back, but some of these other districts and sectors should be consolidating staff and resources so nobody gets harmed. It's just a matter of working together and finding other ways and, you know, cutting from the top and everybody working together.

So I do support this motion to, you know, make this union stronger, and the only way you are going to do that is through organizing and consolidating and using our money wisely.

**SECRETARY-TREASURER RECHENBACH:** Delegate No. 5-- Microphone No. 5, Delegate Santora.

**DELEGATE T SANTORA (Local 9000):** Actually I just want to speak on the amendment.

**SECRETARY-TREASURER RECHENBACH:** All right. We will put that aside for now.

There appearing to be no other delegates desiring to speak on the amendment to the amendment, this would add to the amendment that was currently before us the words "except in extenuating circumstances."

All those in favor of the amendment to the amendment, signify by raising your right hands. Opposed by a like sign. It is defeated.

Back to the original amendment, Microphone No. 3, Delegate Henderson.

**DELEGATE BILL HENDERSON (Local 1298):** I would just like to say that I support Arthur Cheliot's motion because I feel that the financial strength of our union goes hand in hand with our membership. As we have seen our membership decrease, we have seen our revenues decrease along with them. We have to take steps to modify or adjust our living standards in accordance with those standards.

We have seen, whether it's our locals or our homes, our budgets have to be balanced. An unbalanced budget only weakens our union and makes us less able to fight that fight for tomorrow. The membership are the ones that have to be the key to our success, but we can't do it if we don't have the coffers to support that fight.

Thank you very much. (Applause)

**SECRETARY-TREASURER RECHENBACH:** At Microphone No. 1, Delegate Hatch.

**DELEGATE RICHARD HATCH (Local 2201):** I call for the question.

**SECRETARY-TREASURER RECHENBACH:** The question has been called for. It's not debatable. All those in favor of calling the question, signify by raising your right hands. Opposed by a like sign. The question has been called.

On the amendment that is before you, "The Executive Board is directed to immediately take action to comply with Resolutions 7 and 10 of the Ready for the Future report passed by delegates in 2006. It was affirmed by delegates at the 2008 Convention when we accepted the Supplemental Report of the Finance Committee. By the end of the year, the Executive Board will send to each local a corrective plan indicating the steps it is taking to bring it into compliance with the above by the 73rd Convention of the CWA."

All those in favor of the amendment, signify by raising your right hands. Opposed by a like sign. It is defeated. (Applause)

I should say-- and I waited until after the debate here because I would like to say a little something about this. We have a complicated union. We have a broad geography. We have a variety of merger agreements. We have various-sized bargaining units in diverse industries, and many of those industries are in crisis as we all know. Any one of our units at any time can suffer dramatic losses of membership affecting their income.

With that as a backdrop, over the past two years we have been holding back from replacing staff or clerical vacancies and reassigning staff to other units. We have been moving carefully, choosing to use a paring knife rather than a meat axe. I believe we are now just about there. We still have one unit that has the potential to be over their income for this coming year, but with other anticipated changes I am optimistic that we can bring them in within income as well.

But it doesn't stop there. We need to continue to give each of the districts, sectors, divisions, and other administrative units the kind of tools necessary to help them make better decisions about their resources and their impact on the overall bottom fiscal line of our union.

So, I appreciate your discretion on that, and we will continue to work toward that goal.

Before you now is the Finance Committee report.

. . . Calls of "Roll Call" . . .

**SECRETARY-TREASURER RECHENBACH:** There has been a call for a roll call vote. It takes 20 percent. All those in favor of a roll call, signify by raising your right hands. Opposed by a like sign. There is no roll call. (Applause)

At Microphone No. 3, Delegate Siefers.

**DELEGATE PAMELA B. SIEFERS (Local 4900):** I rise to support the report and the work of the Finance Committee. Having served on this Committee in the past, I am aware of the work involved to interpret the many reports of financial data before you can even begin to question, review, and report. In an environment of declining revenues, the Committee should be commended for their commitment to fiscal responsibility. Thank you. (Applause)

**SECRETARY-TREASURER RECHENBACH:** At Microphone No. 3, Delegate Maida.

**DELEGATE ROBERT MAIDA (Local 14430):** I rise in support of the Finance Committee report. The Finance and Budget Committee had their work cut out for themselves this year with the economy in

the tank the way it's been, and the employers pressuring us all over this country, especially in our sector.

Throughout the CWA, it's been a difficult time. But even through those difficult times, the Committee had the guts and courage to put out a budget that is within our limits. So I rise in support, and I recommend adoption of the Committee's report. Thank you. (Applause)

**SECRETARY-TREASURER RECHENBACH:** At Microphone No. 1, Delegate McConnell.

**DELEGATE DONALD R. McCONNELL (Local 14827):** I would like to make a motion to close debate.

**SECRETARY-TREASURER RECHENBACH:** You have heard the motion. It's not debatable. All those in favor of closing debate, signify by raising your right hands.

. . . Calls of "What's the issue?" . . .

**SECRETARY-TREASURER RECHENBACH:** This is on the Finance Committee report.

All those opposed to closing debate.

**VOICE FROM THE FLOOR:** Question?

**SECRETARY-TREASURER RECHENBACH:** The motion to close debate takes priority. So I'm going to ask the question again. All those in favor of closing debate, signify by raising your right hand. Opposed by a like sign. Debate is closed.

We are now on the question of the Finance Committee report. All those in favor of supporting the Finance Committee report, signify by raising your right hands. Opposed by a like sign. The report is adopted.

Thank you very much, and thank you to the Committee for your hard work. I appreciate it. (Applause)

I would like to call on the Defense Fund Oversight Committee to come up to the podium for the purpose of giving their report. While they come up here, I will introduce them:

From the IUE-CWA, John Lewis;  
From District 13, Sandy Kmetyk;  
From District 9, Joan Gifford;  
From District 7, Cecilia Valdez;  
From District 6, James Allen;  
From District 4, Edwin Phillips;  
From District 3, Mark Ledford;  
From District 2, John Wills;  
From District 1, Terry Daly;

And the Chair of the Committee, from the Public Workers Sector, Arthur Cheliotos.

Mr. Chairman.

**DELEGATE ARTHUR CHELIOTES (Local 1180, Chair, Defense Fund Oversight Committee):** In order to give the report, we will begin with Terry Daly, the District 1 Representative.

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

Report of the  
Defense Fund Oversight Committee to the  
72nd Annual CWA Convention

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 (RLMRF), and the Strategic Industry Fund (SIF).

The DFOC is authorized to examine receipts, disbursements, investments and the administrative policies associated with the funds. The DFOC may also, with a two-thirds 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 Fund Oversight Committee met on November 16-17, 2009 and May 17-19, 2010, 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.

I will turn the mike over to John Wills from District 2.

## INVESTMENTS

Prior to the Convention, the DFOC met with representatives of the Marco Consulting Group (MCG) to review investment performance for the Robert Lilja Members' Relief Fund (RLMRF) and the Defense Fund. MCG was selected to serve as investment advisors and co-fiduciaries on these funds effective June 1, 2009, after a Request for Proposal was issued for these services in the spring of 2009.

MCG first presented an investment analysis to the DFOC at the CWA Convention in June 2009, and subsequently updated the Committee on investment performance at meetings in Washington, DC, on November 16-17, 2009, and May 17-18, 2010. MCG is responsible for monitoring and verifying that fund investments are made in accordance with guidelines established by the President and Secretary-Treasurer who are trustees of the funds.

As of March 31, 2010, the RLMRF had a value of **\$392,681,462**. This represents a \$21.8 million or 5.9 percent increase over the fund's \$370,843,313 balance at March 31, 2009. Approximately \$8 million of that increase was due to dues contributions that were made to the RLMRF in May, August and September of 2009.

According to RLMRF guidelines, when the fund's assets fall below the floor of \$377,494,108, the quarter hour dues that would otherwise be sent to the Strategic Industry Fund are retained by the RLMRF. Once the target floor balance is achieved, the quarter hour of dues is redirected to the SIF and the RLMRF's growth is fueled by investment returns and asset appreciation.

The Defense Fund had a balance of \$12.6 million as of March 31, 2010, a \$649,179 or 4.9 percent decrease from its \$13.3 million balance as of March 31, 2009. While the fund experienced \$4.8 million in gains during the 12-month period, \$5.5 million in distributions were issued.

I now turn the mike over to Mark Ledford from District 3 for the purpose of continuing the report.

## THE ROBERT LILJA MEMBERS' RELIEF FUND

The balance of the RLMRF as of March 31, 2010, is \$392,681,462. The Committee reviewed mortgages and voted to keep the current mortgage rate of 7.73 percent. Mortgage loans held by the RLMRF as of March 31, 2010, total **\$11,908,367.88**.

<u>Local</u>	<u>Amount</u>	<u>Local</u>	<u>Amount</u>
1033	\$ 50,008.27	4123	\$ 145,348.36
1040	\$ 1,053,346.50	4340	\$ 961,194.68
1107	\$ 177,411.34	4501	\$ 112,103.60
1109	\$ 501,162.42	6222	\$ 3,936,478.94
1118	\$ 212,644.79	7704	\$ 76,287.18
1133	\$ 942,321.45	7708	\$ 192,736.64
2108	\$ 660,533.84	7803	\$ 164,183.90
2222	\$ 157,368.00	9415	\$ 26,418.33
3112	\$ 20,856.32	9423	\$ 1,015,479.23
3314	\$ 51,240.25	9503	\$ 104,549.59
3406	\$ 78,406.26	9509	\$ 828,212.13
3407	\$ 21,472.56	39521	\$ 86,971.35
4100	\$ 331,631.95	<b>TOTAL</b>	<b>\$ 11,908,367.88</b>

**THE ROBERT LILJA MEMBERS' RELIEF FUND EXPENDITURES**  
**April 1, 2009 - March 31, 2010**

STRIKE-RELATED - LOCAL 33225 - UPAGRA, **\$773,600**

DEFENSE FUND - The balance of the Defense Fund as of March 31, 2010, is **\$12,606,835**.

**DEFENSE FUND EXPENDITURES**  
**April 1, 2009 - March 31, 2010**

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

<u>Local</u>	<u>Allocated</u>	<u>Spent</u>	<u>Balance</u>
State of NJ Public Workers	1,250,000	1,073,584	176,415
AFA-CWA - Northwest Airlines	590,000	397,191	192,808
TNG-CWA Local 39117			
Hawaii Tribune Herald	50,000	0	50,000
TNG-CWA Local 33225 - UPAGRA	95,285	45,981	49,303
NBC Universal - 51011, 52031, 54041 & 59053	174,940	143,991	30,948
UPTE-CWA Local 9119	161,840	95,100	66,740
ACS E-Z Pass-Local 1102	185,000	53,779	131,220
Local 1180	500,000	500,000	0
TNG-CWA Times Local 30134	100,000	55,057	44,942
Whirlpool Local 84808	101,000	39,782	61,217
<b>TOTAL</b>	<b>\$3,208,065</b>	<b>\$2,404,465</b>	<b>\$803,593</b>



## STRATEGIC INDUSTRY FUNDS (SIF):

The balance of the Strategic Industry Fund as of March 31, 2010, is **\$44,650,842**.

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

### SIF BUDGET AS OF 3/31/10:

<b>Campaign</b>	<b>Budgeted</b>	<b>Expense</b>	<b>Balance</b>
Verizon SIF	6,330,000	5,909,928	420,071
Speed Matters SIF	8,275,000	2,921,821	5,353,178
Alcatel-Lucent	550,000	169,774	380,225
Telecom Industry	5,900,000	2,780,576	3,119,423
Telecom Organizing Institutes	1,075,000	26,546	1,048,453
Internal Organizing Non-Members	1,230,000	0	1,230,000
Windstream	271,000	0	271,000
MediaNews	997,802	857,475	140,326
News Industry Jobs	459,591	232,079	227,512
Canadian SIF	573,000	193,729	379,270
PPMWS SIF	132,250	45,427	86,822
Healthcare Workers (completed)	101,181	67,836	33,345
GE Lighting	360,500	195,826	164,673
Lean/High Performance	1,413,000	503,823	909,177
Green Jobs	1,182,500	184,384	998,115
Automotive Bankruptcy	1,100,000	656,403	443,596
Healthcare for All	12,000,000	10,313,769	1,686,230
Building a Political Movement	5,695,000	185,300	5,509,700
Employee Free Choice Act	8,400,000	4,579,571	3,820,428
Financially Distressed Employers	<u>1,493,750</u>	<u>610,869</u>	<u>882,880</u>
<b>TOTAL</b>	<b>\$57,539,574</b>	<b>\$30,435,145</b>	<b>\$27,104,429</b>

TOTAL SIF INCOME	\$54,982,029
TOTAL SIF EXPENSE	\$10,331,186
TOTAL SIF BALANCE	\$44,650,842
TOTAL SIF BUDGETED	\$27,104,429
TOTAL SIF UNBUDGETED	\$17,546,413

## SIF CAMPAIGNS

Two SIF campaigns were closed out this year: Health Care for All and Employee Free Choice. The 12 active Strategic Industry Fund Campaigns are listed below. All telecom related campaigns are now grouped under the Telecom SIF.

**1. Telecom SIF:** The Telecom SIF includes numerous telecommunications campaigns including Speed Matters, Verizon Frontier campaign, Century Link/Qwest Campaign, T-Mobile Campaign, AT&T Protecting Growing Jobs, Windstream Campaign, Internal organizing and others.

**2. 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.

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

**4. Media News:** A campaign to build union power and ultimately create a global collective bargaining strategy at Media News.

**5. Lean Manufacturing:** Developing a corp of IUE-CWA lean manufacturing experts who can train and implement the program in order to save and grow jobs.

**6. PPMWS Union Label:** Seeks to assert and promote the CWA label.

**7. 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.

**8. 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.

**9. Green Jobs:** Push new industrial policy and 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.

**10. Automotive Bankruptcy:** Campaign to improve members' status in bankruptcy including forming coalitions with other affected unions, educating elected officials and using political leverage

**11. Building A Political Movement:** Campaign to strengthen and increase our Legislative Political Action Teams (LPATs) and improve our leadership capacity in legislative and electoral work.

**12. The Role of the Union in Media:** Campaign to reach out to allies and create alternative approaches and organization that deal with the significant changes and pressures in the news media.

## SIF CAMPAIGN SUCCESSES

**Speed Matters:** Achieved CWA's Speed Matters goals of universal high-speed broadband goals into FCC's National Broadband Plan (released March 2010). These include benchmarks of 50 megabits per second (mbps) downstream, 20 mbps upstream to 100 million households by 2015 and 1 gigabyte to community anchor institutions. Also, launched a campaign with Sierra Club in 5 pilot states to expand 1 gigabyte high-capacity networks to schools, libraries, and health centers as well as built national coalition of labor, civil rights groups, environmentalists and others in support of "middle way" open internet policies that are consistent with jobs and investment.

**Lean Manufacturing:** Will gain 300 new jobs as production of hybrid hot water heaters is brought from China to General Electric's Appliance Park where Local 83761 members in Louisville, Kentucky, are a key part of the team which cut hundreds of thousands of dollars out of production costs thanks to Lean Manufacturing training. Analysis of the savings that could result from lean implementation freed up money to settle the contract for Local 88648 in Sharon, Pennsylvania, where the contract had been rejected twice and a strike was looming.

**Healthcare:** 179 State and CD Campaign Coordinators recruited 1,296 LPAT members from 22 states. They generated 35,318 calls and 7,372 letters to Members of Congress through worksite phone actions plus held 185 meetings in their home districts (not including the 207 meetings held during the Legislative Conference and the two fly-in events).

At the 2009 LP Conference, CWA organized the largest turnout of any organization to the National Lobby Day for Health Care Reform sponsored by Health Care for America Now with 54 busloads of members. And, when groups opposing reform began hijacking Congressional town hall meetings, coordinators organized groups to attend the meetings to speak in support of reform. In August, 2009, CWA sent teams to 124 town hall meetings across the country-- with 1,100 CWA members in attendance. A partial victory came when CWA fought taxation of healthcare plans that resulted in monumental legislation passing in early 2010.

**CWA/SCA:** In the second year of its multi-use SIF project, CWA/SCA Canada waged a public campaign to protect free over-the-air television when the country shifts to digital transmission, held two successful mobilization courses for present and future local leaders, and launched an internet outreach program for workers not presently affiliated with unions.

**Employee Free Choice Act:** CWA generated over 10,000 calls and over 5,000 handwritten letters to targeted members of Congress since the 2009 Convention. We assisted and mobilized four (4) workers-- Sarah Steffens, John Pezzana, Joe Bordelon, and Chinazo Okolo to be part of the "Faces of the Employee Free Choice Act" photo campaign, DC Lobby Day, and state-based actions associated with American Rights at Work (ARAW); our members accompanied celebrities on lobby visits and spoke with national press outlets.

Over 15 banners were created and hung over overpasses in Florida, New York, New Jersey, Pennsylvania, and California. Many were displayed at the 2009 Convention. In Pennsylvania, CWA members posted 10,000 yard signs in targeted communities where Senator Specter could easily view them. Over 116,000 CWA members signed postcards in support of the Employee Free Choice Act, as part of the Million Member Mobilization. When the legislation did not reach the Senate floor, CWA focused efforts on defeating a previous EFCA co-sponsor, Senator Blanche Lincoln. Arkansans forced Lincoln to a run-off election with their support of Bill Halter. Labor's support of a new pro-labor candidate reverberated throughout the halls of Congress.

**MediaNews:** This SIF has been instrumental in creating and upholding workplace standards throughout the troubled company, which filed for bankruptcy this year. We implemented the first-ever contract at the Bay Area News Group-East Bay, including a pay minimum that brought substantial raises

to some of the unit's most underpaid workers. Thanks to the SIF campaign, some photographers in the Los Angeles News Group are about to receive their first new equipment from the company in seven years. And later this month, we will launch a redesigned MediaNewsMonitor site as a central hub of information for union members nationwide.

**Auto:** In a huge victory for retiree rights, a three-judge panel of the U.S. Court of Appeals for the Third Circuit found that Visteon unlawfully terminated retiree health and life insurance benefits promised to IUE-CWA-represented retirees. With SIF assistance, workers were mobilized and educated on these issues affecting retirees and now with the court decision, the company must restore benefits to retirees.

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

The DFOC recommends that there be an evaluation of the current mortgage rate to consider if it should be lowered in 2011.

The Defense Fund Administrator is to review all mortgages and (1) Perfect all liens; (2) Appraise all properties; (3) Determine the debt to income ratio of the mortgage holder.

Respectfully Submitted, the Defense Fund Oversight Committee.

I turn it back to our honorable and distinguished Chair, Arthur Cheliotos of the Public Workers.

**CHAIR CHELIOTES:** Who knew I was distinguished? Mr. Chairman, we move for the adoption of the report.

. . . The motion was duly seconded . . .

**SECRETARY-TREASURER RECHENBACH:** You have heard the motion for adoption of the report. There has been a second.

Appearing at Microphone No. 3, Delegate Fox.

**DELEGATE DAVID FOX (Local 2004):** Mr. Chairman, I rise in support of the Strategic Industry Fund on behalf of the Local Presidents of West Virginia and the delegates here.

On May 2009, Verizon announced it was going to sell West Virginia land lines to Frontier Communications. Immediately, District Vice President Ron Collins mounted a campaign with the use of SIF resources, with which we proceeded to visit every county commission within our state, city council meetings, and we met with our legislators and congressional delegates and representatives and informed them of the seriousness of this acquisition.

We had four Lobby Days at the West Virginia legislature where we met with our delegates there and Senators and informed them of what would happen with West Virginia if some requirements were not met.

We held a rally in Charleston, West Virginia, that our members attended with President Larry Cohen and the Governor of West Virginia, Joe Manchin. United Mine Workers President Cecil Roberts and others were there in our support. We distributed lawn signs throughout West Virginia and window decals in vehicles, to bring public awareness of this. We presented 5,000 signatures to the West Virginia Public Service Commission. We had a delegation that even rode a bus to the FCC and spoke with the FCC here in Washington, DC, over this issue expressing our concerns about the sale of these assets.

One thing I would like to point out, though. We did not stop the sale. However, we did acquire over \$500 million committed from the-- Verizon had to pay \$72.5 million in fines and penalties for

broadband build-out in West Virginia. So we have acquired over \$500 million total through other funding and different sources for broadband build-out in West Virginia. So we believe it was a success, and resolved that our members will have job security.

We could not have done this without the SIF Fund. We could not have done it. Our little locals in West Virginia could not have done what we did. We could not have traveled. We simply could not have afforded this.

So, this was a success, and we would like to thank the committee for that and the Executive Board. Thank you very much, sir. (Applause)

**SECRETARY-TREASURER RECHENBACH:** At Microphone No. 5, Delegate Harmon.

**DELEGATE BRADLEY HARMON (Local 6355):** My question is: I am noting that the "Health Care for All" SIF is being closed out. I am also noting we are calling the health care legislation a partial victory. I am wondering if the Committee is currently considering any SIF proposals for a new health care campaign so that we can make health care reform a full victory.

**SECRETARY-TREASURER RECHENBACH:** I can try and answer that one. There's nothing currently before the Committee in terms of new SIF, but it is something that is being discussed. As you know, the way these things happen, they come from different sectors within the union, and it's only after there is a plan put together does an action come before the Executive Board or the Committee. But there are discussions underway about that.

You are entitled to a second question.

**DELEGATE HARMON:** No, I'm good.

**SECRETARY-TREASURER RECHENBACH:** At Microphone No. 3, Delegate Longer.

**DELEGATE ROBERT LONGER (Local 9421):** Brothers and sisters, I rise to speak in support of this Strategic Industry Fund. We have seen in the last couple of years, and certainly since 2006 when the SIFs were created, the need for targeted specific action that will address specific issues that our members in general and in sectors are facing.

Health care, as we have seen, was one of the most successful SIFs that we have done. Last year we all gathered together and rallied in a huge show of support. We hit the halls of Congress to lobby and mobilize. In California, we are doing this actively. On August the 10th, we have a major lobby day which is SIF supported. We cannot do this as disparate locals. We do need the support of the Strategic Industry Funds to continue to target specific campaigns that will benefit and grow the union.

As we have heard before, with the approximately six percent decline in membership, 32,000 members lost, we now need to shift our focus to growing this union and growing a stronger union and engage the new workforce as the Next Generation Committee will do, endeavor to do, and to keep growing this union.

I think if anything we have learned over the years is that we cannot keep doing the same thing over and over again. We need to reinvent ourselves and revitalize our membership, and I think the Strategic Industry Funds will help us do that. Thank you. (Applause)

**SECRETARY-TREASURER RECHENBACH:** Thank you.

There appear to be no other delegates desiring to speak on the Committee report and recommendation. I will put the question before the body. All those in favor, signify by raising your right

hands. Opposed by a like sign. It is adopted, and I thank the Committee for their terrific work, as usual. (Applause)

**CHAIR CHELIOTES:** I would like to thank you, Teri Pluta, Yvette Herrera, and Georgia Harrison for their support in getting this report together. Thank you very much.

**SECRETARY-TREASURER RECHENBACH:** And I know there were some folks at the Questions microphone during the Finance Committee report. I've got some of the questions up here. I'm going to run through them very quickly and answer them so you get the answers on them. We are not trying to keep anything from you here.

The first one was on the 2010-2011 Budget. The last line, the deficit: Why is this included in what should be a balanced budget? You are correct. There are about \$2.49 million. We hope to be able to, through the course of the year, fill that amount out and get the budget balanced by the end of the year through some retirements and people not getting replaced.

A question that comes up every year-- I should anticipate this one: What are the salaries of each national officer? The President of the union makes \$186,615. The Secretary-Treasurer makes \$167,100. The Executive Vice President makes \$154,289. A Vice Presidents makes \$145,724, and the AFA Vice President makes \$110,824.

The last question-- there was one other question I thought I answered in my remarks at the end. The last question I have is: The total of health care cost in this year's CWA budget for officers, staff, and retirees, and that number is about \$15.7 million. Over half of that is retirees' health care costs for us.

I hope that helps address some of the questions that were left lingering out there.

I will turn the podium back to the President of the union, Larry Cohen.

. . . President Cohen resumed the Chair . . .

**PRESIDENT COHEN:** Thanks, Jeff.

As I said earlier, one of the bright spots of the last year has been appointments by the White House. It's now an honor for me to turn this over to Chris Shelton, and I know it's an honor for him to introduce our next speaker. (Applause)

**VICE PRESIDENT CHRIS SHELTON (District 1):** Good afternoon, brothers and sisters. It is now my pleasure to introduce to you-- I'm going to say a few words about him, and some of those who know me will know that I didn't write most of this stuff, but I will get to my comments.

Mark Gaston Pearce was appointed by President Barack Obama, and recently confirmed by the Senate in June 2010, to serve as a board member of the National Labor Relations Board.

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

**VICE PRESIDENT SHELTON:** There's a whole bunch of folks from District 1 who know Mark very well. (Applause and cheers)

Mark is a former partner in the labor side law firm of Creighton, Pearce, Johnson & Giroux, where he represented over 50 unions and their locals, including CWA, in addition to handling numerous arbitrations and litigations before the NLRB. Mark represented the CWA during the successful New Era Cap strike. (Applause)

He also won the right to unionize for research assistants at the Research Foundation of New York, something that they said we would never win. Well, Mark won. (Applause)

Prior to that, Mark worked for 15 years at the NLRB in Buffalo and other field offices around the country as a civil prosecutor, investigator, and district trial specialist. Mark has been actively involved in legal, labor, and community activities. He served on the New York State Industrial Board of Appeals and the New York State Commission to increase diversity in state government and the Amistad Commission.

He is Fellow at the College of Labor and Employment Lawyers, a former board member of the AFL-CIO Lawyers Coordinating Committee, a member of the Erie County Bar Foundation and Volunteer Lawyers Project, and a member of the New York Eighth Judicial District's Committee on Character and Fitness. Mark also taught for many years at Cornell's School of Industrial Labor Relations, and has lectured at many state and national bar association programs around the country.

Mark has received many honors for his public service and worker advocacy efforts, including the CWA Eugene Mays Award and awards from the Minority Bar Association of Western New York and the Coalition of Economic Justice. Mark has also been honored in various publications, including being named as a New York "Superlawyer"-- and for a labor lawyer, that's a biggie.

In addition to Mark's many talents, he is an accomplished artist whose paintings have been exhibited at the AFL-CIO here in Washington, DC, and other venues.

Now let me tell you what I know about Mark Pearce. And I won't give up anything on you, Mark. (Laughter) He is an activist who has spent his entire life seeking justice for working people. He is now in just the right place to continue his life's work, and he will supply justice to working people at the NLRB. (Applause and cheers)

He will, I am absolutely positive, supply the justice to working people that has been lacking at the NLRB for so many years. So, brothers and sisters, it's my privilege and my honor to introduce to you my friend, your friend, a new NLRB member, The Honorable Mark Gaston Pearce.

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

**HON. MARK GASTON PEARCE (National Labor Relations Board Member):** You've got to stop. My wife says my head is too big as it is. (Laughter)

Good afternoon, ladies and gentlemen. It's a pleasure to be here. Thanks, Larry, fearless leader, staunch advocate for workers' rights, good friend. Thanks, Chris, you are going to do the eulogy at my funeral, definitely. (Laughter)

Greetings and thanks to you and to Dave and all the District 1 people. I see a lot of District 1 people out there. How you doing? (Applause and cheers)

Honors and greetings to all. To my friend, Mary O'Melveny, CWA couldn't ask for a better general counsel. (Applause)

Greetings also to all the fine CWA lawyers who advocate for CWA. I know them well. I know how hard they work. Greetings to all of you across the country.

And finally, greetings to all you die-hard officers, delegates, reps, and members who live the struggle and whose fingers are on the pulse that gives this nation life.

You heard a little bit. You heard enough about me. I would like to extend a message to you today. "May you live in interesting times." That phrase, according to some historians' research, goes

back as far as the 1930s. Some say that this is a Chinese blessing of good tidings. Many have said that it's a curse related to the proverb, "It is better to be a dog in peaceful times than a human in times of chaos." No one knows for sure. I know that I have been in the doghouse many a time, and I found no peace. (Laughter)

"Interesting times" generally refers to times of change, struggle, instability. During interesting times, trails have been blazed, wars have been fought. People had to do what was necessary to survive-- or not. We live in interesting times-- the economy, health care, unemployment, education, fiscal and environmental irresponsibility, war. Never before have the divisions been so clear. Never before have the consequences been so severe.

But interesting times produce things so commonplace that sometimes we forget the 40-hour work week, the weekend, child labor laws, overtime, OSHA regulations, the National Labor Relations Act. Interesting times produce the likes of Harriet Tubman, Susan B. Anthony, A. Phillip Randolph, Martin Luther King, Mother Jones, Rosa Parks, Cesar Chavez, Nelson Mandela, Barack Obama. (Applause) And countless others, less known, who have stepped up to meet the challenge.

While working people like you stepped up, they made a choice. They made this choice during uneasy, interesting times. Working people took the deed to the house when the house was on fire. Working people took the keys to the car when the tires were slashed, the windshields were broke, there was a hole in the gas tank, and oil was leaking all over the place.

Why? Working people chose change. And I have you to thank for that, because I am privileged to be part of that change.

I am honored to return to an agency that I started. First out of law school, I went to the NLRB region in Buffalo and worked there for fifteen years. Then I wanted to be an advocate, so I became a union lawyer. I practiced union law for another fourteen and a half years. I am honored at the chance to return to the agency that I started where I can absorb, wrestle, and shape the laws and policies that form the landscape of labor/management relations in this country. (Applause)

Not long ago, I was among the frustrated discouraged masses; frustrated because what was once a beacon and safe harbor for labor rights seemed to have grown dim, rocky, and out of touch. Well, I am here to tell you that the NLRB, on its 75th Anniversary year, is an agency with renewed vigor, passion, and purpose. Look at the NLRB, and you will see a more visible, user-friendly, proactive entity. Over 1,500 Facebook friends cannot be wrong. (Laughter) That's right.

And coming soon there will be an ad for your Smart Phones, for your AT&T union Smart Phones, where you can get NLRB applications. You will get everything you need to know to be functional and be working with both hands as you pursue labor rights for working people. (Applause)

Modernizing and improving accessibility is just part of what we hope to accomplish. We have become an open NLRB, extending ourselves into the community and educating people about the law. We are not running from the microphone; we are running to it now. We want everybody to know that folks, even folks that are not unionized, have a little bit of rights called "protected concerted activity," so that they can get their protections in the law, and they can know their rights. (Applause)

So many workplaces get away with telling people that they can't talk about working conditions. They can't discuss their salaries with other employees. That's just wrong. But they get away with it because people just don't know. Well, they are going to know now. (Applause)

We are looking at how we do business. Since October of 2009, the beginning of the current fiscal year, the regional offices conducted elections in over 1,500 cases. The median time from the date of the filing of the petition to the election is now 38 days, and we are trying to get it to shrink smaller. (Applause)



Every business adjusts to the times and conditions of the environment. The NLRB is about the business of best effectuating the purposes and policies of the Act, ensuring a workplace where workers are free to choose a union without any coercion or harassment involved. (Applause)

So, in addition to the cases, some of which we are looking at right now, we are looking at ways that we can run an election better. Is there a better way to run an election in this modern time? Are first contracts being negotiated in an atmosphere free of coercion and intimidation? What can we do to make that happen? How are notices being posted of violations? Is it the best thing to just put it up on the bulletin board when everybody is getting their communications from their employer through the e-mail and through cyber? Maybe it's time for us to step up and embrace the 21st Century and be more effective. (Applause)

What about back pay? You get back pay when an unfair labor practice takes place, back pay plus interest. But what does interest mean? Maybe interest should be compounded annually like our credit card interest. (Applause) Maybe something should go into your pocket as a result of the unfair labor practice. (Applause)

Craig Becker and I came to the Board with our sleeves rolled up. We were eager to lend a hand to Wilma Liebman, the Chair who has led a courageous fight to keep the Board functional for two and a half years while there were only two members. We have a new Acting General Counsel, Lafe Solomon. He came out of the agency, but he is a man with a vision, and he has hit the ground running and he is prosecuting the right cases and coming in with very new ideas.

I can talk to you about a bunch of the cases that we are considering, but I don't want to take up too much of your time. But just to let you know, we are considering all of the cases that have been problematic over the last several years. We depend on the right facts. We depend on the right issues to come before us so that we can take that second look to see what needs to be modified and to enhance those things that are out there for your protection.

I would like to close by saying a few things. My fellow Board members and I are keenly aware that parties are waiting for decisions that have been delayed by vacancies on the Board. We are five members right now, at least until the end of August when one of us goes. Then we will be four members, but we are four members. We have a goal and a system in place to reduce the number of pending cases as dramatically as possible, while securing the rights and protections afforded employees and employers set by Congress and the statute.

I look forward to the challenge. After 75 years, the NLRB still has much work to do, and so do you. So I leave you with this, this wish, this curse, this blessing, this challenge: May you live in interesting times. Thank you. (Applause)

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

**PRESIDENT COHEN:** That was great. Another example that we can move forward. It's just hard, not hopeless.

I recognize Secretary-Treasurer Rechenbach.

**SECRETARY-TREASURER RECHENBACH:** At this time, I would like to call on the Retired Members' Council to come up to the podium. (Applause and cheers) And I will introduce them as they are all lined up here. The Members of the Council are:

From District 6, Ray Kramer  
From District 1, Patrick Welsh

District 1 Vice President Adele Rodgers  
District 2 President Mike Vivirito  
District 2 Vice President Jenny Sylvester  
District 3 President Irrel "Fuzzy" Finch  
District 3 Vice President George "Dusty" Winters. Apparently you have to have a nickname to get elected in District 3.  
District 4 President Annie Flack. I don't see her here.  
District 6 Vice President Priscilla Brown  
District 7 President Judy Fries  
District 7 Vice President Peggy Dewey  
District 9 Vice President Chuck Latimer  
District 13 Vice President Bill Ahrens  
Merger Partner Sector President Larry Combs  
Merger Partner Sector Vice President Bill Freeda

And finally, the Chair and District 13 President, Ray Myers.

**DELEGATE RAY MYERS (Local 16800, Chair, Retired Members' Council):** Thank you for your greeting.

Good afternoon, delegates. As stated, I am Ray Myers, the new RMC President. How unfortunate that those four words, "I am the new RMC President," were spoken by Bobby Brown from this very podium during his report to you last year. Bobby was taken from us just a few weeks later. The white pins that you see being worn by RMC Council members and District 6 delegates are to honor Bobby for his years of service to the RMC. Many of you will remember Bobby's rousing speech that expressed his disdain for scabs, his pride in being a union member-- and specifically a CWA member-- and his desire that more locals form RMC chapters.

I cannot state it as colorfully as Bobby, but I can assure you that this Board shares Bobby's disdain for scabs and pride in their union and the union movement.

We have also helped locals across the country form new chapters. Chapters have been formed from Orlando, Florida, to Vancouver, Washington. So that really spans the country in our getting new chapters.

On the last day of the 2009 Convention and Legislative Conference, CWA delegates were joined by RMC delegates and thousands of union members on the Capitol grounds to kick off the final push for national health care reform.

In the following months, at every twist and turn as the bill wound its way through Congress, retirees were steadfast. We attended rallies and demonstrations. We called members of Congress and wrote letters to the editor. We stood shoulder-to-shoulder with rank-and-file members until the bill was signed. The final bill was not what any one of us would have written, but it's far better than no bill. (Applause)

All of us know all too well what can happen if we don't get involved in political campaigns and donate what we can to elect candidates who share our concern for workers and their families. Secretary-Treasurer Jeff Rechenbach has made it easy for retirees and all CWA members to contribute to CWA COPE via direct credit card and debit card payments. The RMC has committed to doubling COPE participation before the next Convention. (Applause)

CWA members and retirees have always given generously to a good and important cause. After the earthquake devastated Haiti, CWA set up a web page so members could donate to Save the Children, a fund to help the children of Haiti. The RMC's response was immediate, collecting more than

\$5,000, with checks still arriving. One chapter was particularly generous. The members of RMC 1180, Adele Rodgers, President, donated \$1,000. How about if we give them a big hand? Adele? (Applause) Thank you, Adele.

While COPE and charities are very important, the RMC's primary responsibility is organizing CWA retirees. Our members play a vital role in the Stewards Army, helping our locals mobilize members, lobbying elected leaders, and turning out in force for rallies, picket lines, and other events.

During the year's RMC annual meeting Saturday, our delegates pledged to add 2,500 new members over the next year. To accomplish this, we will need the help of local officers, both those with existing chapters and those who want to form a chapter. In the past year, we added 2,500 lifetime members and formed eight new chapters, giving us a new all-time high of 190 chapters. (Applause)

Let's take a moment to recognize our new sponsoring locals. When your local is called, please rise while our RMC board member briefly tells us how your chapter was organized. Will the officers of Local 31003, New York City, and Local 32055, Washington, DC, please rise. Larry Combs, Merger Partner Sector President, will give you a brief description of their organizing effort. Larry?

**DELEGATE LARRY COMBS (District 13):** Thank you, Brother Myers.

I am pleased to report to the brothers and sisters of this great body of organized labor that the Merger Partners' Sector was able to organize these two new chapters this year. They are, as Ray said, Local 31003 of the New York Paper Guild with an initial five new members, and Local 32055 of the Washington/Baltimore Newspaper Guild with an initial 15 memberships. Both new chapters are increasing, and so far this year we have had a total growth of 60 new members into the Merger Partner Sector.

I would also like to thank their locals for their help. Without their locals' help, this would not be possible. Thank you.

**CHAIR MYERS:** Thank you, Larry, and we thank you.

From Local 2100 in Chase, Maryland, I would like to introduce District 2 RMC President, Mike Vivirito. (Applause)

**DELEGATE MICHAEL VIVIRITO (District 2):** Thank you, Mr. President.

At last year's Convention, President Mark Balsamo, Helen Gibson, and I began talks regarding the re-chartering of RMC 2100. We had to overcome a problem regarding CWA lifetime dues. But we were successful, and I administered the oath of office to the five new officers.

We are pleased to tell you that District 2's numbers have increased by 102 members. (Applause)

I would be remiss if I didn't thank Mark for his support and his efforts in making this happen. RMC 2100 is helping with local elections and mainly working on the reelection of our Maryland Governor, Martin O'Malley. Many thanks to Local 2100. (Applause)

**CHAIR MYERS:** Next we have two District 3 Locals-- Locals 3108 and 3402. I would like to introduce the President of the RMC District 3, Fuzzy Finch.

**DELEGATE IRREL "FUZZY" FINCH (District 3):** Thank you, Ray.

In District 3, our newest CWA chapters are in Orlando, Florida, Chapter 3108; and Alexandria, Louisiana, Chapter 3402. Local 3101 in Cocoa, Florida, submitted their paperwork to the Washington,

DC, office to obtain their charter. Our CWA RMC District 3 membership has increased by 49 members over the past year. (Applause)

**CHAIR MYERS:** Thank you, Fuzzy.

In District 7, we have Locals 7401 and 7812. Judy Fries, the President of District 7 RMC, will give you a brief overview. Judy?

**DELEGATE JUDY FRIES (District 7):** Thank you very much. We have two retiree chapters in District 7. After our last Convention, I talked with Al Ogg of Grand Island, Nebraska, 7401, and Ken Harding of Vancouver, Washington, 7812. They both wanted to start Retiree chapters and were a hundred percent behind us. They have a potential of over 250 retirees when this gets up and running, and I want to thank both of them for supporting their retirees. Thank you. (Applause)

**CHAIR MYERS:** Thank you, Judy.

And last but not least, would the officers of Local 13101, Newark, Delaware, please rise. Bill Ahrens, District 13 Vice President, will give an overview.

**DELEGATE BILL AHRENS (District 13):** Thank you, Ray.

Good afternoon. Before leaving Washington last June, Jim Hummell, President of Local 13101, told Brad and I that he would have a chapter formed by this Convention. He was good to his word. Jim has provided the local meeting rooms for all the chapter meetings, and has provided mailings for meeting notices.

The first meeting had approximately 35 retirees and 33 lifetime members were enrolled. At the swearing-in meeting, we had another large group of retirees who became lifetime members.

The three officers are committed to a successful chapter. This chapter is expected to reach 100 members in the near future, and we expect it to be an active chapter. This brings the number of chapters in District 13 to 22. Thank you. (Applause)

**CHAIR MYERS:** Thank you, Bill.

Would all Locals that currently sponsor a chapter please stand and accept a round of applause. (Applause)

Now, that was the easy question. Here is the tough question. How many locals are willing to commit to working with their District RMC officers in forming a new chapter by this time next year? Please stand up and accept applause. All right. I see it, okay. (Applause and cheers)

The RMC District Presidents are taking names, and they will be in contact with you.

Earlier I spoke of our retirees' commitment to health care reform. Now we need to ask your help for our future and yours. We are facing a new menace with an old goal-- slashing Social Security and Medicare benefits. Millions of seniors today and all of you tomorrow are at risk. This menace is exploring ways to solve our national financial problem, and goes by the innocent-sounding name of the National Commission on Fiscal Responsibility and Reform.

Although bipartisan, some of its members advocate an all-out attack on Social Security and Medicare. They are determined to balance the budget by hurting America's most vulnerable citizens. These are some of the same people who refused to even consider rolling back the Bush tax cuts for the rich, which has cost our economy nearly \$2.5 trillion. These are the same people who failed to see any

connection between Wall Street's greed and the nation's economy miseries.

We are standing united against this force. It is our problem today and yours tomorrow. We must work together to defeat all candidates who support lowering Social Security and Medicare. Will you stand together with us on this?

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

**CHAIR MYERS:** Will you stand together with us? One more time: Will you stand with us?

. . . Applause and shouts of "YES" . . .

**CHAIR MYERS:** Thank you until next year.

**PRESIDENT COHEN:** Thank you, guys. Great work.

**SECRETARY-TREASURER RECHENBACH:** Okay. We have a number of announcements, some of them very important, so if you will just bear with me for a few minutes here. There are a number of directions people are going to need and some things you are going to want to know about.

First off, I want to thank Ray and the entire Retirees' Member Council for all the terrific work that they do. Thank you. (Applause)

Earlier today I announced that the total eligible votes were 400,000. That number is actually 391,856 on the roll call vote. A number of you have asked about the actual votes, and we will have those published and printed for review out on the information booth table, the National Union Programs table, first thing in the morning so you can take a look and see what those results were.

In the past month, St. Louis Local 36047 has reached agreement for recognition with two different groups that are progressive affiliates and deserve our support. You got a flyer about each one of them on your tables today. One is "Truth Out." I know a number of you already subscribe to that, and I hope others will help support them financially. The second is a group called WIN, "Workers Interfaith Network." So if you will take that information and I hope you will help those folks out. That would be terrific.

A couple of general announcements, and then we will get down to the specific ones. The Women's Committee is collecting hotel toiletries to benefit local shelters. You can bring your toiletries to the National Union Programs booth outside the Convention Hall doors. There is a collection box there, and we will take them to an appropriate shelter for folks there that can use that.

There is a Next Generation celebration tonight from 6:00 to 7:30 in the Lincoln Room of the Washington Hilton.

Okay. Let's get down to the meetings that we've got to deal with this evening. There will be no District 3 meeting, despite what it says in the agenda. So, there is no District 3 meeting at the conclusion of the Convention.

There will be meetings of Districts 2, 6, and 9 so they can do their Defense Fund and/or trial court elections. Those will take place 15 minutes after adjournment. The room names are in your schedule that you received in your packets when you registered.

Finally there is a Vice President's election scheduled in District 7, and I have to read these instructions. They have to go in the record, so bear with me. I will read them as quickly as possible since we are all familiar, for the most part, with the rules.

Delegates to the Convention, 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. One election will be conducted in District 7 at this Convention. The term of office shall be for the unexpired term for the District Vice President until the 2011 Convention. The election will be conducted in accordance with the following procedures:

Nominations for District 7 Vice President will take place 15 minutes after the Convention recesses today in the assigned District meeting room. The election will begin 30 minutes after the Convention recesses and polls will be open for one hour, closing at approximately-- it's 5:15 right now, 15 minutes to get there, 5:30; 30 minutes for the nominations-- so at 7:00 the polls will close.

The rules affecting eligibility of nominees and voters state that: First, only those members of the Union in good standing who are not barred by law shall be eligible to hold elective office.

Second, only delegates to the Convention who have been elected by secret ballot among the members of their Local and who have been duly certified by the Credentials Committee to the Judge of Elections shall be eligible to vote.

Nominating speeches shall be limited to three minutes in length and the one seconding speech to one minute in length.

A nominee will be considered nominated only upon acceptance of the nomination by the nominee.

Where 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 the election must apply to the Credentials Committee for certification to the auditors. The Committee will be available in the designated voting area for that purpose.

All voting will take place in Gunston East & West located here on the Terrace level. The polls will open thirty minutes after the Convention recesses and will remain open for one hour. The polls will close at approximately 7:00 p.m.

Delegates must identify themselves to the teller at the voting booth. A delegate's Convention badge and photo identification shall serve as sole verification of their identity for the purpose of determining their right to vote. Delegates are not permitted to use the badge of another delegate.

If the teller's records show that a delegate has voted, the delegate shall be considered as having voted. The teller will inform the delegates of their duly accredited votes and present each voting delegate with their ballot.

If a question arises as to the delegate's identity or the number of votes they are entitled to cast or other matters, the delegate shall be directed to the Judge of Elections who shall consult with the Credentials Committee, if necessary, before deciding the question.

Only one delegate will be allowed in a voting booth at a time. Upon receiving a ballot, the delegate will go into the voting booth, check only the name of the nominee of choice on the ballot and fold the ballot once. The voting delegate will then deposit the ballot in the appropriate ballot box in the presence of the teller.

If a delegate makes a mistake in marking the ballot, the delegate should obtain a new ballot from the teller. The ruined ballot must be surrendered to the teller before another ballot is issued. Any erasures, cross-outs, changing of the number of votes, or other alterations will cause the ballot to be voided and declared invalid.

The following provisions apply to the use of observers by the candidates. No more than two observers will be allowed for each candidate at the polling and/or ballot counting site.

Observers will be restricted to a specific designated area allowing them to note the names of those voting and to observe the actual counting of the ballots.

However, the observers will be placed so that they do not obstruct the voting and/or vote tabulation process. Observers must remain in the ballot counting area until the count is completed. No cell phone 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 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 of the first ballot, a run-off election shall be conducted and the two nominees receiving the greatest number of votes on the first ballot shall be the nominees on the second ballot.

If no one nominee receives a majority on the first ballot and there is a tie for second place, a run-off election shall be conducted and the nominee receiving the greatest number of votes on the first ballot and the two nominees who tied for second place shall be the nominee on the second ballot.

If a run-off election is necessary, it will be posted at approximately 7:30 p.m. in the registration area where delegates received their badges. The voting area for a run-off election will be open one hour after the close of the initial balloting time at approximately 7:30 p.m. to 8:30 p.m.

If there are no questions on the voting procedures, I will now turn the meeting back over to the Chair. (Applause and cheers)

**PRESIDENT COHEN:** The Convention is recessed until 8:30 a.m. Enjoy the evening.

. . . The Convention recessed at 5:20 p.m. . . .

# TUESDAY MORNING SESSION

July 27, 2010

The Convention reconvened at 8:32 a.m., CWA President Larry Cohen presiding.

**PRESIDENT COHEN:** Good morning, CWA. I hope everybody had fun last night. Put up your hand if you had fun last night, only one hand, though. Okay, good.

We are about to have our invocation, so we need quiet in the hall, please. Sergeants-at-Arms, can you get folks in the room?

Thank you, delegates.

Rabbi Jason Kimelman-Block is the Director of PANIM, the Institute for Jewish Leadership and Values, where he has taught thousands of young people about the connection between religion and social justice. He is the co-editor and co-author of "JASC, Judaism Action Social Change." He has served on the Board of Jews United for Justice, the Advisory Board for the Selah Leadership Program and the Jewish Fund for Justice. He is a founding member of Eastern Village Co-Housing in Downtown Silver Spring, Maryland, where he lives with his wife Devora and their four children.

Rabbi Kimelman-Block. (Applause)

**RABBI JASON KIMELMAN-BLOCK (Director, PANIM Institute for Jewish Leadership and Values, Washington, D.C.):** Eternal One, may this day be a time for connection, inspiration, and rejuvenation. May we be blessed with the fortitude to live according to the values we espouse. May we discover the resolve to strengthen the hand of the stranger, the orphan, and the widow. May we find the humility to listen more than we speak.

May we summon the strength during this fragile time to carry not only our burden, but the burden of our neighbor. May we be granted the wisdom to pursue life, liberty and happiness not only for ourselves, but for all.

May our community be enriched by neighbors representing a variety of beliefs, continents, and perspectives. May our community remain one and indivisible, liberated and honest. And may we be inspired not only by the acts of so many noble women and men who have preceded us, but by the God of the universe who wants all of us to build societies based on justice, and live in peace. And let us say, Amen. (Applause)

**PRESIDENT COHEN:** Thank you. I like that. Listen more than we talk, huh?

First, I want to thank yesterday's Platform Observers. I'm sure they are glad to be back among you: Cookie Cameron, President, Local 9412; and Saad Bahktar, AFA-CWA Local 21007, United Local Council President.

Today's Platform Observers-- we had to go out and recruit them-- are Claretta Allen, President, IUE-CWA Local 86782; and Rick Poulette, Local 3181. Thank you.

Now for some election results from Sunday and yesterday: First, in District 7, Vice President Mary Taylor was elected by acclamation. (Applause and cheers) And in NABET-CWA, we had an election there. Mark Abrahams received 282 votes; Leroy Jackson, 514; and CWA Vice President James Joyce 6,741. Jim Joyce was elected. (Applause)



For purposes of the installation, I call Mary and Jim to the platform.

If we could have quiet in the hall, please. I'm going to be reading the oath to them. These are two of our Vice Presidents. It would be great if we could be quiet while we are doing this. It will be very short. Thank you.

. . . Music played in the background as Mary Taylor and James Joyce stood at the dais to take the oath of office, administered by President Cohen, 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 the decisions, orders, and regulations, the duly constituted authorities of the Communications Workers of America?

Do you hereby pledge yourself to assist your fellow Executive Board Members to uphold the Constitution of the Communications Workers of America at any and all times?

Do you solemnly swear to work tirelessly to build our union by organizing the unorganized?

Do you swear that you will faithfully preserve the fundamental principles and traditions of a free and independent Labor Movement and pledge yourself to defend our nations and their constitutions?

Will each of you, starting with Mary, place your left hand upon the Bible, raise your right hand, pledge yourself to the oath, and sign the CWA Constitution which is beside the Bible, thus symbolizing your conviction of your oath.

**MARY TAYLOR (Vice President, District 7):** To this I do solemnly swear, so help me God.  
(Applause)

**JAMES JOYCE (Vice President, NABET-CWA):** To this I do solemnly swear, so help me God.  
(Applause)

**PRESIDENT COHEN:** Okay. Thank you.

. . . The Executive Board members on the dais greeted and congratulated the newly-elected Vice Presidents . . . (Applause)

**PRESIDENT COHEN:** Will the National Committee on Civil Rights and Equity please come to the platform. I call Vice President Brooks Sunkett to the podium.

**VICE PRESIDENT BROOKS SUNKETT (Public, Healthcare and Education Workers):** Thank you, Mr. President.

I would like to introduce the National Committee on Civil Rights and Equity.

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

Gloria Middleton, Secretary-Treasurer, CWA Local 1180, Chair;  
William Steele, Vice President, CWA Local 2222;  
Esther Pond, Area Representative, AT&T Mobility, CWA Local 3806;

Gloria Llamas, Secretary-Treasurer, CWA Local 4123;  
Audry Brown, Vice President, CWA Local 6016;  
Michael Lynch, President, CWA Local 7800;  
Elizabeth Sorenson Executive Vice President, 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 Civil Rights and Equity.

. . . The various members of the Committee took turns reading the report, which is included in these Proceedings its entirety, as follows: . . .

### Broadband The Digital Divide Continues in 2010

It is ten years into the new millennium and the United States still ranks 15<sup>th</sup> behind other industrialized countries in high speed Internet adoption and 28<sup>th</sup> in Internet speeds.

High-speed internet is needed for our homes, schools, hospitals and workplaces. America falls far short of our industrialized peers in advancing broadband services, at a time when we should be aggressively pushing competitiveness in this industry with the rest of the world.

What is even more disturbing is although the U.S. ranks behind other nations in access to high speed internet service, when it comes to which community you live in, the lack of access is even more astounding. Only 50 percent of rural Americans subscribe to broadband compared to 68 percent in urban areas, and only 40 percent of households earning less than \$20,000 per year subscribe compared to 93 percent of those earning over \$75,000 per year. Broadband penetration rates trail the national average for African Americans (59 percent), Hispanics (49 percent), older Americans (35 percent) and people with disabilities (42 percent). The lack of high speed access in our homes, schools, libraries and hospitals hinders economic growth in these communities as well as in this nation.

Access to broadband is essential to individual well-being and community economic prosperity. The results of the 2009 speedmatters.org survey show that most Americans continue to be locked into slow Internet, while few have access to truly high-speed two-way connections. Studies show that each additional \$5 billion investment in broadband creates 250,000 jobs. With unemployment percentages at double digits, and lay-offs in the telecom industry, increasing broadband access should be a no-brainer.

One-third (35 percent) of Americans have no broadband service. Also according to the FCC, the average download in the U.S. occurs at about half the advertised speed. Meanwhile the poor, the elderly and other vulnerable groups remain cut off from broadband technology, and therefore lack governmental online services, medical research, job searching capacity data, and access to the unlimited information on the Internet for themselves and their children.

The good news is the Federal Communications Commission's National Broadband Plan sets goals to get universal affordable access to broadband. It has set a goal of having high-speed connections (capable of 50 mbps downstream 20 mbps upstream) to most of America by 2015. The broadband strategy also calls for getting very high-speed capacity of one gigabyte to our schools; hospitals; libraries, and government agencies.

The bad news is the United States is behind in building the physical systems to support the transformation. This will require federal money, incentives to private telecom providers, and the proper regulatory environment.

Unfortunately, as a result of a recent court case, FCC authority to implement the National Broadband Plan to close the digital divide and protect consumers has been questioned. Therefore, it is imperative that Congress step in to reaffirm FCC authority in these areas.

CWA has joined with the NAACP, The National Urban League, the League of United Latin American Citizens (LULAC), the Sierra Club, and the AFL-CIO to urge Congress to pass targeted legislation to clarify that the FCC has authority to use universal service funds to support broadband and to protect an open Internet.

In changing the way we look at broadband, we must not forget our communities that already suffer from lack of access to the internet. We must support groups such as the Alliance for Digital Equality (ADE). As part of its mission to educate and empower communities, the ADE has developed innovative digital education and training programs for deployment across the nation. Their "Learning Without Walls" (LWOW) program is a resource for teachers and students to communicate to each other using necessary tools to help promote coaching and workforce development as well as college preparation through the use of the internet.

We must support programs like Latinos in Information Sciences and Technology Association (LISTA) who are advocates for Latinos in the science and technology fields.

We must support Senator John Kerry's bill and Representative Edward Markey's bill that would require technology companies, phone manufacturers and web vendors to adapt their products for deaf or blind customers. This is part of the Equal Access to 21st Century Communications Act. "Technology and the Internet have broken down barriers, and no one should be-- or has to be-- excluded from modern communications and the new economy because of a disability," according to Senator Kerry.

Finally, we must push Congress to allocate funds and monitor the FCC to ensure that equal access to broadband is available to every community and affordable to all across the United States. We must support targeted legislation to clarify the FCC's authority to protect consumers and spur universal, affordable broadband deployment and adoption. We must support the CWA campaign to get one gigabyte high-capacity internet to our schools, libraries, and health centers as a gateway to high-speed in all our communities.

#### National Committee on Equity to National Civil Rights and Equity Committee

The national Civil Rights movement had many milestones that shaped the culture of our country and our union. Many would say that the civil rights movement and the labor movement parallel in many ways. For either to be successful, a similar triangle that includes Organizing, Representation and Community/Political Action was and is necessary. This was not always so obvious in CWA or our nation until the media placed a spotlight on some of the horrible acts and rising heroes of the movement. Many of us can only imagine the horror in Jackson, Mississippi with the murder of Medgar Evers or the brutal treatment of black protesters in Birmingham, Alabama, when the TV lights didn't stop the use of fire hoses, police dogs and nightsticks. Imagine the thrill when over 200,000 congregated at the Lincoln Memorial and listened to Dr. Martin Luther King deliver his famous "I Have a Dream" speech or the sigh of relief so many must have felt when President Johnson signed the Civil Rights Act of 1964, only to realize that there was still much more work to do.

In truth, the '60s brought on a call for equality that grew inside and outside of the workplace. Even as the nation pushed to achieve integration of public schools our membership still experienced segregation in the workplace. As Congress pushed the Voting Rights Act of 1965 our membership still felt the sting of not having a voice not only in the workplace but in their union as well. In 1973 the establishment of the Blacks and Other Minorities Structure Study Committee as well as the Female Structure Committee begun extensive discussions to find ways CWA could deal with the problems of its

minority and female membership. These committees were charged with recommending to the President and Executive Board, ways to involve our minorities and women in our union. As the minority membership increased, minorities began to express concerns that their interests should be better represented at a policy level.

The COE was initially created by President Glenn Watts as an advisory body to assist the Ethnic Affairs (i.e., Civil Rights/Fair Practice) staff person to identify issues, as well as to recommend specific courses of action to the Executive Board. And then in 1974 the Executive Board authorized a program for the national COE to encourage Local COEs. The COE membership is currently comprised of rank and file members representing each of the CWA Districts. COE members are appointed by the District Vice Presidents to serve a three year term and are usually active in Local and District union affairs. Many COE members hold elected office at the Local level and are members of various standing committees. The COE is committed to the enforcement of the civil rights laws and ensuring that all members are treated fairly and equitably.

The COE acts as a resource providing education and information on current equity issues, provides outreach to minority members to increase participation in Union activities and as a vehicle to assist members in joining community and politically-based groups to fight and prevent discrimination. The COE has a rich history from the first National Conference on Minority Concerns in 1982-- the implementation of the Minority Leadership Institute in 1983 and the Constitutional Amendment requiring the national COE to report its activities and recommendations to Convention in 1991.

In our communities and workplaces, we encounter people of various backgrounds, cultures, religions and races, as well as different genders, ages, sexual orientation; language barriers and those who are physically-challenged. It is necessary to understand these differences so we can live and work together in a harmonious environment. We have to learn to respect and provide a better understanding and appreciation for our diversities in our workplaces and communities. Differences in one's ethnic and/or racial background do not make them inferior or superior to one another. But there are still many people who do not accept or understand this and the COE understands we can no longer tolerate any type of racism.

Since the COE walks a dual path between Equity and Civil Rights a name change has been put forth to the body to incorporate the use of Civil Rights and Equity.

"Equity" is defined as the "quality of being fair or impartial, something that is fair and just" (a level playing field), according to Webster's Dictionary.

"Civil Rights" is defined by Webster's Dictionary as "the rights belonging to an individual by virtue of citizenship, especially the fundamental freedoms and privileges guaranteed by the 13th and 14th amendments to the U.S Constitution and by subsequent acts of Congress, including civil liberties, due process, equal protection of the law, and freedom from discrimination."

The COE has always been devoted to fair and just treatment, as well as ensuring individuals' civil rights by securing equal opportunity and equitable treatment for members of the various constituency groups within CWA, thereby walking both paths. With the addition of four diversity seats on the Executive Board and CWA's National Minority Caucus, Civil Rights and Equity issues both nationally as well as locally remain imperative.

By working with the many national and local constituency groups, CWA continues to embrace the diversity of its members and workers so the local member sees themselves reflected in our union's leadership. Discrimination in any form has no place in our union!

## The National Economy: Winners and Losers in the Minority Communities

The winners in minority communities, in the current recovering economy, are those who are fully employed. However, the basis of economic viability is the individual's ability to earn and spend. Only a few in minority communities feel the impact of the turnaround in the national economy because it has been essentially a jobless recovery.

Over the past four years, our economy has seen a dramatic downturn. Workers in every part of the job market have been victims of job and investment loss regardless of economic status. Those with less have of course carried the largest burden. This report looks at those in lower income levels through the middle class who fight everyday to keep their families afloat.

As a part of its mandate, the White House Council on the Middle Class (WHCMC) is charged with identifying the cause and effect of the downturn in our economy with a particular focus on those in need of help to move from the lower economic strata of our population into the economic middle class.

The WHCMC continues to review the effects of the economy on all communities. With help from various government agencies, the Council has examined the effects of several programs that have been critical to recovery. Imbedded in the American Recovery and Investment Act of 2009 was money to help subsidize jobs for low income workers that are eligible for help through the Temporary Assistance to Needy Families Act. The infusion of funds from the Administration is directed to help employers offset the cost of hiring, thereby reducing employment costs and allowing employers to hire more workers. The TANF program is familiar to CWA Public Workers in many states as CWA members service TANF clients in county and state government facilities across the country.

Thus far, this federal assistance has served as a job multiplier for low income citizens caught in the recession. Statistics published by the WHCMC clearly identify the universe of people participating in this program:

\* Compared to the general population, the TANF subsidized jobs population has lower income. Almost 90% have family incomes below \$25,000, compared to less than 10% of the total population.

\* Women are over-represented in the TANF-subsidized jobs population, which is 83% female, compared to 52% in overall population.

\* The subsidized jobs population is 37% African American compared to 12% in the general population; Hispanics are slightly over-represented (18% of subsidized jobs population compared to 14% in the total population. Whites are under-represented, 40% of the subsidized jobs population versus 69% of the total.

\* The TANF subsidized jobs population is younger, with 60% 20-40 years old, compared to 35% of the total.

The Council defines these subsidized jobs as clerical jobs, health care, auto repair, maintenance, landscaping, internet archiving, catering, dry cleaning, marketing, sales, and many other blue collar and white collar occupation. Many of these jobs are mostly out of the mainstream of jobs found in organized labor. Yet these workers contribute vigorously to the economy.

Overall, the economy generated 431,000 jobs in May 2010, but 400,000 were temporary Census jobs. The unemployment rate is 9.7%, down from 9.9% last month. Nearly seven million Americans have been unemployed for more than six months. For African-Americans, unemployment dropped from 16.5% to only 15.5% last month.

However, the Bureau of Labor Statistics Employment Situation report includes "discouraged workers"-- those working part-time who really want full-time work, and others "peripherally" connected to the labor market. The percentage of discouraged workers reported by the BLS dropped 16.6% for the overall population. For the African-American community that extrapolates to at least 25.6 percent. One in four African-Americans is jobless!

Though there are signs of improvement in the economy, job creation remains slow. Many economists believe that the only hope for a full recovery lies in our ability to put more people to work, bringing the jobless numbers down. During this time, Americans in every socioeconomic strata who are searching for work in this country still feel the pinch.

On July 1, 2010 the House of Representatives passed an extension of unemployment insurance benefits in response to the current crisis. The Senate did not act. Conservatives in Congress who refused to support an extension of jobless benefits for those on long-term unemployment prior to the 4th of July Congressional recess placed many Americans still searching for jobs, particularly in areas where jobs are scarce, in jeopardy of losing even more. Conservatives in the Senate especially have been labeled insensitive to those trapped in a spiraling cycle of despair.

Legislation would, among other things, "extend the final date for entering a federal-state agreement under the Emergency Unemployment Compensation (EUC) program through November 30, 2010." The Senate has not acted on this bill.

CWA's concern about job creation is second to no other institution concerned about getting Americans back to work. The human consequences of high unemployment are high, and what it means to become jobless in a culture that says "what you do is who you are" can be devastating to proud families searching for an honorable way out of crisis.

The CWA National Committee on Equity takes the view that an economic injury to one is an injury to all. Those Americans caught in the spiral of economic uncertainty can be the beneficiaries of our own fight for justice and equality. We ask you our delegates to continue the fight on behalf of workers across the country. Our fight for bargaining rights, living wages and benefits will again become the cause that will lift this country out of economic decline and back to prosperity.

HEALTH CARE: The New Reality

All of us here at CWA have helped to create a new reality for thousands of Americans. Those of us who know friends and family that did not have any insurance or were denied insurance because of pre-existing conditions now know that we have started down a road that has changed history here in the United States. The reality of hard work from all members across the country engaged in calling, writing, and visiting our legislators proves we can make a difference. Educating our membership on the importance on any issue and how to make a change proves that we can make and create change. The reality that unionism is not only about us in this room, protected by contracts, but about social justice for all Americans.

The immediate effects of The Patient Protection and Affordable Health Care Act provide consumers new rights. One such right declares that an insurance company is not allowed to establish lifetime nor annual limits on the dollar value of benefits for participants or groups. It also protects consumers from having their health care coverage dropped if they get sick.

Another gigantic win for Americans is the guarantee for coverage of preventative health services. This means that health insurance companies must cover immunizations, screenings for children and pregnant women, and breast cancer screenings. Other services that can be covered include smoking cessation, weight management, stress management, nutrition, heart disease prevention, healthy lifestyle support, and diabetes prevention.

These are just a few of the monumental successes of the passage of this bill. We have fought to have what appears to be common sense. Often the joke is, "What is it going to take; an act of Congress?" Yes, undeniably it did take an act of Congress to move the big business and the insurance industry morally and appropriately in the right direction.

The bill succeeds in making progress toward the goals CWA set out to achieve:

- \* Cover All Americans - 32 million of the uninsured will be covered; from 83% to 95% of population covered.

- \* Control Costs - federal deficit reduced \$1.3 trillion over 20 years; estimated to cut employer health care premium trend substantially.

- \* Strong Government Role - rules and standards are established for insurance companies; health insurance exchanges for affordable coverage are established; cost controls and quality oversight will be in place.

- \* Fair Financing - relies on wealthy, employers and health industry to pay their share.

- \* Improve Health Quality - 100% coverage of prevention; provider payments based on quality and outcomes.

There is much to learn about the new health care reform bill. We have heard testimonials along the way of people we love and care about kicked off insurance, denied insurance for serious health conditions. The new reality is the underserved and often ignored-- women, children, poor, and sick-- will find some relief in the passage of this bill.

But there is something in the bill for those of us with good plans, too. First, we can keep our negotiated plans. They are exempt from some reform measures, but must comply with others. Some of the good reforms that will apply to our plans include:

- \* No lifetime or annual limits on benefits.

- \* Children covered until age 26.

- \* Preventive care with no deductible or co-pay.

- \* Waiting period for coverage limited to 90 days.

- \* No exclusions for pre-existing condition.

We, the CWA National Committee on Equity, encourage all CWA leaders and activists to learn more about what's in health care reform. A good source is the CWA website at <http://www.cwa-union.org/issues/entry/c/health-care>. There you can find a PowerPoint presentation and some fact sheets. Information is updated, too, as regulations implementing the health care reform law are released. We encourage all of you too share this information and how we achieved this landmark legislation with your members. We often do not share the fruits of our labor, but now is the time to dispel the negativity some are trying to tarnish this great achievement with. Arm yourself and your membership with knowledge you have gained here today.

Arizona and the Immigration Debate

The Arizona Senate Bill 1070 gives law enforcement authorities, among other things, the right to check documentation of suspected illegal immigrants, in the name of a law that some people would find very unjust as far as a person's civil rights are concerned. This state senate bill has given fuel to or

opened the door to other anti-immigrant laws that may also negatively impact a person's civil rights. These new laws include but are not limited to Oklahoma's statute making it legal for officers to require DNA testing upon arrest of suspected illegal immigrants. Committee on Equity members believe there should be close scrutiny of these laws that appear to be an outright disregard for people's civil rights and more importantly could lead to racial profiling.

The Governor of Arizona met with President Obama at the White House on June 3, 2010, to discuss Arizona's controversial immigration law. The President acknowledged the frustration that Americans are feeling. But he let the Governor know that Arizona's SB-1070 is not the way to solve or even attempt to solve the illegal immigration problem.

Laws like these can also cause citizens wrongly accused to bring numerous law suits against the state of Arizona. The United States Justice Department on Tuesday July 6, 2010, filed a lawsuit in U.S. District Court in Phoenix, Arizona, claiming that the law is unconstitutional and conflicts with federal law. The President believes there should be comprehensive immigration reform that includes dedicated resources to secure our borders and make our communities safer; to hold employers accountable for hiring illegal workers; and also hold them accountable if they exploit these workers. We also need to require those who come here illegally to pay a fine, pay back taxes, and come into compliance with the law.

President Obama's approach is shared by many and may be the best way to resolve this matter, without negatively affecting people's civil rights. As CWA members and proud Committee on Equity members, we want equality for everyone, including immigrants who may also need help obtaining civil rights.

At the end of the day, a union will help the employee to be the best employee they can be and would help the company be the best it can be. Illegal immigrants do help our economy regardless as to whether Arizona politicians, the Tea Party, and other like-minded political organizations admit it or not.

We, the Committee on Equity, ask you CWA Brothers and Sisters to get involved with your local committee and if you do not have one start one. Remember, you are a part of an organization founded and built by mothers, fathers, sons, and daughters of immigrants.

One Nation - Marching for the Dream  
Putting America Back to Work  
Bring America Back Together

America is a nation in crisis. Over eight millions jobs lost, unemployment above 10%, underemployment, 1.2 million families have lost their homes, the right to organize has been trampled, schools are closing, teachers laid off, opportunities/doors to higher education closing, the financial crisis continues, and the oil spill in the Gulf threatens to turn into the greatest American disaster of all times. The financial crisis and the oil spill disaster are direct results of rolling back regulatory oversight and accountability to the public. Americans are disillusioned.

CWA has joined with the NAACP, La RAZA, other unions, and civil and human rights groups to help organize tens of thousands of activists to march on Washington to help bring back the American Dream. Our goal is to achieve the American Dream to have a stable job, a home of our own, opportunities for our children, and a chance to become an American citizen regardless of national origin. CWA is committed to this program and is happy to have the opportunity to work closely with other nationally recognized organizations to affect the October 2nd march in Washington, D.C.

In keeping with the CWA Committee on Equity principles of reaching out and forging realistic, actionable relationships with these nationally-recognized institutions, we are helping to guarantee the principles of social justice espoused by our respective organizations for the sake of all American families.



But how does a shrinking labor movement advance political change, particularly bargaining and organizing rights? We can't sit still or our 7% of the private sector with bargaining rights will soon be 6%. We can't sit still or attacks similar to the actions against the public sector in New Jersey will soon be routs. We all understand that our bargaining is getting harder and harder and all defense. And, unfortunately, there is no current path to passage of the Employee Free Choice Act.

One Nation is only one part of this. We have also broadened our work with the Sierra Club through the Blue Green Coalition. IUE-CWA led our work on Blue Green with great examples of sustainable manufacturing and conversion to energy efficient production and product. This year we broadened our involvement to a partnership with the Sierra Club focused on five states and fulfilling the FCC commitment of one gigabit to anchor institutions (school, libraries, and hospitals) in every community. Sierra views our broadband work as an essential element in sustaining rural communities, much like clean water. Sierra is also working with us in New Jersey fighting Governor Christie and the attack on public services and education. Sierra is a member-based institution that is building leadership that will fight for political change in much the same way as we are with the Stewards' Army.

We need to work toward a broad coalition as long as we can stay focused on core economic issues and not have a coalition salad bowl where every issue jumps in and out and it looks like everything and nothing. But if we can stay focused on core economic issues as we have done in the past-- secure sustainable jobs, health care, retirement security, bargaining and organizing rights-- positive change is still possible.

The goal is to reset the national political narrative and affect the national climate. We want to win over large segments of the discontented populace. We want to energize and mobilize our base constituencies and strengthen and highlight a strong constituency from the bottom-up regarding economics, public investments, and fair taxation.

Our plan of action is to strengthen the unity and coordination so we can serve as a vehicle and platform for broad progressive populist activity. One Nation will allow us to engage in multi-month organizing as well as mobilization and communications to attract allies and impact public opinion. Like the historic 1963 March on Washington, the One Nation March will serve as a major show of force in terms of our numbers, vision and energy. The project will focus on Get Out the Vote for the November elections. It will include a media campaign featuring op-eds, talking points for messengers, engaging popular culture leaders. The branding and message-dissemination campaign will aim at young, poor, and minority populations.

"One Nation: Marching for the Dream - Putting America Back to Work - Bring America Back Together" is October 2, 2010, in Washington, D.C. CWA will be there!

#### The 2010 Census: What it Means for CWA Families

Since 1790, the U.S. Census has been a constitutionally mandated enumeration of the population conducted every ten years. Article I, Section 2, of the Constitution clearly states: "Representatives and direct taxes shall be apportioned among the several States which may be included within this Union, according to their respective numbers. The actual enumeration shall be made within three years after the first meeting of the Congress of the United States, and within every subsequent term of ten years, in such manner as they shall by law direct."

Though the wording of this has slightly changed over the years, the original intent of the census continues to hold true: to establish proportionate representation in the government for U.S. citizens based on population data. At that time, it had been only a year since George Washington was elected President, and this marked one of the first attempts by the founders of our country to help empower the

people over their new government.

Since the first official census was conducted in 1790, it has gradually evolved over the years. Tabulation of data has become more efficient; the type of information gathered has been modified based on the changes in our population; and the use of information as well as the purpose behind the census has expanded in conjunction with the growing needs of our nation's population. Today, the 2010 census marks the 23<sup>rd</sup> census of the United States and the beginnings of a new chapter in our nation.

The importance of the 2010 census for our CWA families and U.S. citizens, as a whole, lies in the potential outcomes. Over the past decade, we have been faced with political ups and downs, war, growing healthcare issues, and economic hardship resulting in the loss of millions of U.S. jobs among other things. This census is the opportunity to see where the population is currently at in terms of number, age, race, housing demographics, and economic status.

Statistics derived from census data will not only affect us politically, by defining the number of seats each state occupies in the U.S. House of Representatives, but will affect our day-to-day lives, by determining how more than \$400 billion dollars of federal funding is spent each year on infrastructure, such as hospitals, schools, bridges, roads, and community programs and services such as education programs, healthcare, emergency services, and job training. The results of this census will essentially map out our economic and political future over the next 10 years.

In order to guarantee appropriate funding and allocation of congressional seats, it was and remains imperative that every resident of the U.S. fill out and return the census. One of the biggest problems since the census first began in the late 1700s has been poor response rate. Many of the individuals who choose not to fill out the census are either unaware of the purpose of the census, have misconceptions about the use of census data, or are afraid that personal information will be distributed and used against them. The unfortunate consequence of this is loss of federal funding and a potential loss of political power for some states. In the 2000 census, the total national undercount for the population was estimated to be over three million people, resulting in an estimated loss of billions of dollars in federal funding to the states over the next 10-year period.

For the more than 700,000 men and women represented by CWA, as well as their families, the outcome of the 2010 census could mean a potential gain in political power, an increase in the number of resources available to workers, improved education for our children, more access to healthcare for us and our families, and more job opportunities. As the 2010 census motto states: "It's in our hands." Our responses to the census will help to dictate our future as well as the future of our children and the entire U.S. nation.

My brothers and sisters, this is our opportunity to make a difference, uphold the vision of CWA, and address the issues important to us. We praise the work done by CWA locals across the country that have offered administrative and personnel support to the U.S. Census Bureau in an effort to promote union civic participation as outlined in the CWA Triangle.

The 2010 census marks another turning point in our nation, and it is our duty not only to complete the census, but to educate those around us on the potential benefits of the census to our country, our communities, and the individuals that make it all work.

### GLBT Community Faces Issues on Gay Marriage

Same-sex couples want the privilege to marry their partner because they are in love and have spent many years together in a committed relationship. The right to marry the person you love is one of the greatest ways to honor your commitment to that person. That honor is not a possibility to men and women in the LGBT (Lesbian, Gay, Bisexual and Transgender) community.

As of now, five U.S. states-- Massachusetts (2004), Connecticut (2008), Iowa (2009), Vermont (2009), New Hampshire (2009 vote, 2010 enactment), as well as the District of Columbia (2009 vote, 2010 enactment)-- recognize marriage equality. Two states, Maine and California, had recognized marriage equality at one point, but passed ballot initiatives rescinding marriage rights for gay and lesbian couples.

Meanwhile, one state recognizes civil unions between same-sex couples-- New Jersey-- and several states have domestic partner laws that grant certain benefits to same-sex couples. These states include Oregon, Maine, and Washington.

Thirty states have passed constitutional amendments or laws explicitly banning same-sex marriage. According to the National Association of Social Workers, prohibiting marriage protection to same-sex individuals denies them 1,000 federal protections and responsibilities granted to heterosexual individuals. Opponents of same-sex marriage have also been championing Proposition 8 in California, a statewide ballot measure that would rescind marriage rights for GLBT citizens in that state.

There are 1,138 benefits, rights and protections provided on the basis of marital status in federal law. Lesbian and gay couples are excluded from all of these.

Currently in the United States, same-sex couples in long-term, committed relationships pay higher taxes and are denied basic protections and rights granted to married straight couples. Among them are:

- \* Hospital Visitation: Same-sex couples can be denied the right to visit a sick or injured loved one in the hospital. On April 15, 2010, President Obama mandated that nearly all hospitals extend visitation rights to the partners of gay men and lesbians and respect patients' choices about who may make critical healthcare decisions for them, perhaps the most significant step so far in this effort to expand the rights of gay Americans.

- \* Social Security benefits: Gay and lesbian partners receive no Social Security survivor benefits upon the death of a partner.

- \* Immigration Laws: Gay and lesbian Americans in bi-national relationships are not permitted to petition for their same-sex partners to immigrate. As a result, they are often forced to separate or move to another country.

- \* Health Insurance: Gay and lesbian employees who do receive health coverage for their partners must pay federal income taxes on the value of the insurance. The IRS law states that employers who provide health insurance to beneficiaries other than a tax dependent as defined by the IRS, such as a non-dependent domestic partner, the employer must calculate the estimated fair market value of those health benefits and charge that amount to the employee as "imputed income" on the employee's Form W-2. This results in higher taxes paid by Gay and Lesbian partners in a committed relationship.

- \* Estate Taxes: A gay or lesbian taxpayer is forced to pay estate taxes on property inherited from a deceased partner whereas an opposite sex married couple does not.

- \* Family Leave: The FMLA (Family Medical Leave Act) does not apply to a gay or lesbian person taking leave from their job to care for their seriously ill partner. This law only applies to married couples. On June 20, 2007, H.R. 2792 Family and Medical Leave Inclusion Act was introduced. It would have Amended the Family and Medical Leave Act of 1993 to provide for employee leave to care for a same-sex spouse as determined under applicable state law, domestic partner, parent-in-law, adult child, sibling, or grandparent (as well as for a spouse, child, or parent), if such person has a serious health condition. This bill never became law.

\* Nursing homes: Married couples have a legal right to live together in nursing homes. The rights of elderly gay or lesbian couples are an uneven patchwork of state laws.

\* Homes protection: Laws protect married seniors from being forced to sell their homes to pay high nursing home bills; gay and lesbian seniors have no such protection.

\* Pension: After the death of a worker, most pension plans pay survivor benefits only to a legal spouse of the participant. Gay and lesbian partners are excluded from such pension benefits from many pension plans.

"The divorce rate in America for a first marriage versus second or third marriage 50% percent of first marriages, 67% of second, and 74% of third marriages end in divorce," according to Jennifer Baker of the Forest Institute of Professional Psychology in Springfield, Missouri.

The Committee on Equity encourages all members of CWA to educate themselves, their members and elected officials on the issues of same sex marriage. The LGBT community wants to be allowed the honor of marrying their same sex partner, to be treated fairly under federal and state law and enjoy the privileges and benefits that are afforded to couples in opposite sex marriages. We at CWA have always been in the forefront for movement of change in civil rights and equity.

**CHAIR MIDDLETON:** President Cohen, Vice President Rechenbach, the National Committee on Equity moves for the acceptance of this report.

**VICE PRESIDENT SUNKETT:** Is there a second?

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

A motion has been made and seconded to accept the Committee's report. For the purpose of a comment, I would like to recognize Walter D. Andrews from Local 3204.

**DELEGATE WALTER D. ANDREWS (Local 3204):** Good morning.

. . . Cries of "Good morning" . . .

**DELEGATE ANDREWS:** Delegates, Brothers and Sisters, Retirees and Guests: It is with great pleasure that I rise to support the Committee's report with the people you see standing here with me. Thank you for a job well done. I know you had a hard task before you, but you performed well. You had a very challenging mission before you, and you performed well.

The vision of the Committee to change the Committee's name not only brought us into the future, but widened the scope of the committee and its missions. Your action was timely. Along with the name change, you produced new literature, the centerpiece being the new Civil Rights Manual.

Your actions were in concert with the United States Congress which passed a new Hate Crime Bill that made it a federal felony to physically assault a person because of their sexual orientation, gender disability, or gender identity. Almost at the same time, the State of Arizona passed State Bill 1070, giving law enforcement the authority to check the documentation of suspected illegal immigrants.

I want you to look around, and somebody please tell me what one looks like. (Laughter and applause)

Let me be absolutely clear: This is not a swipe at the law enforcement officials, some of which are in this house today representing members of this great union.

We have been taught that "Ready for the Future" teaches us to prepare and get ready to make our union look like those members that we represent. As I left here yesterday and I replayed the events that took place at our great Convention as a black President in CWA, I had to look at myself and ask myself, "Does that make me a black czar of appeals?"

"Keep your eye on the prize." Thank you. (Applause)

**VICE PRESIDENT SUNKETT:** I would like to recognize Greg Wynn from Local 4100.

**DELEGATE GREGORY WYNN (Local 4100):** Thank you.

Officers, Friends, Retirees, Families, and Guests: My words and my remarks will echo the president of the Minority Caucus. I rise in support of the Committee on Equity's report.

Many of you have already been aware of Arizona's latest legislation, Senate Bill 1070. The impact of this bill will be on a large percentage of our union's sisters and brothers. The Arizona bill will allow racial profiling of Latino and Latina persons living in the United States. In essence, it will allow police to stop and question anyone they may have a reasonable suspicion to believe are not authorized to be in the United States.

An overwhelming majority of Latinos are, in fact, legal U.S. citizens or legal residents living in Arizona, and this legislation is a misdirected assault against so many good, hard working, legitimate people living in this country.

Again, let me be very clear that this is not an attack on our sisters and brothers who work in law enforcement, but given the Arizona police's mandate, it will put a large number of legal citizens at risk of arrest.

Additionally, it will continue to further burden the overtaxed court and police system. The nation's immigration responsibilities will now be heavily placed on Arizona's police and the court system, where it should not be. Not only is this law an unfair and direct racial attack, it will also place an overwhelming tax and financial obligation on a state that currently cannot afford to place further strain on its overburdened taxpayers, many of whom are already struggling in this deep recession. The cost will be in the millions to the state of Arizona. In fact, the budget is facing such drastic cuts and layoffs right now that many of our very own workforce, including police and teachers, are being impacted.

I am proud to stand here today to stress that our union opposes any form of attack against civil and human rights first and foremost. We also oppose any legislation that unjustly criminalizes people of Latin American heritage living in this country. This impartial approach to address Arizona's immigration issues is not the answer.

I rise to encourage our union's support of the Committee on Equity. (Applause)

I've got more, but I got lost in one spot. I've got more on Arizona State Bill 1070.

As CWA members, we are calling on the Secretary of Homeland Security and the United States Attorney General to take steps to prevent racial profiling, including blocking SB 1070. (Applause)

We call on the Judiciary Subcommittee on Citizenship, Refugees, Immigration and Border Security to speak and lead hearings on the illegal aspect of SB 1070. The CWA calls upon the Secretary of Labor to strictly and equally enforce Wage and Hour laws, Health and Safety laws, and all labor standards for all workers and block actions that would infringe upon the rights of workers-- any workers-- citizens or immigrants, with or without documentation, to establish and protect justice on the job.

"The eyes believe themselves; the ears believe others; and the heart believes the truth." I urge your support for the Committee on Equity's report. Thank you. (Applause)

**VICE PRESIDENT SUNKETT:** At the Questions mike, I would like to recognize T Santora from Local 9000.

**DELEGATE T SANTORA (Local 9000):** My thanks to the committee. I have a question regarding the One Nation march. Has either the Committee or the Executive Board made any plans to introduce a SIF proposal to assist locals to attend? (Applause)

**PRESIDENT COHEN:** Thanks for the opportunity to speak on that, actually. It's Resolution No. 1, and hopefully-- well, I guess I'm not supposed to comment on that-- but after the resolution is considered, that is what the Committee and the Executive Board do have in mind. We did make it Resolution No. 1 here, so we didn't presuppose support. But we would encourage-- and I am speaking for myself-- we would encourage support for that here, if that's what this Convention believes exactly in the way you are indicating.

Do you have a second question?

**DELEGATE SANTORA:** Yes. Please be generous.

**VICE PRESIDENT SUNKETT:** That was out of order. That was a statement. Okay.

There are no other delegates wishing to speak on the motion to accept the Committee's report. All those in favor of the Committee's report, indicate by raising your hands. All those opposed by a like sign. The Committee's report has been adopted. (Applause)

I would like to thank the Committee for their tireless efforts. (Applause)

**PRESIDENT COHEN:** And, flowing right from that last question, we have the Resolutions Committee up here, and I turn it over to the Chair.

**DELEGATE ARTURO GONZALEZ (Local 9511, Chair, Resolutions and Rules Committee):** Thank you. The Chair recognizes Jim Marshall.

**DELEGATE JAMES MARSHALL (Local 31003):** Thank you, Mr. Chair.

Will the delegates please turn to page 1 of the Resolutions Report and look at Resolution 72A-10-1, entitled CWA Supports "One Nation" Movement. I will read the resolution.

### **Resolution 72A-10-1 CWA Supports "One Nation" Movement**

The American economy is in crisis. We have lost eight million jobs in recent years and 800,000 union jobs in 2009 alone. The unemployment rate remains near 10 percent, the number of home foreclosures continues, and local and state governments are looking to balance their budgets by cutting vital public services and disparaging and firing public workers.

Corporate powers have trampled the right to organize a union and bargain collectively, supported all too often by government action or inaction. Unions represent 7 percent of the private sector workforce and, if we do nothing, it will soon be down to 6 percent or even less. We see the impact of this lost bargaining power in our contract negotiations every day.

There is a lot of talk and reporting about how angry many Americans have become. Unfortunately, some of that anger is being directed against workers who still enjoy good paying jobs and benefits like public workers and union workers, or immigrant workers who barely get by. There is also anger at Wall Street and Big Banks, but that anger has not led to a groundswell for workers' rights or a real discussion of living standards.

Union activists worked tirelessly in 2008 and helped build Democratic majorities in the U.S. House of Representatives and Senate, and elected a Democratic President. Although we have achieved some victories, we are disappointed with the lack of progress on a true workers' agenda, one that will restore America's middle class.

The Senate is polarized because of rules that require a super majority (60 votes) before legislation can even be considered on the Senate floor. These are rules set by the Senate itself, and serve no purpose today except to block majority support and majority voice for progressive and needed legislation.

People of progressive and democratic values must reset the national political narrative and profoundly influence the national political climate. Americans need a wake-up call.

All of us-- community, civil rights, immigrant, women, environmental, student and labor organizations-- must strengthen our unity and our determination to bring about the progressive agenda that working and middle-class families need. We need an effective coalition that stays focused on these core economic issues: secure, sustainable jobs; quality, affordable health care; retirement security; and bargaining and organizing rights.

The One Nation Movement-- representing more than 170 labor, civil rights, and other progressive organizations-- represents an important step forward toward building a broad coalition that will fight for economic justice. The One Nation National March on October 2, 2010, in Washington, DC, provides an opportunity to demonstrate the strength of this movement.

The AFL-CIO Executive Committee and many of our allies have endorsed the One Nation March because they realize that we must work together like never before in order to protect our standard of living and civil rights.

Resolved: CWA endorses and joins One Nation.

Resolved: CWA will work with our allies to help ensure that the October 2<sup>nd</sup> actions are successful and will encourage CWA locals to participate.

Resolved: CWA supports a core political agenda that encompasses the One Nation March theme: Putting America Back to Work, Bringing America Back Together.

**PRESIDENT COHEN:** Thank you. Microphone 3, Delegate Tremontozzi.

**DELEGATE PATRICK KAVANAGH (Local 1032):** Actually, I think it's Patrick Kavanagh.

**PRESIDENT COHEN:** Wait just a second. That's not the order I was given. Delegate Tremontozzi, do you yield?

**DELEGATE DON TREMONTOSZI (Local 1400):** I yield.

**PRESIDENT COHEN:** Yes?

**DELEGATE TREMONTOSZI:** Yes.

**PRESIDENT COHEN:** Kavanagh, you're up.

**DELEGATE KAVANAGH:** Thank you.

Brothers and sisters, it is an honor to rise in support of this motion. These are difficult and challenging times for all of us. We are living with the consequences of 30 years of unchecked concessions to corporate power and tax breaks to the wealthiest Americans. These consequences are all too familiar to those of us in this room. Eight million jobs lost and 10 percent unemployment, drastic cuts in public services, and a systematic dismantling of the public sector.

Over a million families have lost their jobs, and our power as a movement has been compromised as our right to organize and bargain has been attacked and weakened. The theme for this Convention could not be more appropriate. We do need a new path for these challenging times. And to chart that new path, we need to take bold action and take a look back at a lesson from the history of our movement.

Brothers and sisters, we built the Labor Movement by joining forces with other organizations and allies that share our goals and our visions for America. Historically we have countless examples where the Labor Movement has joined together with allies to fight for social justice and change. The Labor Movement and the Civil Rights Movement in particular have a rich history of fighting for those things. These alliances have been critical to building power in our communities, in our states, and in our country.

The truth is that, to the extent we have ignored or failed to nurture our alliances and build our coalitions around common interests, we have weakened our power as a movement. This is something we simply cannot afford to do. In the face of the anti-working family, an agenda that has devastated our country and accelerated the race to the bottom, we have to recognize that we simply can't go it alone. Now more than ever, there is a need for a strong and vibrant coalition of labor, civil rights organizations, and other progressive allies committed to bringing America back together.

As we fight for marriage equality, immigration reform, and fight against racism in all forms, we have to ensure that we do so together. And as we fight for jobs in our communities, for retirement security for all workers, quality education and health care, we have to recognize that we are stronger if we are together.

These are not our issues alone, brothers and sisters. They are not our fights alone, and the challenge is for us to see our fights as part of a larger national struggle to fix the broken system that exists in this country today and disadvantages working people.

My state of New Jersey provides an interesting lesson in the necessity to build strong coalitions. In New Jersey we have seen what happens when a blue state electorate emboldens an anti-union governor and a Democratically-controlled legislature allows these agendas to go unchecked. Governor Christie responded in his election with a declaration of war against unions and the middle class. He declared war on all working families in New Jersey, and he exploited the financial crisis facing the state and the rabid, misguided, and anti-public worker sentiment of the people for this purpose. He did, however, protect business and industry as well as those individuals making over \$400,000 a year by giving them a tax cut, and the consequences was a budget that included devastating cuts to schools and public services.

The Labor Movement and other progressive organizations went on the defensive. Like many of the struggles we heard about yesterday, "hard but not hopeless" in the current environment. Knowing full well that we could not wage this fight and speak our truth to power alone, we began the process of building a broad coalition to fight back against the policies that were bad for the workers and bad for the citizens of New Jersey. Public sector unions joined with over 100 community and statewide organizations to stage the largest rally New Jersey has ever seen. On May 22nd, over 35,000 people from all across the state, with a diverse range of interests and backgrounds, came to Trenton to fight back.



Brothers and sisters, on October 2nd, we had a chance to send a powerful message: that we stand together as a movement, with our allies in civil rights and from all over the country, and that we are ready to fight collectively to fix this broken system; that we are one nation, and that together we are prepared to wage our own fight for our own future and for the country that we want.

I urge you, brothers and sisters, to support this motion and to devote whatever resources you have available to make this event a success. And I urge the national union to provide whatever support is necessary to make this event a success as well. Specifically I am encouraging, as the brother before me questioned, a commitment of Strategic Industry Fund resources to locals so that locals can energize and mobilize their members and make this event a success by turning out huge numbers. (Applause)

This is a unique opportunity to build a movement for progressive change in this country, and we cannot let it pass. We must do everything in our power. Our future depends on it, and it has to be part of our new path. Thank you very much. (Applause)

**PRESIDENT COHEN:** Is Don next? Is that the way you guys over there are doing it? I have Don Trementozi, is that right?

**DELEGATE TREMENTOZZI:** Correct.

**PRESIDENT COHEN:** There is no one else wishing to speak in the hall, so they are all at the For mike.

**DELEGATE TREMENTOZZI (Local 1400):** Brothers and sisters, we are in crisis. Ronald Reagan had fired all the air traffic controllers. Our nation got together in the Labor Movement and every labor coalition, and we marched 400,000 strong on Washington. And we need to do it again. I would urge that we use the SIF proposal to put monies together so that all of us can join and march together because, if we don't make it successful, we need to show we are one voice and we are strong and we are in this together, and we need to make a huge success out of this, and I support this proposal. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 3, Delegate Cupp.

**DELEGATE M. WAYNE CUPP (Local 84765):** I rise in support of Resolution 1 endorsing the One Nation March. We all know that the union movement is built on the idea that we all come together. That makes us stronger. Now that our numbers are dwindling, we need to come together as like-minded with other organizations.

Our standard of living is being attacked; our civil rights are being attacked. We need to pass this resolution.

I plan to be in D.C. on October the 2nd, so let's all of us CWAers get together and support this resolution. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 3, Delegate Sarnoff.

**DELEGATE STEVE SARNOFF (Local 3179):** I rise in support of this resolution because it's history, opportunity, and it's destiny. In 1933, after the election of Franklin Delano Roosevelt, a meeting was held at the White House with select union leaders. They came to him to say, "Okay, Mr. President, we did the heavy lifting. We got you elected. Now give us the Wagner Act," the National Labor Relations Act.

Roosevelt looked at them and smiled and basically said, "Guys, I appreciate everything you did for

me, but you are going to have to make me do it."

And they did. They took to the streets. The strike at Ford and the other strikes in Michigan and New York at that time were orchestrated in order to show the public that they needed to have laws to regulate unions.

In 1963, A. Philip Randolph called for a march on Washington-- not for civil rights but for workers' rights. But he did it intentionally because it was about civil rights. And that's what he's known for. Too many of us in our school education never learned that A. Philip Randolph was the man who held the March on Washington. (Applause)

Today once again, it is our time. We did the heavy lifting. We got Barack Obama elected as President of our country. Now we have to make him meet his pledges and his obligations to working families of this country, and it has to be done now. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 3, Delegate Gross.

**DELEGATE MICHAEL GROSS (Local 6186):** Brothers and sisters, my friends, I would like to ask you to join me in enthusiastically supporting this resolution. It commits CWA to build action on October 2<sup>nd</sup> and to be part of a coalition with many other organizations around a broad agenda of social and economic justice.

Twenty-three years ago, I was a member of the Organizing Committee in Nacogdoches, a Jobs with Justice coalition. In that coalition, CWA did the hard work to pull together a coalition of labor, civil rights, and women's organizations that did what none of us could do alone, and that is to force Stephen F. Austin State University, the most powerful institution in that town, to acknowledge, to make amends for, and to begin changing decades of racist and sexist policies that mark its treatment of its employees. It's been one of the most instructive experiences of many of my life with the CWA that have marked the way I look at the world.

I think our history, or my look at the history of CWA tells me that we have been at our best, we have been at our strongest, when we were not in the front lines, but we were the front lines of a movement for social justice and economic justice-- not just in our workplaces, but in our communities and in the country as a whole.

This resolution is our declaration of commitment to once again take our place in the line. I urge you to support it. (Applause)

**PRESIDENT COHEN:** Microphone 3, Delegate Lynch.

**DELEGATE MICHAEL LYNCH (Local 7800):** I am a proud member of the newly-named National Civil Rights and Equity Committee. We want to thank the delegates for their support of the civil rights and equity matters in our great union, and we stand committed to look out for the rights of every CWA member.

We rise today to let you know that the CWA's National Committee on Equity and Civil Rights beside me here, along with other internal CWA national minority organizations, stand in strong, strong solidarity with the "One Nation, One Dream" campaign to bring back unity among principal leaders and Americans in this nation fighting for economic justice, freedom, and unity of purpose.

As the author of the Committee on Equity Report to the Convention on One Nation, I am here to let you know that the National Committee on Civil Rights and Equity stands strong behind CWA President Larry Cohen, NAACP President Benjamin Julius, La RAZA, and more than 200 national organizations as we launch on October 2, 2010, the March on Washington, D.C., with actions across this country to honor

the heroes and heroines that came before us to restore economic justice to all Americans.

The CWA National Committee on Civil Rights and Equity will make it our principal goal to spread the word and recruit CWA members across the country to get involved in this historic event.

The National Committee is behind you all the way. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 3, Delegate Luzzi.

**DELEGATE AL LUZZI (Local 1101):** Brothers and sisters, I rise to support this resolution. But at this time we need to put our money where our mouth is. If we want this March on Washington to be a success, we need to give up some money. We need dollars to provide transportation, especially to the small locals who can't afford to do it themselves, and for people who may want to come from across the country. I say we allocate SIF money specifically for this purpose.

It's a very important job we need to do. We need to put America back to work. We need to grow the unions. We need to send Corporate America a major message. (Applause) We are getting our asses kicked out there every day. I don't have to tell you, especially the people on the front lines. We need to send them this message and make it strong and loud. Thank you. (Applause)

**PRESIDENT COHEN:** At the Questions mike, delegate Sarnoff.

**DELEGATE STEPHEN SARNOFF (Local 3179):** The question I have is, we know that there is a restriction from the body about not using SIF funds for members who are not putting into it. Because of the magnitude and the character of this resolution and this event, would it be proper to ask the question of the floor to not have that restriction and use the SIF funds for this purpose only; to allow for the SIF funds to be used to mobilize as many of our union brothers and sisters to attend this event? Thank you. (Applause)

**PRESIDENT COHEN:** I'm going to let the body answer that question. There is a restriction on SIF funds. As you know, there is a report in the CWA News and also an actual report on the SIF fund. We only support, in terms of people off the job and that kind of thing, the people who have contributed to it. So as we would propose a SIF fund, we would stay within those rules.

So let me ask the body. Does the body believe that this is the one case where-- and just to go over this, the Board would prepare a SIF proposal. It would first go to the Board and then it would go to all of you for comments, and then it would go back out. That's how we do all of them. You have seen them before they were adopted. I hesitate to do this from the Chair here, but I was asked. We didn't have any communication on this whatsoever.

Is there anyone-- any sizable opposition to the sense of that question? The sense of that question would be that, in this one case only-- and we will not repeat it unless it comes from this Convention ever-- but in this case, can we support people who don't have the right to strike and others who are not paying into this fund? Is the sense of the body that we should do this in this one case? (Applause)

Okay. I think that's the answer to your question, Delegate.

There is a motion to close debate since no one else has asked for the floor. If that's okay, debate is closed. And now we will be voting on the motion. This is Resolution No. 1. All those in favor of the resolution indicate by raising your hand. Down hands. Opposed. It is adopted. (Applause)

Microphone 1, Delegate Pike.

**DELEGATE MELISSA PIKE (Local 3204):** Good morning, brothers and sisters. I want to applaud our Resolutions Committee. They have worked tirelessly and they have produced for us some very wise words that we have before us today.

What I propose and move is that from here after we only read the Resolveds and give these people the break that they so deserve.

**PRESIDENT COHEN:** Just say your name, Melissa, your name and local number.

**DELEGATE PIKE:** Melissa Pike, CWA Local 3204, Atlanta.

**PRESIDENT COHEN:** Is there a second?

. . . The motion was duly seconded . . .

**PRESIDENT COHEN:** Any comment on the motion? Did you want to say anything more?

**DELEGATE PIKE:** They killed it. They got it.

**PRESIDENT COHEN:** Okay. There is no one else wishing to speak on this motion. This would be that from here on we read the Resolveds. The Committee would only be reading the Resolveds, so you will be reading the rest of it yourselves.

I see no one wanting to speak. All those in favor of the motion, indicate by raising your hand. Down hands. Opposed. It is adopted. (Applause)

I want to thank the Committee. They will be back.

It's now a personal pleasure for me-- I'll let you guys get off the stage first. Thanks a lot. Thank you.

This couldn't be better timing really because, if there is anyone in the U.S. Congress who every day stands for "one nation," who every day fights for "one nation," who every day fights for everything that working-class people and everyone in this room believes in, it is Luis Gutierrez. (Applause)

As you will hear, Representative Gutierrez is a strong, passionate forceful, day-and-night fighter for the rights of working women and men in this country. He is Chicago at its best. He was a worker, a teacher, and a social worker and a political activist. He is a tireless advocate for the need for comprehensive immigration reform. He is the Chair of the Immigration Task Force of the Democratic Caucus. He is the spokesperson. He is a powerful leader in the Caucus on all issues.

He is a member of the Judiciary Committee, and I couldn't have been prouder when I was there to testify against the Comcast-NBC Universal merger, for obvious reasons, for all the Comcast warriors in this room and what they have done on workers' rights. Without any conversation, this member of the Judiciary Committee stood up and ripped their ass. There is no other word for it. (Applause and cheers) And the chairman of Comcast and the president of NBC knew that this Judiciary Committee and this Member of Congress were not only on our side, but they are leading our movement.

I could go on and on about all he has done. There was a formal introduction. I blew that. (Laughter) But this is a true hero of our Union, a true hero of working class people in this country: Luis Gutierrez.

. . . The delegates arose and applauded at length, clapping in unison . . .

**HON. LUIS V. GUTIERREZ (U.S. Congress, D-IL):** Thank you. Thank you very much. Thank you so much, Larry.

I wasn't going to leave your President alone that day, right? Right. They had all-- they had the folks from Comcast, they had the folks from NBC, and they had the folks from GE. They had everybody there. We had a few important questions to ask them. And I have to tell you that one of the biggest reasons I couldn't leave him alone and just let him sit there on that dais with the others, was that I went to an LA County AFL-CIO Convention where I had my first opportunity to listen to your President, and I was inspired out there. He inspired me that day.

So I said, "Well, I've got to give something back." When somebody inspires you, you have to give them something back, and you have to say, "I am also in solidarity with you." (Applause) So I couldn't leave Mr. Cohen alone that day. I enjoyed him so much.

He helped me understand-- because that's what we do for one another, we help each other understand our roles, our responsibilities in the moment that we live in. So I would like to spend a moment this morning sharing with you that there was that day, and I want to say I was so excited this morning because now I understand that the flight attendants in Chicago are also part of this.

Let me just tell you, we have Continental and we have United Airlines. And when Continental and United Airlines, when their CEOs came before the Judiciary Committee, I also asked them some questions, and you should have seen them. (Applause and cheers) I asked them some questions.

It's amazing in Congress sometimes that you, all the workers, you make up all the people who live in my congressional district, but it seems as though very few questions get asked. "How you doing, Mr. CEO? Good to see ya. Thank you so much for economic opportunities back at home." Right? "Tell me you're not going to close that hangar and that repair shop, and this and that the other thing, and the terminal, and that my flight to Washington, D.C., isn't going to be interrupted." I guess that's okay, right? (Applause and cheers)

But when I had the CEO of United Airlines up there, I asked him a simple question. I said, "What's up with your compensation?" And he was like, "Oh, well, my compensation?"

I said, "Well, how is your compensation based?" And he said to me, "Ninety-five percent of it is based on the stock price of United Airlines." But he said it very proudly.

I said, "Really? Well, I googled United's stock price before I came over here, and it's up 118 percent in the last year." I said, "I just have a simple question for you: The flight attendants that are there and the pilots and the machinists who are all represented at the same table, are they sharing in that 118 percent increase in the stock price of United Airlines?" (Prolonged applause and cheers)

You know, it's almost as though in America, if you ask a question like that, but United, since they are housed in Chicago, it's anti-Chicago and anti-business to be asking those kinds of questions. I say, "Are you kidding? Do you know where all those flight attendants and machinists and all those pilots live? They live, a lot of them, in the 4<sup>th</sup> Congressional District, and I made a commitment and a promise to represent them-- not the corporate interests that they work for." (Applause)

But I want to share one last thing. I still remember-- and this all has a logic to it-- I still remember Republic Windows and Doors. It was December of 2008. We had just distributed over \$700 billion, okay, to Morgan Stanley, to Goldman Sachs, to Bank of America. Remember, it was over \$700 billion so we could unfreeze the credit market.

And here were the workers, about 300 of them, they took over the plant. They said, "We are not going to leave this plant." But they had a right. It's like-- imagine all the windows and doors that were

there, they were going to go out as receivables and they were going to bring in cash. They had put their work into them, right. They had spent hours and days manufacturing and creating that product, that wealth. And it was going to leave the plant and they weren't going to be compensated because they were just shown the door. They gave them one day's notice. They showed up one day and they said, "Tomorrow you can all leave." Well, there's a federal law that says you got to give them 90 days' notice.

So, I sat down there with the union members, and we went and sat down with the heads of Bank of America. We sat down there, and they brought a couple of other elected officials in. I told them at the beginning of the meeting, I said, "I warn the other elected officials here that if you have come here in order to side with Bank of America, I'm going to tell everybody outside in the press and announce this process, just so we have it clear in terms of why it is you have come here." (Applause) Because I found it strange that I, who am the Subcommittee Chairman of Financial Institutions-- and sometimes we are in the right place at the right time. (Laughter) I called the meeting and then they bring all these other elected officials to the meeting. But I didn't want to pass judgment.

Long story short, when we get there they bring their lawyer in, and their lawyer starts giving us reasons that the company is bankrupt and the owners are there. I said, "Let me ask you something. I happen to believe that at some point you guys discussed the federal law and the fact that you were supposed to give these workers that notice 90 days ago, and something tells me that somehow that wasn't important to you. So here's what I'm going to do. I'm going to ask Chairman Barney Frank of the Finance Committee to subpoena every report, every e-mail, every document, every conversation that you had, and we are going to see." (Applause) "Now if you feel confident that there was never a discussion about this 90-day notice-- it's in the books, right, they are supposed to give this 90-day notice-- then you should feel pretty comfortable."

And the lawyer, a nice guy from the South, Tennessee, nice southern accent, he says, "Mr. Gutierrez, can I just have a moment to discuss this with my clients? Sometimes they listen, and sometimes they don't." (Laughter)

That's a true story. There were no cameras, because, you know, it's inside conversation, and they came back and they said, "We got \$1.6 million, and we think--"

I said, "That's a good start."

Then we called our folks at JP Morgan Chase, who we figured out owned 60 percent of the preferred stock in Republic Windows and Doors, and said, "We're missing \$400,000." And you know what they said? They said, "Mr. Gutierrez, we will send our bankruptcy lawyers over immediately," because they didn't want signs denouncing them so the public would know, and it was cheap to get out for \$400k.

I just want you to know, everybody got 90 days of health care; everybody got their vacation; everybody got their salary; everybody got their vacation pay. (Applause and cheers) That's the true story of Republic Windows and Doors.

But it was the workers who began it. It was men and women who said, "Okay, the odds are tough, but we are going to be tough also." They called their elected officials and we were in the right place at the right time in order to make a difference on their behalf.

Now, you say, "Luis, why did you come here?" I've got a 100 percent AFL-CIO voting record. My dad was in a union. I come from working class. I'm never going to forget the rules and the people that I represent. I don't tell you about my 100 percent so you can say, "Wow, Gutierrez sure does have good stories about all the great things he's done." I tell you all of this for the following reason: Now, imagine, we are going to have redistricting, right? We are going to have redistricting pretty soon. Every ten years, the Constitution says we have to do it. You think there are going to be more congressmen in

Pennsylvania? Probably not. Probably not more in Illinois. Probably not more in New York. I don't want to sadden everybody from those states, but you're probably not going to get any.

You know where they're probably going to add more congressmen-- in Florida and in New Mexico and in Utah and in Arizona and in Colorado and in California. That's probably where we are going to get a lot of new congressmen, okay? And guess what, a lot of them are going to look, talk, and act just like me when they do all those new congressional districts. (Applause)

Now, I want to end this by telling you that the labor movement and you in this union, better than most-- I won't say than all, but better than most-- understand that the labor movement is a movement that gets nurtured, created, and grows because of their defense of civil and human rights. You have always been in the vanguard of civil and human rights in this country. (Applause) From the very first women who were exploited in New York City in those sweatshops as they were creating unions to defend them.

So today, the issue of immigration and the issue of labor organizing have always been intrinsically interwoven in the history of the labor movement and in the history of justice in this country.

Today we have 12 million undocumented workers in this country who, yes, undermine the wages for everyone else, but the solution isn't just to wish that you're going to vanquish them; the solution is to give them the right to collective bargaining so we can lift the wages of all workers here in this country. (Applause)

And together we are going to legalize those 12 million people. We are going to legalize those 12 million people together. (Applause) And when we legalize them-- I just want to you to think a moment how that expands who we are and what we believe in, because I too am tired of listening to politicians run for election, come before constituent groups, and then not speak, right, and not give voices to the issues of the men and women who live in their congressional districts.

I'm going to tell you something. I have traveled all over this country, and I have to tell you that I've met women in sweatshops in L.A., and I have met them in meatpacking plants in Iowa, and I have met those immigrant women picking garlic in Salina, California. And I'm going to tell you something, we have to get this done because, not only are they exploited economically, they are exploited in other mean ways by their employers who understand and exploit their vulnerability.

And all I want is-- and I know you want it also-- to think about the day we need to work toward so that that a woman, right, because of our work, we are going to hand her a card that says she is legal to work in the United States of America. We are going to give her a card that guarantees her protections under the Constitution of the United States of America so that that employer, right, that supervisor, that shift head, right (applause and laughter), that has been exploiting and abusing her, and that card gives her the right and the confidence that she can dial 911 and send that man to jail for all that he has done. (Applause)

So, I'm going to continue with you. I have to tell you that I searched for when Larry Cohen is going to come and testify so that he and I can work together wherever he's going to speak. You have a great President and great, great leadership of your union who I really enjoy working with.

And all of the members here, thank you for coming to Washington, D.C. Thank you for listening to us. Let's get 12 million people organized in the AFL-CIO. Let's take those undocumented workers, let's give them rights, let's expand our movement. That's what we should do. And let's give that woman the right to place that phone call. It's going to be a good day. You are going to feel a lot of good sense of justice in your heart and in your soul, and you are going to feel America is the greatest place in the whole world, a better place than it was yesterday.

Thank you very much for having me this morning.

. . . The delegates arose and applauded and cheered at length, clapping in unison . . .

**PRESIDENT COHEN:** Okay. One Nation, there you go.

Now I will ask the National Women's Committee to the platform, and Vice President Judy Dennis to preside.

**VICE PRESIDENT JUDY DENNIS (District 3):** Thank you, Larry.

While the Women's Committee is coming to the platform, I would like to acknowledge in the audience Karen J. See, the new president of CLUW. Would you please stand up? (Applause)

I would like to introduce the National Women's Committee:

. . . As the committee members were introduced, they were acknowledged by the delegates with a single clap of recognition . . .

Kathleen Hernandez, Executive Vice President, CWA 1031, Chair;  
Claudia Cole, Vice President, CWA Local 2336;  
Kim Ball, Vice President, CWA Local 3204;  
Angie Miller, Executive Vice President, CWA Local 4108;  
Virginia Anderson-Dunbar, Treasurer, CWA Local 6300;  
Shari Wojtowicz, President, CWA Local 7250;  
Gayle Crawley, President, CWA Local 9410;  
Mary Behling, Vice President, CWA Local 13301.

I recognize the Committee for the purpose of presenting the report of the National Women's Committee.

**DELEGATE VIRGINIA ANDERSON-DUNBAR (Local 6300):** Good morning.

The National Women's Committee is deviating from our usual reporting format this year to celebrate and acknowledge the historic anniversary of the Women's Suffrage Movement. This year marks the 90<sup>th</sup> anniversary of the passage of the 19th Amendment to the Constitution granting women full voting rights. (Applause)

The Committee members are wearing gold, white, and purple sashes like the ones worn by suffragettes in parades and demonstrations. The color gold signifies coming out of darkness into light; white stands for purity; and purple is a royal color representing victory.

The committee members will now introduce you to six courageous women, beginning in the late 19<sup>th</sup> Century, who fought to obtain civil rights, and one which continues that fight today.

**DELEGATE ANGIE MILLER (Local 4108):** I was a Polish immigrant who lived in New York's Lower East Side. In 1903, at a young age, I took a job in the garment industry as a cap maker making just \$5 a week. The conditions were horrible. A friend and I approached a union about organizing. They said, "Oh, go out and get us 25 signatures and get back to us."

I don't think they ever thought they would see us again. But a few days later we were back, with signatures in hand, and that was the start of the first female local of the United Cloth, Hat and Cap Makers' Union, and the start of my life in the labor movement. My name is Rose Schneiderman, and I took part in the "Uprising of 20,000."



This was a general strike of garment workers from 500 different sweatshops in New York. It was amazing when we all hit the streets. We demanded dignity, living wages, shorter work hours, and union recognition.

There were protests at the Triangle Shirtwaist Factory just months before the fire broke out which killed 146 women. The deaths were needless. After the fire, there was no question as to what the workers had meant when they talked about safety and sanitary reform, and also about social and economic justice.

I gave a speech a couple of days after the fire, and a part of it went like this: "I can't talk fellowship to you who are gathered here. Too much blood has been spilled. I know from my experience it is up to the working people to save themselves. The only way they can save themselves is by a strong working class movement."

I was a huge supporter of suffrage. It was a basic fight for economic rights as far as I was concerned. Not having the vote, legislators could ignore us. I always said we not only wanted labor laws and bread, we wanted roses, too. In 1912, when one of the State Legislators warned, "Get women into the arena of politics and you emasculate women."

I replied, "Surely these women won't lose any more of their beauty and charm by putting a ballot in a ballot box than they do each and every day going to foundries or laundries."

Two people I developed a friendship with were Franklin and Eleanor Roosevelt. We would have long talks about the working class and how difficult it was to form unions. President Roosevelt even appointed me as the first woman on the National Labor Advisory Board where I was regularly consulted on labor and women's issues and was able to help part of the New Deal legislation.

During my lifetime, I sought to improve the lives of working-class women through education, the vote, and legislative protections such as the eight-hour workday and minimum wage laws. I am proud of the legislation I was able to leave behind that protects workers, and clearly articulated ideals such as comparable work laws.

The CWA National Women's Committee strongly recommends that delegates commit individually and collectively to continue my work by ensuring their local Women's Committees focus on improving the lives of women through legislation and education, such as the Paycheck Fairness Act.

We further recommend delegates contact their respective Senators to ensure their support with this important legislation.

**DELEGATE SHARI WOJTOWICZ (Local 7250):** I was introduced to the Suffrage Movement at a young age when my mother hosted National American Suffrage Association meetings in our home. While studying for my Ph.D. in England, I met Lucy Burns, and together we were jailed several times in England and Scotland fighting for women's rights.

After returning in 1910, I immediately joined the movement here in the United States, working to pass the Susan B. Anthony amendment giving women the right to vote.

Without the use of cell phones, Facebook, and Twitter, we were able to organize an estimated five to ten thousand women in support of suffrage one day prior to President Wilson's 1912 inauguration speech. It was the largest action of its kind.

Lucy and I believed that the right to vote needed to be passed through a federal amendment versus state-by-state, so we formed the Women's National Party in 1916. We lobbied vigorously and picketed the White House around the clock. After being jailed in Virginia, I began a hunger strike. I and

others were force-fed which drew much needed public attention, sympathy, and support for the 19th Amendment.

Soon President Wilson called for the release of the women and began to speak in favor, stating women's suffrage was urgently needed as a war measure, and the 19th Amendment was passed August 26, 1920, giving women the right to vote in every state.

In 1923, I authored the Lucretia Mott Amendment calling for absolute equality, stating that "Men and women shall have equal rights throughout the United States and every place subject to its jurisdiction." The Equal Rights Amendment was introduced in every session of Congress from 1923 until it passed in 1972 and went to the states for ratification.

CWA was one of the few labor unions that supported the ERA, and I thank you for your dedication to equality among all people. I worked tirelessly for the ERA in the United States and internationally, and I led a coalition that was successful in adding a sexual discrimination clause to Title VII of the 1964 Civil Rights Act.

Though the ERA only passed in 35 of the 38 states needed for ratification by 1982 and is still not federal law today, I never stopped working toward equal rights. I am Alice Paul.

CWA still uses many of my basic organizing, mobilizing, lobbying, and political action in your work today. I need each one of you to continue my legacy by making sure that your CWA members are registered to vote and participate in campaigns to make sure all union members vote in federal, state, and local elections.

We must also actively encourage our members to participate in organizing, mobilizing, and political action, like lobbying for workers' rights, door knocking, phone banks, and contributing to COPE.

**DELEGATE GAYLE CRAWLEY (Local 9410):** Women in the early 20th Century fought for and won their own political freedom and their basic civil rights. For society not to acknowledge that remarkable, non-violent achievement-- and the reasons why it was necessary-- leaves us and our children uninformed, uninspired, and much less powerful.

Defending and expanding democracy is what American history is all about. Men have fought and died for democratic freedoms, and their exploits and sacrifices are honored everywhere. Women struggled for decades for the same political freedoms that men claimed in 1776, yet their efforts have been denied similar recognition.

My name is Doris Stevens. I was a full-time organizer, and after working on the East Coast, I moved to Colorado, then California where I organized the first Convention of Women Voters at the Panama Pacific Exposition in San Francisco in 1915, and the National Women's Party Election Campaign in California in 1916. Since the state of California had already passed suffrage, other women and I were able to bring back new methods to our own states and to others. We used repetitive attention-getting advertising, including electric signs, giant billboards, pennants and campaign buttons, postcards and grocery bags, and hundreds of thousands of leaflets in five different languages.

Remember, women had virtually no money, no political experience, and no power. The great corporate interests of the country, like liquor interests, were adamantly opposed to women's suffrage, and we had no material influence to counteract them.

I was arrested for picketing at the White House in the summer of 1917, and I served three days of my 60-day sentence in Occoquan Workhouse before receiving a pardon. There were at least 168 women arrested for picketing the White House on behalf of suffrage. The charge by the court was "obstruction of traffic."

I was arrested again in the National Women's Party demonstration at the Metropolitan Opera House in New York in March of 1919. I ended up publishing an insider account of the imprisonment of the National Women's Party through my book, "Jailed for Freedom." This book explains the intensive campaign of militant suffragettes of America to win a solitary thing: The passage by Congress of the national suffrage amendment enfranchising women. It is the story of the first organized militant political action in America to this end.

In every state, as soon as women were enfranchised, there was improvement in laws relating to their welfare and that of children. I continued my work with the National Women's Party until 1947 when I joined the Lucy Stone League.

In later years I supported the establishment of feminist studies as a legitimate field of academic inquiry in American universities. "Jailed for Freedom" contains my interpretations which are, of course, arguable, but it is a true record of events.

It is imperative that CWA supports the National Women's Committee through education of our membership on the history of women obtaining the vote, and the importance of mobilizing and organizing as a tool to encourage locals to build and educate their membership.

**DELEGATE MARY BEHLING (Local 13301):** Good morning.

The question is not so much "Who am I?" but "Where am I?" Yes, I am Amelia Earhart. I would like to tell you a little bit about myself.

As a young girl, I enjoyed horseback riding and roller coasters. After high school, I was entered in nursing and even enrolled in premed studies. But in 1920, I took my first flight. That is when I discovered my passion for flying.

Some of my first include: In May of 1932, I flew solo from Newfoundland to Ireland. In 1935, I flew solo from Honolulu to the U.S. Mainland. Then June 1, 1937, I began my around-the-world flight and disappeared on July 2nd over the Pacific Ocean. My demise still remains a mystery.

As a woman and a pioneer, I am deeply committed to feminism. It was not an easy task in the late 1920s and '30s to pursue my dreams in the aviation field. However, I soon realized that if I remained determined and confident, I could pursue all of my interests.

The CWA National Women's Committee encourages and supports those with huge dreams. Only through seeing possibilities will we develop the agents of change, we will build up the unions' future. It takes mavericks to chart a brave new course for modern social change. We must embrace new ideas that will guide workers in the struggle for justice and equality.

**DELEGATE KIM BALL (Local 3204):** I am honored to speak to you today.

Someone asked me, "What has changed?" And, when I think about that question, I have to ask myself "Just what has changed?" Well, I think I have to say to you that you have changed the scenery.

I grew up in a small steel mill town called Rankin, Pennsylvania. It was rich in experience and full of diversity. The foreign-born population really set a foundation in my life. For years there have been stockpiles of studies, and always women of color or minorities were in the footnotes or were an asterisk, and I want to thank you that they are no longer asterisks.

In my life and in recent years, I have many accomplishments. I had the experience of the Civil Rights Movement. I was there with Dr. King, Whitney Young, A. Philip Randolph, James Farmer, John

Lewis, and Mekesick, and somehow we were seven. But the press came up with the name "The Big Six," and yes, I was there, but I was always the invisible one because I was a woman.

I remember one time going into the White House and one of the workers said to me, "You always stand on the end, and therefore you are not in the pictures." Well, let me tell you, I learned to stand in the middle.

There were a lot of women participating in nearly all the major civil and human rights events of the era, yet some of us were not satisfied, because there were no women speakers. So the National Council of Negro Women got together and developed a role for women in the Civil Rights Movement, and never again did you see a major civil rights march without having women in the march. I say that because, as women, we have always had to stand up and speak for ourselves.

Someone said to me, "You always mention and talk about women." But I find if I don't mention women, they never come up. I really think that, as women, we are living in a day of change and we are learning to speak up for ourselves.

I have always tried to live up to the expectations that my mother had for me and use them as a driving force in my life. I have always tried to move-- not ahead of someone else, but move to improve what I am doing. I have high expectations for women to come, and I think we can move forward, expecting more women to move into high places now that the sit-ins and protest marches have gone and been replaced by lobby for legislation and instead of desegregation and voting rights, the issues have become economic opportunity, educational equality, and an end to racial profiling so that we have a society that does not stop and look at one group or another, but we have justice, equality, and freedom and dignity for all.

I am Dr. Dorothy Irene Height. Remember me as one who tried. The work for justice and freedom takes many paths. Many potential leaders and unsung heroes are in our midst. CWA is an organization that can continue to lift up voices of women and minorities and promote their leadership in every level of the union.

**DELEGATE CLAUDIA COLE (Local 2336):** I am Shirley Chisholm. I would like to share with you excerpts of my address to the U.S. House of Representatives in Washington, D.C., on May 21, 1969. When a young woman graduates from college and starts looking for a job, she is likely to have a frustrating and even demeaning experience ahead of her. If she walks into the office for an interview, the first question she is asked is, "Do you type?"

There is a calculated system of prejudice that lies unspoken behind that question. Why is it acceptable for women to be secretaries, librarians, teachers, but totally unacceptable for them to be managers, administrators, doctors, lawyers, and even Members of Congress?

The unspoken assumption is that women are different. They do not have executive ability, orderly minds, stability, leadership skills, and they are too emotional.

It has been observed before that society for a long time discriminated against another minority-- the blacks-- on the same basis, that they were different and inferior. The happy little homemaker and the contented "old darky" on the plantation were both produced by prejudice.

As a black person, I am no stranger to prejudice. But the truth is that, in the political world, I have been far more often discriminated against because I am a woman than because I am black.

Prejudice against blacks is becoming unacceptable, although it will take years to eliminate it. But it is doomed because slowly white America is beginning to admit that it exists. Prejudice against women is still acceptable. There is very little understanding still yet of the immorality involved in double pay

scales and the classification of most of the better jobs as "for men only."

More than half of the population in the U.S. is female, but women only occupy two percent of the management positions. As in the field of equal rights for blacks and other minority groups, laws will not change such deep-seated problems overnight, but they can be used to provide protection for those who are most abused and to begin the process of evolutionary change by compelling the insensitive majority to reexamine its unconscious attitude.

It is for this reason that I wish to introduce today a proposal that was initially introduced before Congress by my sister, Alice Paul, over 40 years ago: The Equal Rights Amendment. Existing laws are not adequate to secure equal rights for women. Sufficient proof of this is in the concentration of women in lower paying, menial, unrewarding jobs and the unavailability of upper-level jobs.

It is obvious that discrimination exists. Women do not have opportunities that men do, and women that do not conform to the system, who try to break with the acceptable patterns, are stigmatized as "odd" and "unfeminine."

What we need are laws to protect working people, to guarantee them fair pay, safe working conditions, protection against sickness and layoffs, and provisions for a dignified retirement. Men and women need these things equally.

**DELEGATE KATHLEEN HERNANDEZ (Local 1031, Chair of the Committee):** I am the third female Supreme Court justice and the first Latina. I come from New York, and my first language is Spanish.

I went to Princeton University and fought for the rights, opportunities, and hiring of Latinos. In law school, I was co-chair of a group of Latinos, Asian and Native-American students, and I advocated for the hiring of minority faculty.

I was a district attorney before I went to private practice. I was involved in public service roles and was appointed by both Democrats and Republicans. I am labeled an Independent.

I have been involved in some interesting cases involving abortion, free speech, searching computers, discrimination, and promotional tests. A case that may interest you was my decision that ended the 1995 baseball strike and prevented Major League Baseball from using replacement players and the imposition of a collective bargaining agreement.

A controversial quote of mine you may remember is, "I would hope that a wise Latina woman with the richness of her experiences would more often than not reach a better conclusion than a white male who hasn't lived that life." I clarified this by explaining, while life experience shapes whom a person is ultimately and completely, a judge follows the law regardless of personal background.

I am Sonia Sotomayor.

The National and Local Women's Committees encourage the confirmation of women to the Supreme Court, as well as all women to positions that make and impact our laws.

The National Women's Committee moves for the acceptance of this report. (Applause)

**VICE PRESIDENT DENNIS:** A motion has been made and seconded to accept the Committee's report. I would like to recognize Denise Mack on the For mike from Local 9421.

**DELEGATE DENISE MACK (Local 9421):** I am here today to urge your support of the Women's Committee report. I want to thank the women for using this time and this opportunity to highlight all the

women who have done so much to help women in the future of this world.

I also would like to urge CWA to support their the actions they have proposed, and for us all to back women in your Women's Committees and in your locals in the future. Thank you.

**VICE PRESIDENT DENNIS:** At the For microphone the Chair recognizes Melissa Pike, Local 3204.

**DELEGATE MELISSA PIKE (Local 3204):** I want to applaud our Women's Committee. Once again, you have turned out. This is not just history; this is "herstory" and, more importantly, this is our story and you have painted us a beautiful picture. I urge everyone to support the report today. Thank you. (Applause)

**VICE PRESIDENT DENNIS:** 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 please. Down hands. Opposed. The report is accepted. And thank you for all your tireless work. (Applause)

**PRESIDENT COHEN:** I recognize the Resolutions Committee and the Chair.

**DELEGATE ARTURO GONZALEZ (Chair, Resolutions Committee):** Thank you, Mr. President.

Would the delegates please turn to Page 3 of the Resolution's report and look at Resolution 72A-10-2 entitled "Building Sustainable Communities." I will read the resolved of the resolution.

**PRESIDENT COHEN:** Quiet in the hall, please. We are only reading the Resolveds.

. . . The full text of all Resolutions will be included for the record . . .

**CHAIR GONZALEZ:**

### **Resolution 72A-10-2 Building Sustainable Communities**

Good jobs and a green economy lay the foundation for sustainable communities and good living standards. We must transition from the U.S. economy's dangerous dependence on oil, domestic and foreign, consistent with policies that assist impacted workers.

The BP oil spill and resulting environmental damage in the Gulf of Mexico have claimed the lives of 11 workers, threatened the livelihoods of whole communities, and inflicted terrible damage on life-sustaining ecosystems. Less visible are other environmental and economic crises which threaten our ability to sustain our communities. For example, in Montana, climate change has led to entire communities losing their water supply and disappearing.

Even less visible are our communities without broadband. In our new economy, broadband is as essential as water. Yet today, the ability to connect to the worldwide web at world-class speeds is still out of reach to 100 million Americans. The U.S. has fallen to 15<sup>th</sup> in the world in high-speed Internet penetration and 28<sup>th</sup> in global speed comparisons. That means it is harder for communities to sustain themselves, spur economic growth, create jobs, and bridge the digital divide. Without this basic resource, many other communities will vanish like those waterless towns out west.

The United States is five percent of the global population, yet is responsible for around 30 percent of the greenhouse gas emissions already in our atmosphere. Not only do we consume too much fossil fuel, we have accelerated global climate change and lowered living standards through our trade policies and corporate-driven globalization model. As much as 25 percent of CO<sub>2</sub> emissions are thought to be

trade-related. Meanwhile, U.S. and World Trade Organization (WTO) policies have destroyed local manufacturing, and accelerated the export of jobs to countries that pay workers less than a living wage, deny workers' organizational rights, and exploit child and slave labor in violation of the International Labor Organization's Core Labor Standards. WTO policy also undercuts public services in the name of cut-throat competition and private profit.

We should adopt U.S. climate change legislation that reduces emissions without causing energy-intensive industries to close their U.S. facilities and relocate them to countries that do not take effective action to curb emissions for products shipped to U.S. markets. Mechanisms available to resolve this problem include allowance allocations for energy-intensive industries, border adjustment mechanisms, and globally measurable and enforceable sectoral agreements. We also must adopt sensible technology transfer policies that assist truly developing countries without giving a free ride on new technologies to economic competitors.

We have begun this transition with IUE-CWA leading the way. New work and new jobs have flowed into U.S. manufacturing plants represented by IUE-CWA. IUE-CWA represented workers are making energy-efficient appliances, hybrid car batteries, new diesel engines that meet strict California pollution standards, hybrid buses, and solar and windmill components. Our union lean program identifies energy-saving production techniques that make U.S. employers more efficient and create green U.S. jobs. Our manufacturing certification and Green Job training programs are propelling graduates to be first in line for new work.

Labor and two key partners, the Sierra Club and Natural Resources Defense Council (NRDC), have joined to form the Blue Green Alliance to push for union jobs in a sustainable environment. The Coalition has adopted our Speed Matters campaign "to bring affordable high-speed Internet to every community. We are piloting a program with the Sierra Club to build a movement to bring one gigabyte of Internet capacity to anchor institutions. With success, the extension of truly high-speed Internet will play an important role in reducing emissions and improving our environment.

A broad Blue Green coalition, led by the Sierra Club, supported passage in the House of Representatives of the American Clean Energy Security Act (ACES) in June, 2009. This is a major piece of clean energy and climate protection that will help create new industries and new clean energy jobs while protecting the climate from the carbon pollution that causes global warming. The legislation is stalled in the Senate due to archaic rules and opposed by the same corporations that opposed the Employee Free Choice Act.

Now is the time to take decisive and swift action to improve our environment and our economy to create prosperity and opportunity for generations to come.

Resolved: CWA will work with the Sierra Club and others to strengthen and pass comprehensive climate and clean energy legislation that can create jobs, strengthen communities, reduce emissions, and protect our environment.

Resolved: CWA will partner with Sierra Club and other community allies to bring one gigabyte Internet service to anchor institutions such as schools, libraries, hospitals and government buildings to sustain economic development in rural and urban communities.

Resolved: CWA will work in coalition to reform international financial institutions (like the WTO, World Bank, and International Monetary Fund) and to ensure trade agreements and global climate agreements serve sustainable development and are consistent with improved labor standards worldwide.

**PRESIDENT COHEN:** Thank you. Microphone 3, Delegate Gay.

**DELEGATE RONALD GAY (Local 4300):** I rise today to speak in favor of Resolution No. 2, "Building Sustainable Communities." Working with the Sierra Club, the Blue Green Alliance, and other advocacy groups, we should strive to put these principles into action. By committing to these principles-- including assuring that the National Broadband Plan is put into effect giving all Americans access to the benefits of technology, and for our Speed Matters plan to bring one gig connectivity to all of our anchor institutions-- we will reduce the costs of our employers to connect underserved communities and residents in all of our towns and cities, creating jobs for our members and growth for our communities.

Embracing new technologies and products has already shown results for our IUE-CWA brothers and sisters. They will soon be building in America an energy-efficient water heater that will connect to broadband networks, using this technology to reduce energy costs and create cleaner communities. This was work that was going to be done in China. I would like to give our IUE-CWA brothers and sisters a short round of applause for accomplishing this new work in our communities. (Applause)

That part of it is especially encouraging to me because I come from a community that used to employ 17,000 IUE-CWA members. Today we have 600 in the Delphi-Packard Electric Complex in northeastern Ohio. When I see these jobs come back to our towns, it means a lot to me. Congratulations again to them.

In closing, I just ask that you support this resolution, that you support our broadband program and all aspects of creating sustainable communities. Thank you for your time. (Applause)

**PRESIDENT COHEN:** Microphone 3, Delegate Henley.

**DELEGATE TED HENLEY (Local 83761):** Hello, everybody. I applaud for that recognition of what we just got from my fellow delegate from Louisville, Kentucky, for the hot heater. That is a great accomplishment to see something from China coming back to America.

I rise in support of Resolution 2, "Building Sustainable Communities." IUE-CWA has taken the lead in building the green jobs movement. We must make a change in the way we use energy and the type of energy we use. Making a change only makes sense. A clean energy economy will create good jobs, reduce our demand on foreign oil, reduce our carbon output, and strengthen our national security.

My own local is creating jobs by the growth of the energy-efficient appliances that we build. The work of the IUE-CWA Division with the Sierra Club and the NLDC has helped to create that demand.

Even more could be accomplished if we were able to pass a comprehensive climate and energy bill. I urge my brothers and sisters to support Resolution 2. (Applause)

**PRESIDENT COHEN:** Thank you.

No other delegates have asked for the floor. Therefore, the motion is before you. All those in favor of the motion, please indicate by raising your hand. Down hands. Opposed. The motion is adopted. (Applause)

Committee?

**CHAIR GONZALEZ:** Thank you, Mr. President.

The Chair recognizes Brenda Savoy.

**DELEGATE BRENDA SAVOY (Local 2366):** Thank you, Mr. Chair.



Would the delegates turn to Page 5 of the Resolutions report, and look at Resolution 72A-10-3 entitled "Ready for the Future, Combining Districts 2 and 13."

**Resolution 72A-10-3**  
**Ready for the Future - Combining Districts 2 and 13**

In 2006, the CWA Convention adopted the "Ready for the Future" Resolution (RFF) which proposed eleven steps designed to strengthen and restructure our Union to better address new challenges and demands facing today's labor movement. In the succeeding years, CWA has moved forward with implementation of these steps as directed by the RFF proposal.

Consistent with that objective, the CWA Executive Board has proposed certain Constitutional amendments to be voted on at this year's Convention that will advance this objective and, additionally, the Board recommends that District 2 and District 13 be combined into one District, to be effective as of the date of the 2011 CWA Convention.

The Locals within District 2 and District 13 have all been consulted about the proposed structural change and have been afforded various opportunities to express their views on this proposal at District meetings and at other forums. These discussions have resulted in strong expressions of support for a combined District that will be able effectively to meet the serious challenges that face us as we carry on the fight for workers' rights in difficult times ahead. The District 13 Vice President advises that the District consents, as contemplated by the merger agreement, to the creation of the newly combined District.

The new combined District will consist of the states of Delaware, Maryland, Pennsylvania, Virginia, West Virginia and Washington, D.C. The jurisdiction of the new District shall be all those eligible for membership according to the CWA Constitution working in these five states and the District of Columbia, including existing CWA Locals within the current District 2 and District 13. The existing two-District structure shall remain in place until the 2011 CWA Convention and the existing elected Vice Presidents of the two Districts will continue to serve and exercise their customary duties and responsibilities until their present terms of office expire in 2011, whereupon an election will be held as provided by Article XV for the office of Vice President of the newly combined District 2 and 13.

The combination of District 2 and District 13 allows more intensified attention to Union programs and functions, including more focused collective bargaining rights enforcement actions involving Verizon, the largest employer within the combined District area, increased opportunities for internal and external organizing and the cost savings to CWA by having these mutually beneficial activities conducted out of one centralized District office.

Resolved: The delegates to the 72nd CWA Convention in 2010 exercise their constitutional authority by directing the creation of a new, combined CWA District, to be known as CWA District 2-13, consisting of the States of Delaware, Maryland, Pennsylvania, Virginia, West Virginia, and the District of Columbia (formerly District 2 and District 13) with jurisdiction consisting of all those eligible for CWA membership within those geographic areas, including existing Locals.

Resolved: The action authorized in this Resolution to create a new, combined District 2-13 shall take effect at the 73rd CWA Convention in 2011, at which time the Vice President of the combined District will be elected.

Resolved: The existing structures of District 2 and District 13 shall remain in place until the 2011 CWA Convention and the existing elected Vice Presidents of the two Districts will continue to serve and exercise their customary duties and responsibilities until their present terms of office expire in 2011.

Mr. President, the Resolutions Committee moves the adoption of Resolution 72A-10-3, "Ready for the Future, Combining Districts 2 and 13."

**PRESIDENT COHEN:** Thank you. Microphone 3, Delegate Kmetyk.

**DELEGATE SANDY KMETYK (Local 13500):** Mr. President, Executive Board, Delegates, Guests, Brothers and Sisters: I rise in support of Resolution 72A-10-3.

My Local, 13500, was a proud independent union, the Pennsylvania Telephone Guild. We merged into CWA in 1985. We chose CWA because we felt CWA was a progressive union with a vision for the future. You welcomed us with open arms, and now we have been part of you for 25 years.

CWA has trained us in how to organize. You have taught us how to build a political movement, and you have enhanced our abilities in collective bargaining. As the world changes and the companies we represent change, we must also change in order to serve our members and this great union.

The District 13 locals realize we can become even better merged with our District 2 brothers and sisters for, you see, we are more than brothers and sisters. We are already friends. This is a perfect fit. We will have a stronger voice, not only in this union, but also with the companies we represent. Together we will begin our strategy for our next round of bargaining.

Brothers and sisters, it is time for this to happen. It is time for us to move forward, and it certainly is time for us to move into the future. We firmly believe change begins here. I urge you to support Resolution 72A-10-3. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 3, Delegate Lane.

**DELEGATE CHRISTOPER LANE (Local 2201):** I stand in support of this merger between Districts 2 and 13. As everyone has heard at this Convention, there are a lot of trials and tribulations we all face together. Collectively, Districts 2 and 13 have worked hand-in-hand, our vice presidents have worked hand-in-hand, and we have stood together, we have met together, we have bargained together. And it only makes sense to move CWA forward together. We are strong together, and collectively we can make anything happen. So, please, I urge everyone to support this and let Districts 2 and 13 be the powerhouse that we can be. Thanks. (Applause)

**PRESIDENT COHEN:** No other delegates have asked for the floor. The motion is before you. All those in favor of this motion, please indicate by raising your hand. Down hands. Opposed. It's adopted. (Applause)

**CHAIR GONZALEZ:** The Chair recognizes Brenda Savoy.

**DELEGATE SAVOY:** Thank you, Mr. Chair.

Would the delegates please to turn to Page 7 of the resolutions report and look at Resolution 72A-10-4 entitled "Renewing Support for Constituency Groups." I will read the Resolveds of the resolution.

#### **Resolution 72A-10-4 Renewing Support for Constituency Groups**

Labor's constituency groups, the A. Philip Randolph Institute, the Asian Pacific-American Labor Alliance, the Coalition of Black Trade Unionists, the Coalition of Labor Union Women, the Labor Council for Latin American Advancement, and Pride at Work are all vital components of a healthy union movement.

Working together we are stronger, and these groups provide a real connection to the critical issues and concerns of the diverse and varied communities that make up our union movement. They are

a bridge to the diverse faces and voices of our movement, creating and strengthening partnerships to help enhance the standard of living for all workers and their families.

The groups also promote the full participation of women and minorities in the union movement. They conduct research, host educational conferences, create publications, lobby for legislation, conduct voter registration drives, and mobilize around issues important to their communities and the entire labor movement.

CWA activists over the years have played a vital leadership role in each of the constituency groups, often leading chapters or serving on a group's executive board. In addition, CWA has had significant membership representation in each of the groups.

Recently, CWA's membership in the constituency groups has declined dramatically. Several of the constituency groups are revamping their programs, rebuilding their membership support, and re-energizing their programs. This is a good opportunity and a good time for CWA to re-engage.

Resolved: AFL-CIO constituency groups play an important role in the labor movement.

Resolved: The AFL-CIO constituency groups provide a bridge to diverse communities, creating and strengthening partnerships to enhance the standard of living for all workers and their families.

Resolved: CWA encourages locals to get involved in the AFL-CIO constituency groups' chapters in their nearby locations.

Resolved: CWA encourages locals to promote and encourage membership in the constituency groups.

Mr. President, the Resolutions Committee moves the adoption of Resolution 72A-10-4, "Renewing Support for Constituency Groups."

**PRESIDENT COHEN:** Thank you. Microphone 3, Delegate Kiino.

**DELEGATE STANLEY KIINO (Local 29011):** CWA brothers and sisters, I speak in support of this important resolution at a time when affiliation and alliance-building is a crucial component in the labor movement. What struck me at my Minority Leadership Training course is how much we have yet to learn about each other and sometimes ourselves. This creates a challenge that needs to be met if we are to move forward in solidarity. At a time when we are most challenged, I ask as a proud AFA-CWA member that our local leaders and members support this resolution and act upon it by joining constituency groups.

Equality, nondiscrimination, social justice at the workplace and on labor's leadership stage will put CWA ahead of the curve. The importance of women in leadership roles is strongly advocated by CLUW, the Coalition of Labor Union Women. Please consider joining them. They are a great group.

Did you know that there are over two million Latino workers throughout this country and the Commonwealth of Puerto Rico? The Labor Council for Latin American Advancement gives these workers a voice. You don't have to be Latino to join LCLAA.

There are 2.5 million black workers in organized labor. The need for the Coalition of Black Trade Unionists is evident. I urge you strongly to support CBTU.

Asian Pacific American workers have been in the country for 150 years. Let me quote from Congresswoman Judy Chu at the first Asian Pacific American Workers' Rights hearing. "For the first time in our nation's history, APALA has provided a platform to better understand the plight of Asian-American and Pacific Island workers, and Pride at Work is the organization that provides a much needed voice for

its lesbian, gay, bisexual, and transgender workers. The road to equality in the workplace is a difficult and sometimes personal one. The targets of discrimination are both visible and invisible. The inclusiveness of progressive movement within the LGBT community has led us to opportunities for equality and has bettered the life of our LGBT community."

I want to add a word here for the Minority Caucus led by Walter Andrews, the fierce and funny Walter. He knows the value of inclusiveness and he has taught me that lesson. I thank him and I thank all of you for bringing me here. (Applause)

**PRESIDENT COHEN:** Microphone 3, Delegate Wojtowicz.

**DELEGATE SHARI WOJTOWICZ (Local 7250):** Sisters and brothers, as a member of the National Women's Committee, I rise in support of this motion. CWA has a long history of supporting CLUW. In fact, a motion was made and adopted 34 years ago at the March 1976 Executive Board Meeting to endorse the Coalition of Labor Union Women and encourage participation by our members.

CLUW continues the work they started over 30 years ago to unify all women, determine common problems and concerns, and to develop action programs to deal effectively with our objectives. The coalition seeks to inspire and educate union women, ensure our strength and participation, encourage leadership and movement into policy-making roles within our unions and within the movement, encourage women to recognize and take positive action against job discrimination, and support forming Women's Committee and Women's Caucuses within labor unions at all levels.

CLUW also encourages unions to be more aggressive in their efforts to bring unorganized workers under collective bargaining agreements. We ask you to reaffirm CWA's 1976 motion to endorse the Coalition of Labor Union Women and now other AFL-CIO constituency groups, and encourage participation of our members by supporting Resolution 4. (Applause)

**PRESIDENT COHEN:** No other delegates have asked for the floor. The motion is before you. All those in favor of Resolution 4, please indicate by raising your hand. Down hands. Opposed. It is adopted. (Applause)

Before we turn-- and this is totally appropriate, as you will hear-- before we turn to Resolution No. 5 on the so-called "Korea Trade Agreement" from the Bush Administration, I might add-- and I can wrap this into my introduction, you see-- it's really historic and incredibly wonderful that we can welcome here the second most powerful person in the House of Representatives. Then tomorrow morning we will have the most powerful, the Speaker of the House. I know Sandy won't care about the way I just did that-- the Chair of Ways and Means, Sandy Levin from Detroit. (Applause)

Sandy is one of us. Recognize him and welcome him as one of us. An entire lifetime fighting for working class people in the City of Detroit, a long-term member of the House of Representatives, and now Chair of the most powerful committee in the Congress, named only this year as Chair of Ways and Means, Sandy Levin.

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

**PRESIDENT COHEN:** Sandy has been in Congress for 27 years. He started as a labor lawyer with the UAW. He has been on our side on every fight, every time, like no one else. And now he chairs this most powerful committee. Every trade agreement must go through this committee. Every tax bill must go through this committee. We couldn't have a better fighter on our side than the Chairman of Ways and Means, Sandy Levin. (Applause and cheers)

**HON. SANDER M. LEVIN (U.S. Congress, D-MI, Chair, House Ways and Means Committee):** I want to thank you, Larry. I was saying hello to all of your colleagues because I didn't want to hear those

kind words (laughter). I very much appreciate it.

I am so glad to be here to just say a few words about what is going on here. By the way, I understand that you have a resolution relating to the 60 votes in the Senate. Now, as you know, I have a kid brother in the Senate, and so if I do nothing else I want to thank you for trying to untie the hands of the Senators like my brother Carl Levin. (Applause)

I was trying to remember the stories that my beloved late wife of over 50 years and I used to tell our kids. I think Peanuts was very much in vogue in those days, as I remember it. Remember, Peanuts? Oh, you're all too young. And one of his famous expressions was this: "I know the enemy, and the enemy is us." Remember that? You are old enough to remember that.

. . . Cries of "Pogo" . . .

**PRESIDENT COHEN:** I think I'm old enough to correct you.

**CONGRESSMAN LEVIN:** Oh, it was Pogo. Jeez. Keep at it. I was once a labor lawyer. I heard my clients talk back to me all the time. (Laughter) And they would get in trouble. They would say to me-- that's right, it was Pogo-- they would say, "Sandy, my job is to get into trouble, and your job is to get us out of trouble." (Applause)

So it was Pogo who said, "I know the enemy and the enemy is us." But I want all of us to remember-- and I think you do-- in Washington today, we know the enemy politically, and the enemy is not us. It's them. It's them. (Applause)

As Chair of the Way and Means Committee, my colleagues and I and all of us face this. This deep hole that the Republicans dug-- deficits, deficits, loss of jobs, millions and millions-- they had the shovel in their hands, and now they are saying to you and me, "Give me back that shovel." I say-- and I think maybe Pogo would have agreed-- "No way are we giving back the shovel to those who dug the hole, no way." (Applause)

For example, unemployment comp, I could go way beyond my time here talking about the fight we have had-- including the 60-vote requirement. On Christmas, the day before Christmas last year, Jim McDermott and I stood up on the floor and said, "We have to extend unemployment comp benefits." We could not even get a vote in the Senate. Then we came back and we tried and we tried and we tried.

I met yesterday with people in Michigan who have been unemployed across a swath of jobs in this country and in this state-- blue-collar workers, white-collar workers-- trying to find work. And they said to me, "I send out these resumes, hundreds, and there's no answer."

The Republican answer came last week when finally a couple of Republicans joined all Democrats but one to extend it. They talked 30 hours more, preventing a vote. No way are we going to give that shovel back to those who stand in the way of the unemployed people of the United States of America. (Applause) No way.

Social Security, I am going to quickly go through, if I might, the issues that come before Ways and Means. Social Security. They say-- and they still say-- "privatize it," and we say to them, "No way. No way." (Applause)

Health care. I know you have fought, this wonderful union, for health care for all your members, and you achieved it. You are still fighting to keep it. And to the credit, Larry, of all of you, you have said, "We are fighting to keep our health care, and we are going to fight so health care is available to everybody in the United States of America." (Applause) And we passed it. And what do they say? "Repeal it." And we say to them. "No way."

Medicare. You know what they want to do? They started it. They want to turn it over to the insurance industry of the United States of America. Medicare. No way. No way. (Applause)

For the seniors of this country, for Medicaid, we are fighting to provide some additional monies. We can't get the 60 votes in the Senate.

Let me say just a few words about manufacturing. I understand you have or will be taking up an issue relating to Korea. It doesn't maybe directly affect you, but the principle does. Three years ago, the Administration came in and we were in the minority. And this is what they said: "Look, we want to pass this Korea Free Trade Agreement. It's good for financial services. It's good for agriculture."

I said, "Okay, but what about manufacturing? They ship 700,000 cars a year into the United States. We can only get 5,000 to 10,000 into theirs."

Whirlpool has now, to its credit, said that they are going to rebuild their headquarters in the United States of America. They don't always do everything right. They are doing that right. (Applause) I know they don't always do everything right. But American manufacturers cannot ship their refrigerators into Korea, while they have a completely open market in the United States of America.

So, I said to the Republican leadership in those days and to the ambassador, "If you don't open up the Korea Free Trade Agreement to our manufacturers, the Korea Free Trade Agreement is dead-- is dead." (Applause)

They didn't like it, but I kept my promise. And now, the Korean government has said, "We are willing to discuss it." Okay. But trade has to be a two-way street. This one-way street is over in terms of trade. We are going to stand up for the workers of the United States of America. (Applause)

Now, I just want to say a word about Employee Free Choice. You mentioned I was a labor lawyer. I was proud as kind of a young kid to go back to Michigan and become a labor lawyer. I saw what the Republicans began to do to the National Labor Relations Act. They loaded the National Labor Relations Board with people who essentially said the employer has complete discretion to intimidate, while the labor movement can't even get on the premises to talk. That's what they said. And then they carried it even further and tilted the playing field against the workers of this country.

What the proposed Act does is to say, "All we want is a level playing field. When employees make their choice freely, we want it carried out." And I'll tell you how bad it was. You know my son Andy. He was working for the Service Employees. He organized nursing homes. He succeeded with every single organizing effort.

But he left Michigan to organize elsewhere, and he never got a collective bargaining agreement because the employers said, "Even if the employees say yes, we are able to say no, no, no." And, to the credit of this union, you have stood up and said that the employees of this country deserve the right to exercise their freedom. And, to the credit of this union, you have also stood with us to say we're going to make sure that workers in other countries also have the right of free choice, and we are not going to sign free trade agreements until workers everywhere in this world have their ability to exercise their free choice. (Applause)

I am proud we have said that. Trade agreements come before the Way and Means Committee. We are fighting for free choice everywhere.

So, I get back to what Pogo said about who the enemy is. And I don't mean that in the harshest sense, but I mean it in the real sense politically and in terms of policies in this country. We have learned who our political enemy is. It isn't us, it's them.

This is, I think, the most decisive election-- and I have been through a few-- in my political lifetime coming in November. We have a choice in this: An administration that has opened the door of opportunity for more and more Americans, has tried to dig out of this deep hole and create jobs. Has it been perfect? No way. Has the effort been intense? Absolutely, yes. We have to retain our strong majorities in the House and in the Senate of the United States in November because, otherwise, they are going to continue to try to turn back the clock.

You are here because your union has been moving the hands of the clock more and more toward opportunity for every single American within this union and without. Through your leadership, you have made clear that there is a bond among all of us; there is a community among all of us. And those who want to turn this country backwards and turn it upside down, we need to take seriously.

I think this conference is of special importance because this year is of special importance. All that we have fought for, going back to the days when I was a very little kid. I didn't realize what was happening through the New Deal. I was too young. All that we have fought for through these years-- for the labor movement, for freedom for all minorities, for equality for all of us-- is at stake in this election. Take it seriously. They want to repeal everything we have been trying to do for seven, eight decades, and I know you are going to leave here determined to make sure that will never happen. No way.

We know who the enemy is. We are going to prevail in November of this year. Thank you very much, very much for having me.

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

**PRESIDENT COHEN:** I recognize the Chair of the Resolutions Committee.

**CHAIR GONZALEZ:** The Chair recognizes Sheldon Neeley.

**DELEGATE SHELDON NEELEY (NABET-CWA Local 54046/N46):** Thank you, Mr. Chair. Will the delegates please turn to Page 8 of the Resolutions report and look at Resolution 72A-10-5 entitled "Renegotiate South Korea Trade Agreement." I will read the Resolveds of the resolution.

#### **Resolution 72A-10-5 Renegotiate South Korea Trade Agreement**

Recently, the Obama Administration announced its intention to complete the US-Korea Free Trade Agreement (KORUS FTA) by the time of the G20 meeting in Seoul, South Korea, in November. This 2007 agreement, negotiated by the Bush Administration, achieved free access to Korean financial markets for US banks, but failed to support US manufacturing, failed to make improvements in workers' rights, and failed to protect procurement provisions in federal, state, and local government decisions.

The current U.S. trade deficit with South Korea is \$13 billion. This means South Korea sold U.S. citizens \$13 billion more in goods and services than U.S. workers produced and sold to the South Korean citizens. Eliminating that imbalance would put more than 150,000 U.S. workers back to work. More than 70 percent of our trade deficit with South Korea is in the auto sector. The Bush-era Agreement cements the current trade imbalance by allowing South Korea to produce 600,000 cars each year for export to the U.S. while limiting U.S. auto exports to South Korea to only 10,000 cars.

Trade union movements in both the U.S. and South Korea have identified an agenda for change to improve workers' bargaining power. First, from the U.S. perspective, would be improving union organizing rights and collective bargaining coverage. Ironically, private sector workers in South Korea can join unions and bargain collectively, while in the U.S. these rights are severely limited. At Hyundai, a \$25 billion auto company, South Korean workers have a strong union, while workers at the Alabama

Hyundai plant have no real chance of forming a union.

The South Korean trade union movement has identified a number of changes in existing laws and practices that would improve its ability to bargain successfully and lift workers' standard of living. Current South Korean laws and practices that serve to undermine trade union activity include provisions that place substantial limitations on the right to strike, impose criminal and civil sanctions for "obstruction of business," and permit the rapidly growing use of short-term and subcontracted labor. The explosion of contracting and lowering labor costs is one export the Bush negotiators insisted be included in the KORUS FTA. The South Korean trade union movement also has raised their concerns about off-shoring, from Korea to China and other lower wage countries.

We support bilateral trade agreements that benefit a majority of workers, businesses and consumers. We want the US to pass trade deals that help bring about larger societal goals of economic justice, sustainable communities and a sound environment, and human rights, including trade union rights. We urge the Obama Administration to ensure that the KORUS FTA promotes these values.

Resolved: CWA opposes the 2007 U.S.-Korea Free Trade Agreement as signed by President Bush and urges the Obama administration to renegotiate the Agreement focusing on fixing the trade deficit, promoting US manufacturing, and protecting procurement provisions in federal, state, and local government decisions.

Resolved: CWA urges the Obama administration to incorporate the key elements of the Employee Free Choice Act in the legislation that would implement the renegotiated US-Korea Free Trade Agreement.

Mr. President, the Resolutions Committee moves the adoption of Resolution 72A-10-5, "Renegotiate South Korea Trade Agreement."

**PRESIDENT COHEN:** Thank you.

Microphone 3, Delegate Koromoto-Eidsmoe.

**DELEGATE MARILYN "YOKO" KOROMOTO-EIDSMOE (Local 37802):** Brothers and sisters, I urge you to support this resolution and to make it clear to our elected officials that the House of Labor demands a better deal for all working families in America's next trade agreement. Most of us might not be the workers whose factory shut down because of this, but they are our neighbors, friends, families, and customers. And when politicians sacrifice these jobs to appease Wall Street, we feel the effects on Main Street, and we all suffer.

I'm not someone who believes that being born in America means I have a God-given right to a better standard of living, but I do believe we would be fools not to defend what we've got. When I talk about what we've got, I'm not talking about fancy cars and big screen TVs or the latest shiny, plastic gadgets. I am talking about fundamental things, like being able to go to work somewhere safe where you have a voice on the job, so that at the end of the day, you can provide for your family. I am talking about the environmental standards that mean your kids and grandkids have clean air and water. I am talking about being able to trust that the foods you eat and medicines you take are safe.

We need to send our elected officials a message that we expect them to do the right thing, and they need to understand there will be consequences if they don't. We support an America that's open to the world, but it must be under the conditions that raise up the lives and livelihoods of all workers in the world. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 3, Delegate Tuccillo.



**DELEGATE FELIX TUCCILLO (Local 81455):** I rise in support of this Resolution 72A-10-5. The free trade model has not delivered the promised benefits to workers in either developed or developing countries. At the IUE-CWA Conference on Saturday, we heard that the net benefit to workers in the U.S. is minus \$2,000. We have lower wages, but not cheaper goods. Overseas the situation is even worse. Poverty and hunger are up in nations with the trade agreements.

President Obama promised he would adopt a new trade model that valued workers' rights, but instead we are looking at a South Korean Trade Agreement that is a holdover from the Bush Administration. Workers in South Korea have a stronger right to organize than workers in the U.S. What is wrong with this picture?

Please join with me in urging the Obama Administration to renegotiate this agreement and put in strong worker and job protections. Thank you.

**PRESIDENT COHEN:** The motion is before you. All those in favor of the resolution, please indicate by raising your hand. Down hands. Opposed. It is adopted. (Applause)

**CHAIR GONZALEZ:** Thank you, Mr. President. The Chair recognizes J.C. Smith.

**DELEGATE JOHN C. SMITH (Local 3204):** Thank you, Mr. Chair.

Would the delegates please turn to Page 10 of the Resolutions report and look at Resolution 72A-10-6 entitled "Senate Procedural Changes Needed to End Legislative Gridlock."

**Resolution 72A-10-6**  
**Senate Procedural Changes Needed to**  
**End Legislative Gridlock**

Self-imposed Senate rules which allow a minority to block the will of the majority have made the United States Senate dysfunctional. The House of Representatives has passed more than 400 laws in this Congress since January 2009 that will not be considered in the Senate due to the abuse of its archaic rules. Hundreds of appointments are stalled because there is no unanimous consent to permit the Senate to take a vote.

The ability of each Senator to engage in unlimited debate-- known as the filibuster-- has now become a vicious partisan tool that prevents consideration of most legislation. As the use of the filibuster has become routine, it has become increasingly rare for the Senate to consider legislation, approve nominations, and pass annual appropriations bills. The Senate's dysfunction and the continued abuse of this procedure by the current Republican minority have led to paralysis throughout the federal government.

Most important to CWA, these procedural rules have blocked our ability to make progress on legislation that addresses our major concerns. A vote to pass the Employee Free Choice Act, despite its strong, majority support, was blocked by a minority because of the filibuster. Despite overwhelming support, repeal of the corporate tax loophole known as the Reverse Morris Trust cannot clear the Senate because of a filibuster. Important comprehensive energy legislation that would address climate change and wean us off our dependence on foreign oil and create millions of good, green jobs has been bottled up due to the failure to get 60 Senators to agree to stop the endless debate. We will never pass comprehensive immigration reform with the current Senate rules. And during the greatest economic crisis since the Great Depression, popular and much needed jobs programs have failed to become law because of the filibuster.

Use of the filibuster has increased dramatically since the 2006 Democratic electoral wins. Not only do we see filibusters on specific legislation, there are filibusters on whether to consider legislation.

These recurring challenges to the procedural requirement for "unanimous consent" to proceed on routine matters have led to widespread dysfunction in the federal government. In fact, the Congressional Budget Office reported that in fiscal year 2010 about half of the money provided for non-defense programs had to be appropriated without legal authority because of the inability of the Senate to pass authorization legislation. Furthermore, use of holds has grown routine to prevent the filling of crucial personnel throughout the federal government, which jeopardizes important functions and work.

The filibuster, contrary to conventional wisdom, is not something that has existed since the early days of America. The ability to filibuster has evolved and changed over the history of the U.S. Senate. In fact, the original Senate Rules allowed for agreeing to end debate with a simple majority vote, rather than an arbitrary supermajority vote. Major reforms to modernize the Senate were made in 1917 and again in 1975.

If we are to make progress on any progressive reforms in our country, reform of the Senate rules must first take place. The filibuster must be eliminated and the use of holds to deny the appointment of qualified individuals must come to an end.

Resolved: CWA calls upon the Senate, when it convenes for the 112th Congress, to reform and democratize its procedures and rules.

Resolved: CWA shall educate its membership about the abuse of the filibuster and other Senate rules, join with other like-minded organizations in an effort to rally support for an end to these archaic rules, and utilize our political program to seek support from Senate candidates for a change in these rules.

Mr. President, the Resolutions Committee moves the adoption of the Resolution 72A-10-6 entitled, "Senate procedural Changes Needed to End Legislative Gridlock."

**PRESIDENT COHEN:** Microphone 3, Delegate Boswell.

**DELEGATE ALAN BOSWELL (Local 22041):** I speak strongly in favor of this resolution. As the chairperson for the past five years of AFA-CWA's Political and Legislative Policy Committee, time after time we have passed our bipartisan legislation in the House of Representatives only to have it stalled in the Senate.

For nearly four years, one of our most important bills, the FAA Reauthorization Bill which carries seven key components essential to the Association of Flight Attendants, has been stalled by this ridiculous and outdated rule.

It does not matter if you are a Democrat or Republican, left or right, the current Senate rules are failing all Americans. We elected change two years ago, but the Senate has yet to change to meet the critical needs of middle-class Americans. Support this resolution so the change we elected will be the change we deserve. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 3, Delegate Stasenکو.

**DELEGATE STEPHEN STASENKO (Local 14842):** I stand and rise in support of this Resolution 72A-10-6. The reason for that is, last November President Barack Obama nominated Sector President Bill Boarman to head the Government Printing Office. After President Boarman went through a tough vetting process, and after a Senate confirmation hearing, Bill Boarman's confirmation has been held up in the Senate because of these dysfunctional rules.

Not only is the filibuster wrong because it allows the minority to rule the Senate, but there are many other Senate rules that block legislation and confirmations, and Bill is one example. So at this

point, I stand and thank you for your time. (Applause)

**PRESIDENT COHEN:** The resolution is before you. All those in favor of the resolution, please indicate by raising your hand. Down hands. Opposed. It is adopted. (Applause)

We are going to come back to Resolution 7, and this afternoon we will have before us leaders of the union at Deutsche Telecom from ver.di, and we will take up the T-Mobile resolution then, so I ask the Committee to please move to Resolution 8.

**CHAIR GONZALEZ:** Thank you, Mr. President.

The Chair recognizes Sheldon Neeley.

**COMMITTEE MEMBER NEELEY:** Thank you, Mr. Chair.

Would the delegates please turn to Page 13 of the Resolutions report and look at Resolution 72A-10-8 entitled "Support Iraqi Labor Rights." I will read the resolved of the resolution.

### **Resolution 72A-10-8 Support Iraqi Labor Rights**

The Iraqi government has recently stepped up its attacks on Iraqi unions. It has brought criminal charges against oil worker union leaders for allegedly "undermining the economy of Iraq" and "conspiring to organize for labor rights" in retaliation against the union leaders' opposition to the privatization of Iraqi oil and other resources, and for their agitation for a new labor law.

The Iraqi government has threatened these leaders with three-year prison terms, has exiled them to distant cities, and banned all union leaders from international travel without prior government approval.

These attacks are in response to continuing Iraqi union action to protect workers and secure the still-delayed passage of a labor law that meets core ILO standards. The Iraqi government continues to enforce Saddam Hussein's 1987 ban on unions in the public sector and public enterprises (80 percent of all workers) and has frozen union bank accounts.

Many CWA locals have welcomed Iraqi union leaders in this country and have supported Iraqi labor rights through past resolutions and actions. The AFL-CIO and International Trade Union Confederation (ITUC) have taken note of these developments, support the legitimate demands of the Iraqi workers and registered protests.

Resolved: CWA registers its strong objection to the anti-labor violations by the Iraqi government and seeks U.S. government action to reverse Iraq's anti-labor policies and support to secure full labor rights for Iraqi workers.

Resolved: CWA shall encourage its locals to participate in joint campaigns with the AFL-CIO Solidarity Center, "U.S. Labor Against the War," and other labor bodies to pressure Congress and the U.S. administration to take all appropriate steps to help secure full labor rights for Iraqi workers.

Mr. President, the Resolutions Committee moves the adoption of Resolution 72A-10-8 entitled "Support Iraqi Labor Rights."

**PRESIDENT COHEN:** Thank you. Does anyone want the floor? No one has asked for the floor to speak for this-- all right, I've got it. Mike 3, Delegate Sarnoff.

**DELEGATE STEVE SARNOFF (Local 3179):** Sisters and brothers, I rise to support this good

resolution. The history of our union and our country's labor movement also began in blood. It was our American Labor Movement that, through the 1920s and '30s built the American middle class, and it was our American Labor Movement, after the devastation of World War II, that built America to the greatest power in the world.

Likewise, the lessons we learned we applied to Germany and Japan following World War II. We gave them collective bargaining rights. We helped build their industries, gave them a middle class for the first time, and they went on to enjoy the same prosperity, and even better rights of law than we have, because we have stumbled.

Iraq has the ability. It has the potential to be the Germany and Japan of the Middle East, of the Arab world. But we, as Americans, have stifled that ability. We have not nurtured that lesson that was taught to us in the past. Today Iraqi labor leaders, if they are not outright murdered, kidnapped, if they are not arrested and sent to distant outposts away from family to the most dangerous areas to work in as retribution for the union activity, their offices are just raided by the government, like the electricity union where their leaders have been arrested and face jail terms of three years.

If we want peace in our world, one of the most important features we must nurture is the ability of those countries, our enemies, to have a viable middle class. And that, brothers and sisters, is why we must support this resolution. We must support these good labor leaders in Iraq, help them every way we can while we still have some authority over there to protect them and give them rights.

We must support them financially and any other way we can, with training, so they can build a strong union movement. A strong union movement in Iraq will defeat and stave off religious extremism. We have seen that evidence in our own country. And, brothers and sisters, we must do it in Iraq and hopefully we can do it in Turkey and other countries in the Middle East, because with strong labor solidarity we can defeat terrorism. Thank you. (Applause)

**PRESIDENT COHEN:** Resolution 8 is before you. All those in favor of the resolution, please indicate by raising your hand. Down hands. Opposed. It is adopted. (Applause)

**CHAIR GONZALEZ:** The Chair recognizes Jim Marshall.

**COMMITTEE MEMBER JAMES MARSHALL (Local 31003):** Thank you, Mr. Chair.

Would the delegates please turn to Page 14 of the Resolutions report and look at Resolution 72A-10-9 entitled, "Support the Troops, Bring Them Home." I will read the Resolveds of the resolution.

### **Resolution 72A-10-9 Support the Troops, Bring Them Home**

Our country is now engaged in a great national debate about the war in Afghanistan, whether we should be there at all, and, if so, what our mission is and what resources are needed to carry out that mission.

The fateful decision President Obama made to add 30,000 troops in Afghanistan will affect our own country in profound ways for years to come, including whether President Obama will be able to carry out his commitment to rebuild our own country.

The earlier decision by President Bush to go to war in Iraq was based on false information and has already cost our country more than 4,400 soldiers' lives, over 30,000 wounded, and more than \$733 billion.

The labor movement, having worked so hard to elect our president, has a direct stake in President

Obama's capacity to direct the necessary resources to create jobs and rebuild America.

Some 35,000 CWA members, including public sector workers and telecommunications workers and many others have been surplusd during this economic downturn and need to be able to get back to work immediately at good union wages, providing needed healthcare and public services and building affordable broadband access for all of America.

The United States has spent over \$283 billion in Afghanistan already. The decision to send 30,000 more troops will cost at least \$33 billion more this year, and could cost at least \$100 billion a year for years to come. These funds are urgently needed to create and keep jobs here at home, and for other pressing needs, including rebuilding the nation's physical and tele-communications infrastructure; aid to city and state governments to maintain public services; full veterans' benefits; health care and quality education for all; housing relief in the foreclosure crisis; and the creation of millions of good jobs at fair wages in manufacturing, services, and green jobs.

Hundreds of thousands of brave and patriotic Americans, including CWA members, have enlisted in these wars and too many have made the ultimate sacrifice; yet those who return home too often find that the government help they need to regain their health and rebuild their lives is sorely lacking.

Resolved: CWA calls for an end to the wars and occupations in Iraq and Afghanistan.

Resolved: CWA calls for withdrawal of all U.S. military forces and contractors from Iraq and Afghanistan.

Resolved: CWA calls for the use of diplomatic and multilateral measures to resolve these and the many other pressing conflicts around the globe.

Resolved: CWA calls for rebuilding America and redirecting funds used for these wars to urgently needed public and private sector job creation in this country, and to aid for state and local governments.

Resolved: CWA continues to support our troops and believes that the best support is to bring them home and give them the benefits they deserve, including but not limited to adequate medical and mental health care, employment training, and placement in jobs paying a living wage.

Mr. President, the Resolutions Committee recommends adoption of Resolution 72A-10-9, "Support the Troops, Bring Them Home." (Applause)

**PRESIDENT COHEN:** Microphone 3, Delegate Henning.

**DELEGATE BILL HENNING (Local 1180):** I rise in support of this aptly-named resolution, "Support the Troops, Bring Them Home." (Applause) This is truly the only sensible way to support them. Especially with the revelations of six years' worth of documents regarding the war in Afghanistan, it is becoming evermore clear that that war-- now the longest in U.S. history-- represents a moral and economic drain on our society.

Far from making us safer, this war actually creates new terrorists. Far from bringing democracy and freedom to the people of Iraq and Afghanistan, the U.S. presence makes alliances with some of the most corrupt and dangerous elements of those countries. This set of documents is unquestionably the most important history so far of key parts of the U.S. war in Afghanistan. These are reports of troops and commandos in the field to other military officials. This is where they tell the truth to themselves.

Very significantly, the Administration has not tried to claim the reports are not accurate. What they are trying to do is have it both ways, claiming that the disclosure of the reports somehow endangers U.S. troops, while at the same time disparaging the documents as showing nothing we don't already know.

The documents chronicle escalating Special Forces operations, drone attacks and more. They describe activities like those of Task Force 373, a death squad that goes after named individuals on a "kill or capture" list-- no trial, of course. Who knows how much of the intelligence that lands someone on that list is rooted in a neighborhood feud or tribal or political power struggle?

General McCrystal's-- and now General Petraeus'-- nation-building efforts are failing. In places like Marjah, last spring's poster city of a new US-backed "government in a box," the hand-picked "mayor in a box," who spent most of the last 15 years living in Germany, is so unpopular that he has to be ferried into town on U.S. military helicopters for occasional meetings and then quickly whisked away.

The much heralded Spring 2010 Offensive in Kandahar is apparently on permanent delay. It would appear that the counterinsurgency approach is already giving way to an old fashioned Bush-style counterterrorism war. That would mean that claims that protecting Afghan civilians is most important would fade in favor of acknowledging that the military role is simply to kill whoever they decide are the bad guys. So, if the war becomes more of an air war and drones are called in to do more of the dirty work so U.S. troops are not at risk, and more Afghan or Pakistani civilians are killed as a result, well, that's just part of the cost of war.

The documents detail massive levels of corruption, extortion, and constant violence inflicted on Afghan civilians by the US-backed, US-trained, and US-funded militias known as the Afghan National Army and Afghan National Police.

The WikiLeaks papers provide a treasure trove of new evidence of what we already knew. This war has already failed. Every death of Afghan civilians and a U.S. or NATO soldier is needless. Every dollar spent on military actions in Afghanistan and Pakistan is wasted. The cost of this occupation and this war in Afghan blood, in U.S. and NATO military blood, in the billions of dollars needed for jobs at home and real reconstruction in Afghanistan and elsewhere is too high.

We need to stop the funding for escalation now. Bring the troops and contractors home now, support Afghan and regional U.N. diplomacy, and begin the long effort of making good on our huge debt to the peoples of Afghanistan and Iraq. (Applause)

Congress is poised to vote on \$33 billion to pay for the already underway escalation in Afghanistan-- enough to pay for 500,000 good, green union jobs at home, and still have billions left to start paying down our debt to Afghanistan for real reconstruction and diplomacy.

In the words of my dear friends, Nancy Lessin and Charlie Richardson, the founders of Military Families Speak Out: "Not one more dollar, not one more day, not one more death." Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 4, Delegate Wilson.

**DELEGATE ERIC WILSON (Local 6215):** I am in the U.S. Air Force Military Reserves (applause), so I'm not going to talk one way or the other about this situation, but I cannot support it due the fact that I was over in Afghanistan from August of last year to February of this year. So the things that have been said on the other side-- I understand bringing the troops home, but we have got a serious issue over there. It's neither here nor there about what's going on and what we do over there as troops. But to stand here and say that our efforts were in vain, I have a problem with that. (Applause)

I stand here before you to let you know that what we do over there is the reason why you all haven't had another incident over here in the last nine years since September 11th. Thank you.

. . . Prolonged applause as the delegates clapped in unison . . .

**PRESIDENT COHEN:** Microphone 3, Delegate Kalmijn.

**DELEGATE JELGER KALMIJN (Local 9119):** What have we achieved in Iraq and Afghanistan? What is the democracy we are building there? We have just seen two presidential elections in Iraq and Afghanistan that give us a good example of where we are going. What we are doing is, we are replacing one corrupt puppet regime with another. We have seen Maliki who lost an election and now has killed a couple of his opposition people so he can get a majority in Parliament. We have seen Karzai with grossly undemocratic and flawed election get reelected. This is the kind of election we are sending our troops to defend.

I have huge respect for the brother that spoke from Microphone 4. He is the first victim of this failed policy. He's the first victim of this wrong policy. We should not be sending our sons and our daughters to fight wars for the rights of corporate America and corporate Europe. That is wrong. They are the first victims. They are the ones that are falling dead. They are the ones that are coming home maimed. They are the ones not being taken care of. This is the best example of why we should not be in Afghanistan and Iraq. We are not building anything that is the kind of future we want to see.

Let's talk some more about where the bombs are also dropping. They are dropping on the University of California where student fees were raised 32 percent in one year. They are being dropped in New Jersey. You heard eloquent speeches yesterday from our sisters and brothers in New Jersey where libraries are being shut down, where their pensions are being slashed, where the elderly are not being taken care of. Every community in this country has bombs being dropped on it as their public sector is being dissolved so that we can fund wars that are creating puppet dictatorships across the globe.

We need to stop this flawed policy. We need to rebuild the United States. We don't need "gunboat diplomacy" that encourages the rest of the world to hate us. We need diplomacy that builds world peace, and we need to spend resources on the public sector here so we can have the kind of civic society that supports our families, supports our jobs, and supports our communities.

So, it's not just dog-eat-dog and corporate America gets what it wants and the rest of us are going to suffer, whether it's in our communities or in the war fields in Afghanistan and Iraq.

I strongly encourage the delegates at this assembly to support this motion so that we can start rebuilding the United States instead of building flawed governments across the world. Thank you very much, delegates. (Applause)

**PRESIDENT COHEN:** The motion is before you on Resolution 9. All those in favor of the motion, please indicate by raising your hand. Down hands. Opposed. It's adopted. (Applause)

**CHAIR GONZALEZ:** Thank you, Mr. President.

The Chair recognizes J.C. Smith.

**COMMITTEE MEMBER SMITH:** Thank you, Mr. Chair.

Would the delegates please turn to Page 16 of the Resolutions report and look at Resolution 72A-10-10 entitled "Public Employee Pension Protection - Stop the Race to the Bottom." I will read the resolved of the resolution.

**Resolution 72A-10-10  
Public Employee Pension Protection:  
Stop the Race to the Bottom**

Employee pensions are under attack. The aggressive corporate assault on defined benefit pension plans, plans which provide a more secure framework for retirement, has decimated coverage in the private sector, and today fewer than 20 percent of private sector workers are covered by a defined benefit plan. Now some politicians and others have targeted public employees' pension benefits, and with roughly 80 percent of public employees covered by defined benefit plans, they now find that their pension plans are under siege.

To be sure, the average pension benefit of a public sector retiree is higher than that of the average retiree from the private sector. A number of factors contribute to this. First, union representation of 40 percent in the public sector compared to only 7 percent in the private sector strengthens public employee negotiating power and secures better pension benefits. Second, public employees have historically traded lower wages for a secure pension as a form of deferred compensation. Third, public employee pension funds receive contributions from both employees and employers and, as such, represent the accumulation of workers' own contributions and their deferred wages.

Recently, some legislators and policy makers at all levels, as well as media pundits, have begun attacking public sector workers with exaggerated claims about public worker pensions and compensation. They are making scapegoats of public workers, suggesting they are the cause of budget shortfalls rather than acknowledging that a troubled economy and misguided tax and fiscal policies have endangered public budgets and threatened the social safety net. As part of these attacks, misguided politicians propose to diminish the pension plan to a defined contribution plan which is more costly to administer and shifts investment risk to individuals. These groups seek to pressure public employees into making concessions and to give back the pension benefits that they rely on for a secure retirement.

Rather than race to the bottom, we should all unite to protect every American's retirement security.

Public pension plans are important pools of investment capital, owning 8 percent of corporate America. We should be an effective voice for corporate governance. Investments should be made transparently, with independent audits and we should seek to invest in local regions with a long-run horizon. As workers accrue pension benefits over their careers, we must work to develop mechanisms to permit portable benefits. Further, given the importance of pension decisions, workers must be represented on pension boards and should have access to retirement education programs.

Recognizing that we cannot win this battle alone, and that both private and public sector workers are seeing an assault on their pension benefits, we must join together, regardless of our employer, and work with other unions to learn from each other and to develop creative pension strategies, both offensive and defensive, such as identifying alternative cost savings, launching legal challenges, negotiating solutions, seeking legislative relief, and media messaging.

Pension plans not only protect our members in retirement but add to economic activity. Each dollar of spending creates \$2.36 in economic activity in the surrounding community.

Providing secure retirement income built on pensions, Social Security, and savings for all Americans remains a principle goal of CWA.

Resolved: CWA public sector bargaining units are encouraged to seek representation on boards that oversee pension funds that cover their members. These representatives would be expected to participate in educational forums to improve their understanding of pension practices and concepts.

Resolved: CWA members and leaders should speak out in public forums to correct false information about public workers to stop elected officials and public figures from using public workers as scapegoats for failed economic and fiscal policies.



Resolved: CWA should seek broad political support for adequate retirement income and to protect

Mr. President, the Resolutions Committee moves the adoption of Resolution 72A-10-10 entitled "Public Employee Pension Protection - Stop the Race to the Bottom."

**PRESIDENT COHEN:** Microphone 3, Delegate Roeder.

**DELEGATE RAE ROEDER (Local 1033):** I'm President of CWA Local 1033 in Trenton, New Jersey, and we represent 7,000 state workers who are under serious attack, about which most of you are aware. The most important thing to most of our workers, and to myself as well who spent 30 years working in public service and state government, is our pension. It is the promise that when we can no longer work, we can still survive. It's a promise that comes out of our paychecks every week that we have been paying all of our lives working for the state of New Jersey.

But here's the story, brothers and sisters. The real story is that a bunch of sticky-fingered Wall Street executives see our pension money as an easy grab to invest and steal from the very people who put their hearts and souls and money into that pension system. Some of those sticky-fingered individuals come from Goldman Sachs. Others come from the hedge funds-- Blackstone and other hedge fund corporations.

This is a very significant resolution that CWA has sponsored because it speaks to the fact that we need to be a part of the governance of our pension system. We need the state of New Jersey to keep its promise. We have paid every penny, and for the last 11 years they have paid none of what was needed except for one small \$100,000 contribution about two years ago.

This year they owed us \$3.5 million, and the governor-- and the Democrats-- decided that zero was what they would place in. But it is not zero that each worker comes every day to work and gets a paycheck for and then we pay 100 percent of what is due. It is not a gift that is given to us; it is something that we value and something that we have paid for, every penny of it.

We are glad that CWA stands up to speak out for our right to participate in decisions made in the use of our pension money, the right to attend those meetings, and the right to ask the kind of questions that need to be asked: Where is our money? Who has it? And how is it being invested?

I'm going to say something that maybe I shouldn't, but I will. Well, the problem is this: We have a governor now who says we've got to rise up and help Atlantic City casinos. Listen, if you go back and look at the pension money, they have already grabbed it for the casinos. We are not in the business of gambling. We are not in the business of gambling with people's lives. It is time that we decide what's the most important thing for our survival. And that is our pension; that is our rights; that is what we paid for. And we want the government to take its sticky little fingers out of using it as an instant investment pot.

Thank you very much. (Applause)

**PRESIDENT COHEN:** Microphone 1, Delegate Orr.

**DELEGATE RODNEY ORR (Local 9119):** Sisters and brothers, I would like to move that we amend this resolution to add two additional Resolveds as the first two. After Line 41, number one, "Resolved: Defined benefit plans provide the gold standard for retirement income security. Wherever possible, we should strive to establish and maintain defined benefit plans for public employees. (Applause)

Number two: Resolved: The union at both the national and local levels commits to the development of retirement education programs tailored to local needs and to the wide dissemination of this information among our members.

**PRESIDENT COHEN:** Thank you. The Committee Chair has advised those are considered friendly amendments, so they are in the main body. Okay? Yes, that's proper. (Applause)

Did you want to speak to that?

**DELEGATE ORR:** Yes, please.

Sisters and brothers, yesterday President Cohen emphasized the many challenges before us. We are under assault at all levels, and everything we have fought for and earned is at stake. Today fewer and fewer workers in our country have or can expect security upon retirement. It is important that these two Resolveds be added and highlighted in this critical resolution.

First, we all need to strive to establish and maintain defined benefit plans for public employees, and I believe eventually for all workers. So many who are working to destroy our pensions receive millions upon millions of dollars in golden parachutes. This is not what we are fighting for. Over our careers, we have deferred wages and contributed to a fair and secure pension upon retirement. It is only right that all workers in our country can retire with dignity.

Secondly, pensions are a very complicated animal. We all must understand actuarials, accruals, annuities, DBP, DCP, smoothing, and so many other terms. In order to fight the enemies of public workers and all workers, we must know of what we speak.

Those who are working to destroy our pensions in America, and in reality seeking to destroy our middle class and all of labor, spin a false and strong message. We cannot fight back if we don't know what we are talking about, nor can we rely upon our leaders or legislative activists to defend pensions alone. Only with a broad, educated, and active membership can we fight back the rabid attack on pensions for public workers. We all must beat down this attack.

In reality, this debate is about divisiveness and greed. To overcome their greed and their lies, we all must fight back. We all must know the issues and the facts.

Brothers and sisters, we must take back our country and our lives and the lives of all workers. These two Resolveds are critical to help us in this war. I strongly urge your support. We all deserve a secure and dignified retirement. (Applause)

**PRESIDENT COHEN:** Microphone 3, Delegate Crosby.

**DELEGATE JEFF CROSBY (IUE-CWA Local 81201):** My local has been a local union of GE workers since 1933. A couple years ago, about 2007-- well, prior to that we started to expand to other bargaining units in our area. But in 2007 some librarians came to us from the neighboring town of Saugus and asked for some protection. For the first time I started to get an education as to what public sector workers are dealing with today. I started to follow a little bit more closely the local papers in Saugus, and I started reading about irate, anonymous, hate-filled folks writing to the papers about "We've got to get rid of those \$70,000 union librarians and replace them with volunteers."

Now, of course, there are no \$70,000 union librarians. They weren't even any union librarians. That's why they came to us in the first place. Those folks had gone four years without a wage increase. The lowest among them were from making \$8 an hour. The highest paid among them with a Master's in Library Science were paid about \$18.50 an hour. In 37-hour week, that meant they were making about half of the alleged \$70,000 that they were supposedly "raking in from the hardworking citizens."

Now, that's a pretty scary thought when it's so widespread and it's systematically supported. Last year for the first time, public sector workers became the majority in the Trade Union Movement in the

United States and, frankly, that was a disaster for us because what that means is that the right-wing is now able to align their anti-labor agitation with their anti-government agitation and hit us with a single shot.

What that means is that all of us-- and I am saying this as a GE worker whose been in the private sector my whole working life-- all of us have to take the defense of the public sector as a central part of what we do every day. (Applause) When we do so, we have to stick to our principles.

And just one thing about that: In particular, we have to take on the extremist notion, that is actually the dominant way of thinking in the United States right now, that the market can take care of everything. "We don't need private pensions. Those are inefficient. We are going to privatize and give everybody a 401(k) so young people who might be appealed to buy this argument can manage their own money. We don't need Social Security. We can privatize that. We don't even need Medicare."

You know, keep in mind what the trade union movement itself, to which each of us in this room has dedicated our lives, is for these folks, these free-market fundamentalists. We ourselves in the trade union movement are nothing but an impediment to the functioning of the free market. That's how they look at us, and they want to get rid of us, too.

If we take to heart both the defense of the public sector, and we take on these market fundamentalist ideas, we will be able to both defend the public sector and to defeat these kinds of fundamentalist market ideas that are undermining our working lives.

So I ask you to support Regulation 10, and for each of us to take this home and get to work. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 1, Delegate Luster.

**DELEGATE ED LUSTER (Local 1102):** I would like to call the question.

**PRESIDENT COHEN:** That motion is not debatable. All those in favor of calling the question please indicate by raising your hand. Down hands. Opposed. The question has been called.

Resolution 10 is before you. All those in favor of the resolution, please indicate by raising your hand. Down hands. Opposed. It is adopted. (Applause)

**CHAIR GONZALEZ:** The Chair recognizes Jim Marshall.

**COMMITTEE MEMBER JIM MARSHALL:** Thank you, Mr. Chair.

Would the delegates please turn to Page 18 of the Resolutions report, and look at Resolution 72A-10-11 entitled, "Tear Down the Wall at Verizon." I will read the Resolveds of the resolution.

**Resolution 72A-10-11**  
**Tear Down the Wall at Verizon**

New technologies have led to the rapid growth of wireless telephone and data applications, while wireline telephone service is rapidly declining.

Verizon's top management has built an artificial wall separating wireless and other business operations from wireline, and management is using this wall to block representation in the high growth, high profit segments of the company.

Ten years ago, 70 percent of Verizon employees were represented by a union; today it is less than 30 percent. Verizon's management has aggressively interfered with the freedom of workers in Verizon Wireless (and other subsidiaries and divisions) to unite with unionized Verizon workers in the CWA and IBEW.

In contrast, CWA has negotiated a card check and neutrality agreement with AT&T, Verizon's major competitor, and as a result 40,000 AT&T Mobility workers have organized into our Union and are covered by collective bargaining agreements.

Resolved: It must be a top priority to tear down the artificial wall that separates non-union Verizon wireless from the mostly union wireline side of the business. Organizing for this fight is preferable now while our unions are still a strong force within the company.

Resolved: Every CWA local must make it a priority to engage and educate Verizon members and Verizon Wireless employees regarding the critical importance of building worker-to-worker unity to achieve collective bargaining to gain a strong voice for the good jobs that our communities need.

Mr. President, the Resolutions Committee moves the adoption of Resolution 72A-10-11, "Tear Down the Wall at Verizon."

**PRESIDENT COHEN:** Microphone 3, Delegate Trementozzi.

**DELEGATE DONALD TREMENTOZZI (Local 1400):** Brothers and sisters, the time is now more than ever before with the utmost urgency to organize Verizon Wireless employees and bring them into the CWA family.

As terrible as AT&T is, we won card check recognition from them. Through recognition, we have organized thousands throughout the country. It is now time, brothers and sisters, by any means necessary to fight Verizon and CEO Ivan Seidenberg's unmatched corporate greed and protect those workers at Verizon Wireless.

The actions-- and I emphasize actions-- of this resolution are the only hope that Verizon Wireless workers have to gain any respect in their workplace.

Brothers and sisters, I ask you to support this resolution. Thank you. (Applause)

**PRESIDENT COHEN:** No other delegates wishing to speak, Resolution 11 is before you. All those supporting the resolution, please indicate by raising your hand. Down hands. Opposed. It is adopted. (Applause)

**CHAIR GONZALEZ:** The Chair recognizes Brenda Savoy.

**COMMITTEE MEMBER SAVOY:** Thank you, Mr. Chair.

Would the delegates please turn to page 19 of the resolutions report and look at Resolution 72A-10-12 entitled "American Red Cross: Labor Disputes and Blood Safety Problems." I will read the Resolves of the resolution.

**Resolution 72A-10-12**  
**American Red Cross:**  
**Labor Disputes and Blood Safety Problems**

The American Red Cross (ARC) is well known as one of the largest disaster relief organizations serving domestic and international communities in need. The ARC is also the largest supplier of blood

and blood products in the United States, controlling more than 40 percent of the U.S. blood supply.

Blood drives are big business for the ARC, generating \$2.2 billion in revenues in 2009.

Because of repeated and extensive violations of Food and Drug Administration (FDA) regulation designed to protect blood donors and the blood supply, the ARC has been operating under a Federal Consent Decree to improve its blood safety practices since 1993 and since 2003, the FDA has fined ARC \$21 million for repeated safety failures.

At the heart of ARC's safety problems are severe cost-cutting measures, including frequently understaffing blood drives, assigning workers to regular 16-hour days and downgrading staff by eliminating the most experienced, licensed medical personnel, creating a low-morale, high-turnover workplace and increasing the risk of safety errors on the job.

The ARC's most aggressive anti-worker policies have been directed at more than 3,000 employees who are represented by unions, including more than 200 unfair labor practice charges filed against the ARC with the National Labor Relations Board (NLRB) from 1996 to 2007. Between 1998 and 2007, the Federal Mediation and Conciliation Service (FMCS) was brought in 152 times in labor-management conflicts involving 10 different national unions at sites across the country.

In response, unions representing Red Cross workers have joined together to form a coalition that is coordinating bargaining with the ARC, including CWA, HPAE/AFT, AFSCME, OPEIU, UAW, and USW, as well as several unaffiliated unions, including IBT, UFCW and SEIU, with the AFL-CIO Collective Bargaining Department assisting the coalition.

Currently eleven local unions have expired labor contracts with ARC, and some of these agreements have been expired for more than one year.

ARC is also using delay tactics to stop workers at two locations from obtaining first contracts, as part of a clearly stated union avoidance strategy that ARC Human Resources has identified as one of its top priorities.

Resolved: CWA stands in solidarity with all American Red Cross (ARC) workers who are fighting for fair labor contracts and working conditions that will safeguard the safety of blood donors and the blood supply.

Resolved: CWA locals should explore alternative blood drive operators and, where feasible, direct members to donate blood through these alternative operators.

Resolved: CWA locals should contact their local United Way Agencies and request that they contact ARC to demand that ARC respect the collective bargaining process, consistent with United Way policy.

Mr. President, the Resolutions Committee moves the adoption of the Resolution 72A-10-12, "American Red Cross: Labor Disputes and Blood Safety Problems."

**PRESIDENT COHEN:** Microphone 3, Delegate Daloisio.

**DELEGATE JULIE DALOISIO (Local 13500):** President Cohen, members of the Executive Board, Delegates and Guests: I stand before you today and rise in support of Resolution 72A-10-12. Local 13500 is one of the 11 unions mentioned in this resolution that has an expired labor contract with the Red Cross since May of 2010.

While our goal in bargaining is to address and improve upon the substandard wages, less than

adequate benefits, and deplorable working conditions, we continue to be faced with many other challenges that have put the safety of our members, the donors, and, most importantly, the blood supply in a very compromising position.

Through the recent efforts of our other union brothers and sisters and the AFL-CIO, we have formed this coalition which has been instrumental in bringing much-needed attention to this greed-focused, anti-union organization. It is only through this type of coordination that we can restore dignity to our members at the Red Cross and ensure that their well-being and the safety of donors and the blood supply can be preserved.

I ask each of you to contact your local United Way agencies and urge them to contact the American Red Cross and demand that they respect our collective bargaining process. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 3, Delegate Wagner.

**DELEGATE JIM WAGNER (Local 1122):** I stand here in support. We represent 160 members working at Red Cross. I stand here today in support of Resolution 72A-10-12.

One thing to remember, there are two divisions of the Red Cross. And what we are most familiar with is the Chapter Division. That is the disaster relief agency. Our dispute is not with that division of the Red Cross; our dispute is with the Blood Services Division.

This division is a bad, bad employer. This employer is not unique. They are like most other corporations today whose vision is clouded by self-interest and greed. This is an employer who generates over \$2 billion a year off of donated blood. They get the raw material for free, and they sell it. This is an employer who continues to operate under a federal consent decree, and has been repeatedly fined by the Food and Drug Administration for blood safety compliance failures to the tune of \$21 million since 2003, and most recently \$10 million in October of 2009 for blood safety compliance failures.

This is an employer whose bargaining objective is to obtain in their agreements proposals that will not induce non-represented employees to organize and obtain the union's agreement to wave its right to bargaining over health care on a go-forward basis.

This is an employer who is under indictment from the National Labor Relations Board for serious violations under the Act. Specifically, our local in Buffalo has four charges that we have filed. Complaints have been issued, and we await trial the first part of October.

We are not alone in this fight. Our members have coordinated their efforts with members of other CWA locals and other labor organizations across this country to form the Red Cross Union Coalition. Our local along with other labor organizations-- specifically OPEIU 459 in Michigan, the Teamsters 580 in Michigan, AFSCME 3145 in Connecticut, the SEIU 1199 in West Virginia and 721 in Los Angeles, along with the Food and Commercial Workers, Local 75 in Ohio, all engaged in a three-day unfair labor practice strike the first part of June in efforts to stop the harm and remedy the harm these complaints have brought our members.

It is now time to further turn up the heat in the hot air balloon and convince Red Cross management to do the right thing and come back to the negotiating table and bargain a fair deal with all of labor across this country.

With your help and support of Resolution 72A-10-12, we can persevere and we can overcome. It is hard, but it is not hopeless. Thank you. (Applause)

**PRESIDENT COHEN:** The resolution is before you. All those in favor of Resolution 12 please

indicate by raising your hand. Down hands. Opposed. It is adopted. (Applause)

I now recognize our Executive Vice President, Annie Hill.

. . . A video was shown of Elizabeth Glaser talking about her battle with AIDS.

**EXECUTIVE VICE PRESIDENT ANNIE HILL:** As many of you know, the Elizabeth Glaser Pediatric AIDS Foundation has been CWA's charity of choice for 20 years. I think that our union and the Foundation have much in common and, stealing from Elizabeth's words, "We know it's not just about caring. It's about action."

I know in my heart that everyone watching that clip in this hall feels proud about the immense support that CWA locals and members have provided the Foundation over those years. In those 20 years, we have donated almost \$7 million to the Foundation. Yes, we have a lot to be proud of. (Applause)

In the clip you heard firsthand from Elizabeth and Paul Glaser's son Jake about his journey. Nothing brings the work that the Foundation does to light more clearly than someone who has been personally impacted. Jake was one of the main reasons that the Foundation took flight. His mother Elizabeth was moved to action because, after her experience with Ariel, she knew there were not the necessary medical protocols available to help children.

No one else was focusing on that. In fact, many didn't even realize that children could catch the HIV-AIDS virus. So she and a few of her closest friends started the Foundation around the kitchen table.

We are pleased and so honored today to have Jake Glaser with us. Jake was there at the beginning, and because of the work done by the Foundation, he is here today, happy and healthy.

Jake, welcome to CWA.

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

**JAKE GLASER:** Wow, yeah. Thank you all so much. Thank you all so much. Wow. I was here five years ago-- well, not here. We were in Navy Pier in Chicago. And thank you again for having me back. It is truly an honor to be here amongst such great people that give so much of their love and their time and their very, very, very hard-earned money to save lives.

I would like to start by letting you know that after all these years working together for such an important cause, this Foundation, the Elizabeth Glaser Pediatric AIDS Foundation, is my family. And since I spoke with you five years ago, we are family. I want to thank everyone here at CWA for being such a prominent and powerful force in the fight in eliminating pediatric AIDS.

It's 20 years ago that my mother Elizabeth Glaser stood before you with such firm conviction to let you know why we must join to fight this disease, why we had to push to understand more, why we had to work together. It was because children and families were suffering. And as a mother, she said that was completely unacceptable. Of course, she knew first-hand-- AIDS had taken her daughter, Ariel, my sister, at age seven, and it now seemed to threaten her life and mine.

Close to the end of Ariel's life at UCLA Medical Center, I remember that family would visit, friends would visit. Ariel was such a creative person. She loved art. She would always ask for paints and crayons and markers, and she was always so focused on the idea of creation. She painted the logo for the Foundation soon before she passed. And when she was asked why, she said, "Because life is beautiful." She had no qualms. She was completely content. In her darkest moment, she reminded all of us of all the love and the hope and the life that we hold so dear to us.

Ariel Glaser, my sister, reminded us why life is worth fighting for. In the face of such adversity, as a seven-year-old girl, she made it so clear to us what we needed to do, what had to be done. She gave purpose to my mother, one woman who stood up to make a difference and to let us know that ignoring this disease was not an option.

Fast forward 20 years. Since the day that my mother stood here and spoke to all of you, we have made leaps and bounds in the fight against HIV and AIDS. The Foundation that started with my mom and her two best friends sitting around our kitchen table is now working in 17 countries around the world. (Applause) Yes, do you believe that? Seventeen countries. It is truly amazing.

We have reached more than 10 million women with the medication that they need to prevent transmission of HIV to their babies, and have reached hundreds of thousands more with the medicine that they need to stay healthy and take care of their babies.

Every single day our progress grows. We are gaining new information, we are gaining new breakthroughs in research and providing more families with the medicine that they need to have healthy children and to take care of their healthy children.

And that is why I am so happy to be here today with all of you, because I want to tell each and every one of you, as a group and as individuals, that none of this progress would have been possible without you. None of it.

Through CWA's 20-year relationship with the Foundation-- you heard it-- you have raised up to \$7 million. Please, I applaud you. Give yourself a round of applause. (Applause) That's commitment. That's life. That's love. That's hope. And you guys bring that to so many people who in their darkest moment can now find it. You stood up and you said, "There are families that need our help," and you did not let them down.

Action. My mother said this is what had to happen, and you said "yes," and you did not let them down. You raised your voices, along with the Foundation, to speak out for those who can't. And you let the world know that what you have does not define you. You were here at the beginning and you were here through all of our hard work around the world, and I know that you will be here at the end, because this is something that we can do. We can eliminate pediatric AIDS.

And believe me when I tell you, this is possible. It won't be easy; nothing worthwhile ever is. But we have shown that we can accomplish difficult things in the past. They said it would not be easy to get scientists to work together, but we did it. And because of that, now less than 100 babies every year in the U.S. are born HIV positive. (Applause)

They said that we could not bring the same success to the women and children in places around the world that needed our help. But today we are reaching 45 percent of the pregnant women with the medicine that they need to have healthy babies. Now, while that's not enough, just remember that five years ago we were only reaching 15 percent-- 5 years, 15 percent to 45 percent. Can we do it? Yes, we can. (Applause)

And they said that I wouldn't live past ten years old. I'm 25. (Applause and cheers) I'm healthy.

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

**JAKE GLASER:** Thank you so much. I am 25 years old. Wow. That's a trip to think about. But I'm healthy and I'm strong and I'm dedicated. If there were 200 percent in me, it is all dedicated to working with all of you to see this fight to the finish. (Applause)



But it is important for us to remember that not all children, not all families living with HIV, are as lucky as I am. And that's why we can't stop now. So much of the work that we have done so far will be in vain if we don't. Too many children, mothers, and families are still counting on us. Every day, worldwide, 1,200 children are newly infected with HIV. Every single one of those infections is preventable.

There is a saying that we use in the Foundation nowadays-- "Tunaweza." In Swahili, that means "together we can." My mom would have loved that saying. She would have looked at us and said, "Look at all the wonderful work that we have done. Look at all the accomplishments that we have achieved." And she would have said, "Let that be your reminder why we must keep going, why we must propel ourselves into the future to eliminate pediatric AIDS."

It is people like you who make the difference, and it is people like you who make the change. Believe me when I say that the funds raised through CWA's steadfast commitment have and will keep on fueling us towards great advances in medicine and allow us to reach more women and children around the world. "Tunaweza" is the reason why my friends and I are alive today. It is the reason for all of our progress, and it is the reason why I will not stop fighting until we eliminate pediatric AIDS. (Applause)

So, five years later I stand here before you at 25 on behalf of myself and my mother and my sister, the Elizabeth Glaser Pediatric AIDS Foundation. Thank you for helping. Thank you for giving us your 100 percent. Life is beautiful, and that's all because of you. Thank you.

. . . The delegates arose the applauded at length, clapping in unison . . .

**EXECUTIVE VICE PRESIDENT HILL:** Thank you, Jake, for joining us and inspiring us, and I hope you will stay as we pass out this year's awards.

I also want to acknowledge and introduce Uma Mehta who works on fundraising (applause) and is willing to help individual locals with fundraising events. So thank you, Uma.

Since becoming Executive Vice President two years ago, it's been my honor to serve on the Board of Directors of the Foundation. As Jake said, they do amazing work. It's somewhat inspirational and awe-inspiring to sit there around people who talk not just about prevention, but also of the fact of one day coming up with a vaccine so no one will have to get pediatric AIDS.

This last year, the Foundation celebrated its 20<sup>th</sup> Anniversary. Also, the Foundation has a new leader whom you saw in the video. Chip Lyons joined the Foundation in January. We all miss Pam Barnes who was here at our Convention many times, but each new leader brings a new spirit and focus, and Chip has certainly done that. He was hoping he could be here to send his own thanks, but another engagement kept him. I'm sure we will have him at another Convention. He sends his sincere thanks for our years of support for the Foundation.

Once again, I hope each of us will recommit ourselves to the pledge we made in 1990. Many locals have met their quota faithfully every year, and several have even exceeded it. This last year, we had 46 percent of our locals participate which produced 65 percent of our overall quota of \$1 per member per year. Thank you very much for all of you who participate. I appreciate your support.

Though our goal is to have every local participate, we know that finances are tough as many locals are losing members. We have talked a lot about that the last couple days. And while many locals continue to use treasury dollars to pay their quota-- we love those checks-- many other locals are doing separate fundraising and often exceed their quota.

There are so many different ways that you can raise funds; for example, through United Way. Sometimes you can get matching funds that way. Bingo, chili feeds, raffles. There are lots of different things that you can do. This year once again, we will give locals the opportunity later in the fall to sell the

children's DVD "Sockville," which we trialed last year, produced by one of our very own members from Local 6300.

If you haven't already done so, please visit the Elizabeth Glaser Pediatric AIDS booth in the vendor section. You can re-meet Uma up there. She will be back there. Not only can you pick up some material and a longer DVD with more information about the Foundation, but you can also have the opportunity to make a "mother and child care kit" that will be sent to Africa, one of the continents where the spread of pediatric AIDS is still of huge concern. Again, thank you, thank you, thank you for all you do.

Now I would like to turn it over to Jim Weitkamp, Vice President District 9, to present the awards for the year 2009. (Applause)

**VICE PRESIDENT JIM WEITKAMP (District 9):** Thank you. Good afternoon, sisters and brothers.

It's my pleasure to present the Elizabeth Glaser Pediatric AIDS Foundation awards. In the last 19 years, CWA members, together with your leadership, have been extremely generous and raised more than \$7 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 470 locals, an increase of almost 120 locals, participated in our charity of choice program, contributing a grand total of \$324,352-- an increase of almost \$75,000 over 2008. That's an amazing job considering the membership losses we have experienced over the last year. Thank you for your ongoing support and generosity.

Before we give out the official awards, I want to acknowledge a special group of locals. Each of these locals exceeded their quota of \$1 per member per year by at least 200 percent. Many of these locals do an amazing job fundraising so they don't put pressure on their already stretched treasuries.

I would like to welcome to the stage the following locals:

. . . As the Local Presidents came forward, the delegates acknowledged them with a single clap of recognition . . .

Local 2382 - The original Local 2382 has now merged with Local 32035, President Mark Pattison;  
Local 3150 - President Ralph Camacho  
Local 3217 - President Ronald Ronald Ennis  
Local 3908 - President R.L. Cotter  
Local 14330 - President William D. Weaver, III  
Local 4780 - President Roland Michael  
Local 7019 - President Paul Castaneda  
Local 7115 - President John Graham, Jr.  
Local 7716 - President Larry McCormick  
Local 7026 - President Jose Ortiz  
Local 7777 - President Lisa Bolton  
Local 7803 - President Jeanne Stewart  
Local 9000 - President T Santora  
Local 14517 - President Debra Morse  
Local 14625 - President Jim Benning  
Local 57052 - President Dale Atchison  
Local 57411 - President Richard Bowring  
Local 83105 - President Joseph Sasser

Let's give them all a round of applause. (Applause)

Now on to the awards: The Hope Award is presented to the local that achieves the highest percentage of their quota each year. This year we have expanded the recognition, and we will be honoring three locals. The first award will go to Local 1330 in the category of the locals with less than 100 members. They have raised an amazing 2500 percent of their quota. (Applause)

The second award goes to Local 7026 in the category of locals between 100 and 500 members. They have raised 1506 percent of their quota. (Applause)

And, finally, to Local 7803 President, Jeanne Stewart, in the category of locals with greater than 500 members, they have raised 477 percent of their quota. (Applause)

Our thanks and congratulations go out to all of the members of these three locals for their support. This is a great job. (Applause) Please give all of the locals on the stage a big round of applause. Thank you very much, sisters and brothers.

. . . The awards were presented . . .

**EXECUTIVE VICE PRESIDENT HILL:** Thank you again for all you do, and let's have more locals up here next year.

**PRESIDENT COHEN:** The Convention is recessed until 1:45. Thank you.

. . . The Convention recessed for lunch at 1:45 p.m. . . .

## TUESDAY AFTERNOON SESSION

The Convention reconvened at 1:47 p.m., CWA President Larry Cohen presiding.

**PRESIDENT COHEN:** Jeff has some announcements.

**SECRETARY-TREASURER RECHENBACH:** I have a couple of short announcements, some people that won some things, so I would like to make those announcements.

First off, the results of the District 4 Trial Court Representative. The election results are as follows: For the Trial Court Representative: Diane Bailey, 24,331; Mike Plezia, 9,314. For Alternates: Joe Briere, 25,898; Terez Woods, 6,117. (Applause) Congratulations to you both.

Raffle winners: The 50/50 winner for Local 9510 retirees, Esther Pond won \$468. You can collect it from the Retirees Chapter over on the side there.

The National Women's Committee raffle-- big success. They wound up donating \$1,505 to the Washington, DC, Chapter of Dress for Success. The winner receives \$999. The winning number is 219810. It's a pink ticket. If you have that winning ticket, go to the Women's Committee booth out in the hallway.

Two short announcements: Bessie Mansfield is collecting money for the Susan G. Komen Race for a Cure, trying to reach a goal of \$2,500. And Claude Cummings asked me to make sure everybody in the hall knew that today is Evelyn Smith's birthday, so wish Evelyn Smith a very happy birthday. (Applause)

I know you would all be disappointed if we didn't have something for the lost and found. We have a pair of sunglasses that were found in a blue case. The only identifying tag is a receipt that they bought sushi and some drink called a "Sexy Cowboy." (Laughter) Come and collect your glasses. Thank you.

**PRESIDENT COHEN:** Good afternoon. Have a great lunch? Okay. I hope you did.

Okay, quiet in the hall, please. We are going to install-- ideally we would have done it this morning, but yesterday you adopted a constitutional amendment that places the Canadian Director on the Executive Board. So, I call Arnold Amber to the podium, and we are now going to install the Canadian Director on the Executive Board.

Do you, Arnold Amber, on your honor, accept the office of Canadian Director, and thereby the trust of Executive Broad Member of the Communications Workers of America?

Do you affirm 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 Executive Board Members to uphold the Constitution of the Communications Workers of America at any and all times?

Do you pledge to work tirelessly to build our union by organizing the unorganized?

Do you pledge 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 pledge yourself to the oath and sign the CWA Constitution, thus symbolizing the conviction of your oath.

**ARNOLD AMBER:** To this I, Arnold Amber, the Director of CWA-SCA Canada of the Communications Workers of America, do solemnly affirm. (Applause and cheers)

. . . Newly-elected CWA-SCA Canada Director Arnold Amber signed the Constitution . . .

**PRESIDENT COHEN:** Perfect. Thanks a lot.

I would like to bring to the podium District 4 Vice President Seth Rosen and AFA-CWA Sector President and Vice President of CWA Pat Friend to present the Organizing Awards. (Applause)

**VICE PRESIDENT SETH ROSEN:** Good afternoon.

As we recognize a group of locals for special success in our organizing program, we should all remember that local union effort is the key to our success. There are additional campaigns that are not receiving these awards where either we were not successful or the minimum goal of 100 new workers was not reached. But these efforts are just as much a 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 would like 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, ten, and fifteen times will receive \$5,000.

So, join me as we honor those locals who have met their organizing commitment for the past year by organizing more than a hundred workers in new units at least in one year.

First up, Local 1040 (applause), Trenton, New Jersey: 20 workers at Berlin Township, 12 in Bloomfield Township, 2 employees at Bergen County Utilities, and 80 workers at Bo Robinson Community Center.

Local 1040 is receiving this award for the 15th time (applause), the first local to reach this milestone-- 15 consecutive years of organizing over 100 in the toughest organizing climate in the history of the modern labor movement. Give them another hand. That's amazing. (Applause) The Cal Ripkin of organizing. (Laughter) The local will receive a special plaque and lapel pins in recognition of this achievement.

Local 1102 (applause), Staten Island, New York: 292 workers at EZPass.

Local 2201, Richmond, Virginia: 600 Corrections Officers in Virginia. (Applause)

Local 2204 in Norton, Virginia: 150 Corrections Officers. (Applause)

Local 32035, Washington, DC: 115 employees at Washingtonpost.com. (Applause)

Local 3010 in Hato Rey, Puerto Rico. (Applause) They organized 165 AT&T Mobility workers, formerly Centennial Wireless workers.

Local 4100 in Detroit, Michigan: 137 retail and 15 network AT&T Mobility workers, also formerly Centennial. (Applause)

Local 4900 in Indianapolis, Indiana: 3 at Hancock rural Telecom, 6 at central Indiana Telecom, 19 network, 225 retail, and 290 customer service workers at AT&T Mobility. (Applause)

Local 6171, Krum, Texas: 53 Dish Network employees in North Richland Hills and 51 Dish Network employees in Farmers Branch. (Applause)

And now I will turn it over to Pat.

**VICE PRESIDENT PAT FRIEND:** Thanks, Seth.

Local 7076, Santa Fe, New Mexico: 101 workers at Sequoia Adolescent Center. (Applause)

Local 7077, Tucson, Arizona: Associations for six Apache County detention officers, 60 Flagstaff police officers, 3 Marana police commanders, 7 Oro Valley lieutenants, 18 Pima County commanders, 9 Pinal County commanders, 4 Prescott Valley commanders and lieutenants, 11 St. John's police officers, and 27 University of Arizona police officers. (Applause)

Local 7803, Renton, Washington: 92 AT&T Mobility workers in Alaska and 10 workers at a Roads West. The local is receiving this award for the 5<sup>th</sup> time. (Applause and cheers)

Local 3783, Seattle, Washington: 141 AT&T Mobility NOC workers. (Applause)

Local 9413 in Sparks, Nevada: 170 technical workers at St. Mary's Hospital. (Applause)

Local 27071, Denver, Colorado: 800 new Frontier flight attendants. (Applause and cheers)

And not able to be here with us today, but our new Local 2781 in Minneapolis, Minnesota: 400 Compass Airlines flight attendants. (Applause)

Local 2831 in Philadelphia, Pennsylvania: 114 flight attendants at USA 3000. (Applause and cheers)

And now it is my pleasure to introduce to you one of next year's winners, Delta Airlines' flight attendant Toni Weinfurter. Toni has been an activist in both of our previous campaigns at Delta. She is a lead activist today. She is a 20-plus-year San Diego-based Delta flight attendant. She is accompanied by her sister from Northwest Airlines, Local President Council 94, Diana Mitchum.

Toni? (Applause and cheers)

**SISTER TONI WEINFURTER:** Hello, sisters and brothers. My name is Toni Weinfurter. I am a proud Delta flight attendant and soon to be an AFA-CWA member. (Applause and cheers) And standing in unity with me is Diana Mitchum, a pre-merger Northwest flight attendant.

Thank you, CWA officers and delegates, for your support, unity, and fellowship. We stand in front of you today because of your commitment to our cause. We will soon be voting under the new and fair voting rules for the National Mediation Board. (Applause) It's because of this union, your union, we now have a level playing field and will have a yes/no ballot. Democracy won because of AFA and CWA. (Applause)

For 21 years I have been without the protection of a union contract during my career at Delta. Each time that Delta flight attendants organized for representation, Delta management and their multi-million dollar third party consultants told us we did not need representation, and they promised better days ahead.

As you can imagine, better days ahead became a trail of broken promises to the tune of 45 percent less in pay and benefits to this day.

Under the old voting rules, they told flight attendants to rip up their ballots. "Give it a rip, don't click and don't dial," they would say. Telling people not to vote is so un-American to me. They are up to their old tricks again, my friends. Their campaign this time is really nothing new. It's from the same, tired, old anti-union handbook. With the new rules, they now encourage us to vote. "Vote No," they now say. Sound familiar here in Washington, DC?

Along with their "Vote No" slogans, they have become the party of "Maybe." "Maybe you will get a raise if you're nonunion. Maybe we will fix work schedules and work rules. Maybe we will work on getting better health insurance." Of course, none of it is in writing, nor can we count on management actually staying at the company and keeping their word to us.

Our campaign is a positive message about building a world-class contract. Our campaign is about the "power of yes." Yes, we will gain representation for 21,000 flight attendants at Delta Airlines, and we will protect the collective bargaining rights for our partners at Northwest Airlines. (Applause and cheers)

Yes, Delta and Northwest flight attendants will join hands after our victory and negotiate a world-class contract that recognizes our profession and respects the work we do each and every day at Delta. "Opportunity, unity, and respect" is our official campaign slogan, and those words couldn't mean more to me after 21 years of not having the ability to negotiate my future. Winning this election will give Delta and Northwest flight attendants the opportunity to build a contract that's world class. A dream will become a reality.

Unity is really another way of saying solidarity. It's about joining together for a better future-- and in writing. Respect, if you're not at the table, you are likely on the menu. (Applause and cheers and whistles) It's an old saying, but it's so true today.

Delta flight attendants will get respect at Delta Airlines through a legally binding contract and an equal voice at the table. No more promises or maybes. Let them be the party of "No." We will be the vision and power of "Yes."

This is our time. The National Mediation Board will soon declare election dates. We are hard at work putting together a world-class team for this election. This includes you. If you know a Delta or Northwest flight attendant, we need your voice in this campaign. Tell them this election is about opportunity, unity, and respect, and that starts with voting "yes." Thanks.

. . . The delegates arose and applauded at length, clapping in unison . . .

**PRESIDENT COHEN:** Since 1972, it's been a tradition to recognize an outstanding achievement in organizing by the presentation of the President's Annual Award. The award was considered by our founding president, Joe Bierne, to be our union's highest honor. Down through the years, Joe's successors-- Glenn Watts and our President Emeritus Morty Bahr-- carried on the tradition, and now I have that honor. It's one I take on with great enthusiasm and pride in our organizers who are so highly effective in bringing in new members, even in these worst of times.

Over the years, this award has gone to individuals, locals, and CWA districts that work together to build our union. This year I have selected Local 4900, President Tim Strong. (Applause and cheers) Along with organizers Beth Dubree and Leslie Blake and the entire local organizing team, they had a busy year.

As we all know, it's harder for workers today to join our union than at any other time in our history. Fewer people are covered under collective bargaining agreements in the private sector at any time since

1900. So, the first thing I want to say about Local 4900 is that they created and found opportunities and moved on them. The Local actually lost the decertification election in 2007 at Hancock Rural. But they did not give up, and came back in 2010, won an NLRB election at Hancock, and organized the other part of the company as well, winning election at Central Indiana Telecom. (Applause)

And then when AT&T Mobility purchased Centennial-- and this is really the key for all of us to think about-- Centennial was there for years, nonunion. And why is it union now? Because of the campaign that so many of you ran that there be neutrality once that was purchased. When AT&T Mobility purchased Centennial in 2009, card check and neutrality provisions under our agreement did not take effect until May 3rd, but the Local did not wait. They immediately began building a broad inside committee in the call center. And then on May 3rd the AAA certified majority support for CWA. It was the first day that they could have done it.

Local 4900 worked all three sides of the CWA Triangle. Having gained recognition, they went about building the Local. Within three weeks of certification, they signed up 232 of the 290 as members, and 154-- more than half-- through COPE on payroll deduction on COPE. Within three weeks-- three weeks. (Applause)

For seizing organizing opportunities and demonstrating commitment to the three sides of the CWA Triangle, I am proud to present Local 4900 the President's Annual Award. (Applause and cheers)

The inscription reads, "In grateful recognition of dedicated service as evidenced through wholehearted acceptance of CWA's growth policy and program, and dedicated effort directed toward making that policy effective. Awarded by the President of Communications Workers of America on behalf of the organization."

Tim Strong. (Applause)

**DELEGATE TIMOTHY STRONG (Local 4900):** Thank you very much. I want to start by thanking my Executive Board, my officers, and my local organizer, Beth Dubree, who is not here today. A lot of hard work and hours she put into this. It's a great honor and privilege for me to be here.

We would not have these rights for neutrality without the fights that have come before today. So, I want to thank everybody in this room who fought for those rights and helped us to have this victory. It's a great honor and privilege to be with folks who have been told by Centennial they would never be union, never. They said they will never be in this call center. "You will never have a union here." And there are a lot of smiles when you walk in and you tell them, "You're union." The managers don't like a damn bit of it. (Applause)

In frustrating times, every day is a challenge. But one thing we didn't want to lose sight of was that we had the opportunity to bring the union to these folks, and they wanted it. So we didn't stop. We worked through it, we worked hard and we got them, and we helped them understand what the union was about. We helped them understand what COPE could do for them. And it was a great victory, and I want to say I am very honored to receive this award today. Thank you very much. (Applause)

**PRESIDENT COHEN:** I also want to say that the rest of Centennial in District 4 was all organized in Michigan and Ohio at the same time, and just Friday, from Puerto Rico where Centennial is huge, we filed for 200 workers. This was under the same majority recognition standard, 200 customer service workers in San Juan, and we have an organizing drive underway now for 400 retail workers across Puerto Rico. (Applause)

We adopted a resolution on Verizon Wireless, and we are going to talk in a minute about T-Mobile. We need to have this deep in our hearts. It's only the union-busting that stops these people from having a union, these brothers and sisters, these workers. Every one of these cases like Centennial--



and there are hundreds of them-- demonstrate this. It's only the union-busting by every American management team that stops this. Every one of us here has to take this to heart.

You heard President Strong tell us all that when they were Centennial, they were told "There's no way you'll ever have a union." Now across the country and in Puerto Rico, they're all going to have a union. It's nothing but the union-busting. And we've got to march out of here later today imagining what this country would be like when we get to the point where we have a movement that can stop this union-busting. (Applause)

And now it gives me great pleasure-- really, this is the first time we have done this. This is a special award. I want to recognize some truly great work that is taking place in our union.

As many of you know, in 2009, in the whole country only 49,000 workers got through the maze and the destruction and the torture of the NLRB. That's 49,000 out of 130 million workers. And in the last 20 years, only half of the ones who make it through ever got a first contract. So that would be 25,000.

But right now in our union, there are close to 50,000. That includes those that are agency shops. Actually, it's a little more than 50,000 workers covered under our contracts who have not joined our union. In many cases, they haven't even been asked to join.

So, I now want to recognize District 6-- stand up, District 6-- and your Vice President, Andy Milburn. Come on down. (Applause) District 6, under the leadership of Vice President Andy Milburn, recognized the opportunity in this situation and months ago at a district meeting launched a major internal membership recruitment drive.

The District 6 program involves every CWA representative in the district working with their locals, shoulder-to-shoulder, to develop and implement this internal recruitment plan. Each local submits a weekly report-- weekly-- with a number of folks asked and the results. To date, in just three months, this district has signed up 1,920 new members. (Applause)

We know that this task does not end. We have turnover in many of these centers and we have to stay at this. But this district has made this a top priority and with accountability. And it's with great pleasure that I offer this special recognition to District 6 for their union-building efforts, a special award for internal organizing to Andy Milburn. (Applause and cheers)

**VICE PRESIDENT ANDY MILBURN:** Thank you, Larry. Once again, I have to recognize the staff and the delegates in District 6, because they are the ones who have done this work and signed up nearly 2,000 new members since the first of the year. (Applause)

You know, these locals up here that did this external organizing, it's a hell of a fight to organize externally because the laws are against you. But there are other state laws where we live, because four out of five of our states have what you call "right-to-work for less." We have four states where you can go to work in a union job, gain seniority, get pensions and union-paid benefits, but you don't have to support the union.

It's not just about the money. We all know we could use some money. But when you go to the bargaining table, when you do grievances, when you are lobbying, if you let those people sit out there and reap all the benefits and not support your locals and this union, then it weakens us. It makes it weaker. We always say that strength is in numbers. Fifty thousand people are sitting out there. You represent 50,000 people who do not pay their way. And we have found out that if you ask them to join, most of them will join.

Now, it's hard. You've got to put together a plan because tracking down 50,000 people in the United States is not all that easy. So you have to have a plan. And we've got a plan. And I hope when

we come back here next year, we are going to tell you we signed up all 8,000 in District 6.

I challenge you, those of you who have right-to-work states, go out there and get those folks. They make our union weak. We can't have that.

Thank you, Larry. (Applause)

**PRESIDENT COHEN:** Thank you. Great leadership, great work, District 6. (Applause)

Now, we skipped over Resolution 7 on T-Mobile for good reason. We will come back to it in a minute.

I don't know that I have ever been prouder in the work I've been able to do with these next two speakers. We always feel like we are victims of the global economy, with management in every company here, every industry here, pitting us against each other, one country's workers against another's. We always talk about how do we build solidarity and we do have many efforts at that.

But imagine yourself as a member and a leader of the largest union in the world, ver.di, and among the two and a quarter million workers at ver.di are the workers at Deutsche Telekom. And Deutsche Telekom's wireless company is T-Mobile, worldwide brand, T-Mobile. It's T-Mobile in Germany. It's T-Mobile in Europe. It's T-Mobile here in the U.S.

And when they bought the company from VoiceStream ten years ago-- this is ten years of effort to get to this point-- we started a dialogue with ver.di. It wasn't ver.di then. They had a merger of their own. How can we work together, because obviously when the biggest single investment of the company is nonunion, it weakens the union workers, even in Germany.

But at the same time in Germany, even this union of more than two million at Deutsche Telekom faces exactly the same issues we have here. In fact, their major shareholder is the Blackstone Group and Wall Street, you know-- "vulture capitalists," as I would call them-- buying up companies or chunks of companies around the world to strip workers of their rights, cut costs, and inflate their profits. They have had battle after battle there to save jobs, the same battles we have here.

Think about how many of us, in the face of our battles here, would risk something for workers in our company who worked in another country. Hopefully, we would and we will.

Ado Wilhelm is the Vice Chairman on the Supervisory Board of Deutsche Telekom's subsidiary, the T-Mobile subsidiary. He is also the officer in charge of telecom for ver.di who spearheads the union's work in wireless.

With him is Kornelia Dubbel, who is a Deutsche Telekom Customer Service Rep, still working, a lifelong workplace activist. She is on the Works Council, which is the council where, because it's Germany, they have a Works Council where the management must meet with the workers who are elected. She is on the Works Council both in Germany and at the European level.

When ver.di and CWA arranged to send T-Mobile workers from the U.S. to attend the annual shareholders meeting in May, they arranged for more than 50 workers from ver.di. Fifty union members came off the job and stood in front of 5,000 shareholders-- that's how many showed up that day-- to distribute literature about the double standard and union-busting in the U.S.

They have been here with T-Mobile workers. They are, frankly, our best organizers. Just last week Ado was in New York signing up techs. Even though he speaks very little English, they got the message of solidarity. And they were joining right there with him. This is their third or fourth trip here helping to organize, despite everything they face in their own union in their own country.

They give hope and they give the assurance that ver.di and their two million members in the parent company at Deutsche Telekom are supporting these efforts every day.

Now, together we formed the T.U. This is a new approach. It's not been tried anywhere else in the world or in our own union. As I mentioned yesterday, the workers joined ver.di and CWA. They join your locals.

Ver.di's role will be, when we win recognition-- and we will fight this until we win and eventually that management is going to understand that-- ver.di will be there dealing with the management, that part of the relationship, dealing with management and bargaining, because the management will know that they can't drive some wedge between us, and that when we bargain the union that has half the seats on Board of Directors of the parent company will be there at the bargaining table with us.

So, as more and more workers around the world share the same employers, we need to try new things. We need to try new approaches. We need to make it clear that we can build this kind of solidarity because of the leaders like Ado and Kornelia.

Now, we don't blame Germany for this. This is our problem in the U.S. We credit Germany for the fact that in Germany workers' rights still live on; that in Germany, ironically, 60 years after International Human Rights Day was proclaimed, more than 60 percent of German workers have bargaining rights on the job-- 60 percent. And they have laws that allow for co-determination, and that half the seats on their boards of their companies are elected.

This is our fight, but that we have partners like this to help change the outcome, that help take it to Deutsche Telekom and T-Mobile in their own country and on their own Board of Directors, that's because of the courage and the commitment and the solidarity of Ado and Kornelia. Please welcome them.

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

**BROTHER ADO WILHELM (Mobile Communications Divisional Director, ver.di, Germany):**

Dear brothers and sisters, dear Larry, hello friends. First our heartfelt thanks to you for inviting us to attend your Convention. It is a great honor for ver.di and also for us personally. Thank you for the warm welcome. Frank Bsirske, our President, and Lothar Schröder, our Division Manager and a member of our Board, send you their greetings. Both of them are in total solidarity with you. We are proud to work alongside of you.

I am sorry to say I am not able to speak more English. (Laughter and applause) To save time, I will not do this in German. Kornelia will do my speech in English directly.

Kornelia. (Applause)

**SISTER KORNELIA DUBBEL (Works Councilor, Deutsche Telekom Customer Service):**

Sadly, what has brought us so close together on this occasion is a very unpleasant subject-- the conduct of Deutsche Telekom and its U.S. subsidiary, T-Mobile, is scandalous. It's simply unacceptable to make it almost impossible for you, CWA, the employees of T-Mobile US, to engage in any union activity. I am deeply convinced that Deutsche Telekom's conduct here in U.S. violates national law and also international law.

We, the members of the ver.di in Germany, are appalled at the way this company is intolerant of union rights, doing its utmost to render union work almost impossible by using a great deal of money, pressure, and highly dubious legal procedures. That's something we cannot and won't accept. The German management board keeps claiming that all this is in line with U.S. labor laws. But I can assure you that no one in the world believes this anymore.

At the widely-noted press conference in April in Germany, your President, Larry Cohen, along with Lothar Schröder, Professor John Logan, and Marcus Courtney of UNI Global Union gave a very moving account of the situation at T-Mobile US, and John Logan gave examples of Deutsche Telekom's appalling conduct. There was a huge response. Larry was quoted worldwide, and the media rightly denounced Deutsche Telekom.

I would just like to make a personal comment at this point and say that we are very proud to stand beside you in the battle to assert union rights at T-Mobile US. (Applause)

CWA, Larry with his incredible personal commitment, and Ed Sabol, Tony Daley, Hae-Lin Choi-- all of them with their huge dedication and determination are an inspiration to us in supporting the fight against union intolerance throughout the world.

In many other countries where Deutsche Telekom operates, it behaves in a similar way to here in America. In Southern and Eastern Europe, the United Kingdom, and recently in Greece, Deutsche Telekom has been roundly criticized.

When Deutsche Telekom tried to purchase shares in the Greek national telecom company, the unions protested vehemently and vigorously. Their reason for rejecting a sale to "the Germans" was that they had heard Deutsche Telekom was preventing workers in the U.S. from organizing. (Applause) A company like that was not wanted in Greece.

We believe that Deutsche Telekom, a company that employs around 250,000 people globally, has to behave in an ethical way. Internal corporate rules may be drafted and proudly publicized, but if you lift the curtains things look quite different. Continual violations of their own rules and violations of national and international labor law are the order of the day. Your battle, our common battle, is an incentive for many other unions worldwide to take a stand against Deutsche Telekom's unacceptable methods and unethical conduct.

The company is just harming itself in the end. Its standing in the world is rock bottom. Some clients have decided not to do business with Deutsche Telekom anymore, and investors no longer wish to invest in the company.

In the beginning, we could hardly believe what you told us. In many discussions with Larry, Ed, Tony, and many T-Mobile USA employees, it became clear that outside Germany, Deutsche Telekom has adopted a profoundly anti-union stance. Your Vice President, Ed Mooney, came to Germany with a delegation at the beginning of May. Employees of T-Mobile USA were part of the delegation. Ed and the T-Mobile workers described the situation in the U.S. to German workers at Deutsche Telekom and were met with disbelief and astonishment.

When Klaus Bartel, an important Social Democratic Party member of the German Federal Parliament and someone with a deep understanding of Deutsche Telekom, was informed of the situation by Ed in a discussion at the Bundestag, the parliament, he offered them his immediate support.

We used the Deutsche Telekom shareholders in your general meeting on May 3<sup>rd</sup>-- and Larry told you about it-- to distribute 5,000 leaflets to shareholders outlining Deutsche Telekom's unacceptable behavior. Your delegation attended the general meeting.

We spoke at the annual general meeting reporting on what we had experienced ourselves. We described people's fear about letting it be known they are union members. We described how we were forced off the property last year when we distributed leaflets outside a call center in Richmond.

On this visit, we distributed leaflets outside the call center in Fort Lauderdale. You can see the photographs in the background. We were kicked off the property. The doors were locked as if they were afraid that we would storm the call center. (Applause) And in the end, two policemen came and told us to leave the premises. T-Mobile is afraid of CWA. (Applause and cheers)

Experiences like this last Friday in Fort Lauderdale only encourage us to work harder together. Many shareholders at the annual meeting and investor representatives asked Deutsche Telekom to respond to the accusations of CWA and ver.di and say whether the leaflets were accurate. Deutsche Telekom's answers were always the same-- short and untruthful. "We abide by the law."

Our presence at the annual general meeting is part of our joint campaign against union intimidation. We have distributed the American Rights at Work report and we will continue to do so. In the media and wherever the opportunity arises, we will continue to expose and denounce both the German and American management for their reprehensible conduct toward workers at T-Mobile USA and CWA. We have shown that Deutsche Telekom has two faces: the nasty grimace it makes here in the U.S., and the one we see back in Germany.

But it has to be said that in Germany we are not exactly having it easy either. We in ver.di are not much better off than you at CWA. It's true that we have better rights and laws which make our work more straightforward, but we have also had to fight hard for many things. The positive outcomes we can celebrate today only came about through tough disputes and often also strikes.

Last week, the Board of ver.di discussed the situation here in the U.S. Ver.di represents 2.3 million members, like Larry told us already. Almost 75 percent of all 120,000 Deutsche Telekom employees in Germany belong to our ver.di union. We want to and will use the power of ver.di, along with all means at our disposal, to help improve the situation here and in all other countries of the world where Deutsche Telekom displays similar conduct.

Dear friends, why is Deutsche Telekom so opposed to workers organizing themselves? The answer is very simple. They are afraid of the Communications Workers of America. (Applause)

Big changes are underway at T-Mobile US. For many years, Deutsche Telekom has only been able to keep its head above water with the huge profits secured for it by T-Mobile workers. Profits are falling, costs are rising, and according to Deutsche Telekom, there are too many employees and excessive personnel costs.

Enormous investment is required. There are rumors of plans to go public, sell the company, merge with other companies, and so on and so forth. From their perspective, a trade union, especially CWA which is a strong and highly regarded union, could only interfere with these plans. This is also why they are fighting you.

When we founded our joint T.U., it completely shocked management. We wanted to use the name "T-Union," but they threatened us with legal proceedings, saying the "T" was copyrighted and belonged to Deutsche Telekom. (Laughter) This conduct alone shows the kind of fear that's rife amongst the management.

When Deutsche Telekom arrived in the U.S. by purchasing VoiceStream-- Larry told us about it-- you at CWA were the ones whose hard work made it possible to overcome reservations and barriers. Without you, today's T-Mobile USA wouldn't exist. And now they thank you by attacking you and the workers.

We are certain that we will win this fight together, standing shoulder-to-shoulder. It's a battle that will help many other unions throughout the world, not just at Deutsche Telekom. It will give many others the courage to fight and assert union rights. For this reason alone, our common battle is important.

Dear Larry, we are proud to fight alongside you, alongside CWA. I promise you we will continue to fight until we are certain that we've achieved our goals and that employees can freely choose to join T.U. without the fear of being fired (applause); until they are union members, free to work with CWA to secure respect in the workplace, job security, and better working conditions. (Applause)

**BROTHER WILHELM:** International Solidarity Forever. Thank you.

. . . The delegates arose and applauded cheered at length, clapping in unison . . .

**PRESIDENT COHEN:** Two heroes of the Global Labor Movement for sure, Ado and Kornelia.

And now, this isn't just about supporting Germany. This is about workers in this country, and we heard from one last year from Pennsylvania and this year it's an honor to present a real hero from New Jersey, Joe Micali. He is a field tech at T-Mobile carrying on the fight. Joe?

**BROTHER JOE MICALI:** Greetings, brothers and sisters of CWA. My name is Joe Micali. I've worked as a field technician out of New Jersey for T-Mobile USA for about five years. Prior to that, I was a technician represented by the IBEW.

The difference between union and nonunion is night and day. A clear majority of my co-workers at T-Mobile want to join this union. In the United States of America, we have the right to organize. That right, however, appears to only be on paper.

As we all know, Corporate America has gotten very good at busting unions. T-Mobile USA seems to have become particularly good at keeping unions out. What's their weapon of choice? Anybody? It's fear. In my workplace, I had a manager literally tell me, "If you care about your job, don't even think about the union." This threat has proven very effective at keeping unions out.

My work peers and I had to take a mandatory online training course that in part deals with your union. This online course explained how unions interfere with the business and are a conflict of interest to the company. Whoa! I guess I hit a nerve.

T-Mobile USA has an anti-union manual that they give to their management team. This manual explains in detail how to keep their employees who do not have a voice on the job and keep them in line. Fear has worked so far in keeping us without a union, and that is about to change. (Applause)

Now, I am taking a risk speaking in front of you all today, and I may be punished when I return home. I may lose my job for speaking to you today. But there are times when we have to say "enough is enough." (Applause)

I have had enough of the favoritism. I have had enough of T-Mobile management telling me to work harder, to work longer, to just get it done. I have had enough of working without job security, without a good pension, and without a voice.

Today I am using my voice with a simple message to my co-workers at T-Mobile USA: Stand up for your rights as fellow Americans and join this union. I am taking this stand today because I know two great unions have my back.

I thank CWA for sticking with us for so long. And I am especially grateful for the assistance that ver.di has extended to us. This great German union has illustrated so clearly what solidarity is all about. Ver.di is not only making the lives of German communications workers better, but now they are reaching across the Atlantic to help us, too. And we are forever indebted to ver.di, brothers and sisters. Thank you, ver.di. (Applause)

Thank you for standing shoulder-to-shoulder with me, my co-workers, and the Communications Workers of America. Together, we can make our jobs better. Thank you and danke schön.

. . . The delegates arose and applauded . . .

**PRESIDENT COHEN:** As the song goes, "we are all patriots," and our patriotism means this kind of double standard cannot go on. That's the message today-- "Night and day; Germany and the USA; Night and Day." That happened in the last 50 years under the watch of us and our predecessors. Now it's a night-and-day difference. We had a resolution earlier on Verizon Wireless. Between the Verizon Wireless campaign and this one, there's not a local union in this hall that can't take a stand.

These retail stores are everywhere. With Mark Pearce on that Labor Board, there are bargaining units in reach of every local here. We can't fight the fight in telecom if we don't take the fight to the nonunion pigs that are running these companies, and they are pigs. (Applause) And our solidarity and our unity will triumph.

I recognize the Chair of the Resolutions Committee.

**CHAIR GONZALEZ:** Thank you, Mr. President.

Delegates, please turn to Page 12 of the Resolutions report and look at Resolution 72A-10-7 entitled "Support T-Mobile Workers." I will read the Resolveds of the resolution.

#### **Resolution 72A-10-7 Support T-Mobile Workers**

CWA and ver.di-- Germany's largest union-- have joined together to form T.U., an organization for T-Mobile workers in the United States. In Germany, T-Mobile's parent company, Deutsche Telekom, recognizes workers' rights to join a union and bargain collectively. In America, T-Mobile USA refuses to tolerate the organizing and collective bargaining rights of 20,000 employees creating a climate of fear and intimidation designed to prevent workers from even talking about a union.

Mimicking the anti-union path taken by companies like Wal-Mart, T-Mobile USA distributed manuals that instruct lower level supervisors how to stop organizing efforts. Workers are disciplined if they are seen talking to a union organizer. Security guards harass workers interested in talking to union organizers. The National Labor Relations Board has warned T-Mobile USA for its behavior.

Ver.di has refused to accept this anti-union behavior in the United States at Deutsche Telekom's largest foreign investment and recognizes the importance of union tolerance everywhere in the global economy. While German culture embraces organizing and collective bargaining rights, in the United States employers no longer tolerate organizing and collective bargaining rights. Ver.di and CWA are united to work together to make sure that our global economy raises organizing and collective bargaining rights, and does not depress them.

Ver.di has mobilized its membership in support of TU workers: publicizing the struggle in the United States of T-Mobile workers who want to join their union; publicizing the anti-union actions of T-Mobile to the shock of the German public; and most recently bringing leaders and members to stand up for T-Mobile USA workers at Deutsche Telekom's annual meeting of shareholders.

Resolved: CWA and ver.di celebrate the courage of T-Mobile workers who are standing up in the face of T-Mobile USA's attack on their organizing and collective bargaining.

Resolved: CWA shall bring every political and social pressure to bear on T-Mobile USA to tolerate

organizing and collective bargaining rights consistent with the culture of its parent company Deutsche Telekom.

Resolved: CWA expresses its deep appreciation and admiration for the work of our colleagues at ver.di for the vision, solidarity and energy they have shown in supporting the struggle of T-Mobile USA workers to organize.

Mr. President, the Resolutions Committee moves for the adoption of Resolution 72A-10-7 entitled "Support T-Mobile Workers." (Applause)

**PRESIDENT COHEN:** Microphone 3, Delegate Trainor.

**DELEGATE JAMES TRAINOR (Local 1101):** Brothers and sisters, I rise in support of Resolution No. 7. For the last three years, Local 1101 has been reaching out to T-Mobile workers all across New York's metro market. We hear the same story from our T-Mobile workers and our brothers and sisters: They are tired of low wages, favoritism, and a lack of job security.

T-Mobile workers want to join our great union, but this management has tried to strike fear and terror into their employees. T-Mobile, in fact, is having a captive audience meeting tomorrow to once again try to scare their workers.

Ver.di has done a remarkable job in working with CWA to pressure Deutsche Telekom to treat American workers with the same respect as their German counterparts. Our partnership with ver.di is a great path forward. Ver.di should be commended for their great expression of solidarity with our union.

I urge the delegates to support this resolution. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 3, Delegate Daloisio.

**DELEGATE JULIE DALOISIO (Local 13500):** I rise in support of Resolution 72A-10-7. It is critical for us to organize wireless and cable, both to give these workers a voice at work, and to protect the wages and benefits of our members in these industries and in traditional telecom. We need to raise the bar, not lower the bar.

Ver.di, the German union that represents T-Mobile workers at Deutsche Telekom, gets all of this, and has been standing strong beside CWA and beside the unorganized workers at T-Mobile USA. Together we formed T.U., the union for T-Mobile workers in the U.S. where workers will be jointly affiliated with ver.di and CWA.

We have been hand-billing outside the call center in Allentown, Pennsylvania, for the last five years. Workers drive by and either they try to avoid making eye contact, or they give a thumbs up below the level of their dashboard. The level of fear is terrible. This is because they know security cameras are zooming in on them while the union stands outside, and they are in danger of losing their job if they are observed talking to us or taking a flyer from us.

This must not continue. We need to stand with these workers in solidarity and help them achieve the rights we enjoy and every American should enjoy. With the help of CWA and ver.di, these workers will win. Join us in supporting T-Mobile workers. Thank you. (Applause)

**PRESIDENT COHEN:** Resolution 7 is before you. All those in favor of the resolution, please indicate by raising their hand. Down hands. Opposed by a like sign. It is adopted. (Applause)

I want to thank the Resolutions Committee for their service. I want to thank our brother and sister from ver.di, Ado and Kornelia, for their service to this union and to the global labor movement, and I want



to thank the T-Mobile workers across the country for standing up shoulder-to-shoulder with us and fighting back. Thank you all. (Applause)

Now I have the Next Generation Committee here on the platform, and I recognize CWA Vice President Jim Clark to introduce the Committee. Jim? (Applause)

**VICE PRESIDENT JIM CLARK (IUE-CWA Industrial Division):** Thank you, President Cohen. Thank you very much. Good afternoon, brothers and sisters.

At last year's Annual Convention, a group of local activists introduced from the floor a resolution on the CWA Next Generation Committee. The primarily young leaders not only wrote the resolution, but they gained the support from a broad base of Convention delegates, younger and more mature attendees.

The resolution went beyond creating just a committee in name only. They clearly articulated the need to engage the next generation of workers within our union. This committee was put together with the representatives from all of our sectors, the division, and the districts, including both staff and local leaders. The committee, working under the leadership of Executive Vice President Annie Hill, began their work in March of this year, and they are here today to present their preliminary report to the Convention.

I will introduce them now. Here in attendance today are:

Vera Mikell, Local 2205  
Tim Strong, Local 4900  
Jeff Reamer, Local 13000  
Karly Safar, Local 3865  
Kari Bienias, Local 14156  
Maurice Whitehurst, Local 52031  
R.J. Hufnagel, Pittsburgh Guild  
Dante Harris, SFO Council 11  
Jason Burns, Local 6401

Also on the Committee, but not present today, is Greg Sampo, Local 1118; Raymond Mehaffey, Local 3805; Sara Stefans, Local 39521; Jean Broughton, Canadian Media Guild; Bob Hardy, Local 84963; and Kevin Kimber, Local 6016.

CWA staff on the Committee are Ann-Margaret Sanchez-Tovar, District 6; Susan McAllister, District 7; Bill Bates, Beth Allen, and Kevin Celata from Headquarters.

I now turn it over to the Next Generation Committee for their preliminary report.

. . . The Next Generation Committee presented its report, as follows, with a slide show running in the background . . .

**COMMITTEE MEMBER:** Good afternoon, brothers and sisters. The CWA Next Generation Committee would like to thank each and every one of you for your support in our efforts to prepare for the future by investing in our future leaders to prepare them for tomorrow. The next generation of union members has changed significantly with the increase in social media outlets, worker mobility, and the decrease in service longevity, among other variables. Our goal is to prepare the current leadership for the challenges that our union may face in the future.

Union membership has declined significantly in recent years. For this reason, identifying new activists, mentoring new leaders, communicating, and organizing in a world full of change is integral to our success at rekindling the labor movement.

In order to lead someone has to follow, and in order to follow, someone has to lead. With that said, we would like to present a short video that you will find quite interesting and entertaining, to say the least. It emphasizes the importance of the role that both leaders and followers play. Enjoy.

. . . A brief video was shown about what it takes to be a leader . . .

**COMMITTEE MEMBER:** It takes guts to be the first follower. Our Committee showed this video to encourage all of you, the leaders of CWA, to open your eyes to the potential of new ideas and ways of thinking about our union and our future. As a leader, having the courage to support new and different ideas and those members fostering that vision is what galvanizes and inspires and creates a movement within your locals and within our union.

We discussed the fear that many of us may feel in fostering change, but ultimately we believe our power lies in engaging our members and encouraging social, family and community elements, partnerships, social justice, and a strategic vision to create a highly-skilled, diverse and well educated membership that addresses the inclusion of today's workforce and inspires our union's growth.

We would like to show you another video that will tackle some of the fears that we discussed and our beliefs as to the strength that new ideas may bring to our movement.

. . . A brief video was shown explaining the purpose of the Next Generation Committee and its role within CWA. . . . (Applause)

**COMMITTEE MEMBER:** The resolution establishing the Next Generation Committee directed the Committee to address the following issues.

Issue No. 1: 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 that the union operates.

Issue No. 2: New organizing and mobilizing opportunities for the union through social networking (Twitter, Facebook, MySpace, blogs, texting, and other online networks and new media).

Issue No. 3: Getting the word out to future officers and activists about the union's resources and opportunities on training, mentoring and communications. These include but are not limited to organizing institutes, leadership schools, higher-education programs, and the Minority Leadership Institute. Recruiting and training of younger and newer activists for CWA's expanded organizing programs.

In response to these issues, the Committee recommends the following actions:

**ACTION:** CWA will create and expand programs to serve workers who are not connected to traditional bargaining units. These programs will provide networking opportunities, access to professional training and support through CWA/NETT, and a forum for shared political action, while promoting the health, safety and economic well-being of workers. CWA will also explore existing and new models for offering portable benefits and support to independent members. Ideally this moves us toward a system where union membership and benefits stay with the independent member as he or she moves from job to job.

**COMMITTEE MEMBER:** **ACTION:** CWA will continue to expand its use of "online and social networking tools" to communicate and stay connected with membership and to build its list of member e-mail addresses. In addition, as part of an online toolkit established and maintained by the union, CWA will provide local leaders and membership with training resources and guidelines that will help their locals benefit from using this new technology.

**COMMITTEE MEMBER:** ACTION: CWA will establish scholarships for one person per eligible district and sector to participate in CWA's Organizing Institute and one person per eligible district and sector to participate in Leadership School each year. CWA will also create a member internship program to support the work of committees at the National Convention. These scholarships and internships will be for new activists who have not attended similar programs or the National Convention in the past. CWA will expand communications to encourage local participation for new leaders in training programs.

CWA will continue Next Generation-specific organizing institutes to address the needs of new activists.

ACTION: CWA will incorporate training on how to mentor new leaders into existing leadership education programs.

**COMMITTEE MEMBER:** CONCLUSION: The Next Generation Committee has spent the past few months researching existing programs at CWA and developing our recommendations. Because we did not begin until March of 2010, we feel that we need more time to complete our work. In particular, some districts have already sent out Next Generation type surveys and we believe that undertaking something similar at the international level would enlighten us to new members' ideas and make them aware of CWA's intention to broaden its scope and commitment to cultivating new leaders and activists.

**COMMITTEE MEMBER:** ACTION: The Next Generation committee will set up a web page to serve as a clearinghouse for information. The Next Generation committee will also create a toolkit which will provide educational materials for locals to use with new members and examples of Next Generation Committees to serve as models for locals.

ACTION: The Next Generation Committee will conduct a survey of newer members to identify what would motivate them to become involved.

ACTION: CWA will establish a Next Generation SIF in order to fund the survey, scholarships, and related outreach efforts.

**COMMITTEE MEMBER:** ACTION: The Next Generation Committee will complete its work within the next 12 months and transition ongoing activities to locals and the appropriate district and national staff. The Committee will present a final report on its work to the 2011 National Convention.

And lastly, we would just like to thank Executive Vice President Annie Hill for her direction and support and her leadership. Throughout this entire time, she has provided a lot to us and the Committee. Our thanks to her for that. (Applause)

**VICE PRESIDENT CLARK:** This is the first preliminary report from the Committee, so action to accept will not be necessary, but we will call upon speakers who want to speak on the report. I call upon Microphone No. 3, Jerry Rogers from Local 2205.

**DELEGATE JERRY ROGERS (Local 2205):** Delegates, I stand in support of the Next Generation Committee. For CWA to continue to grow in a slowing economy, we need this committee to work with all the locals to help us reach out to the younger members by educating them. In return, these young members will learn to organize new members, mobilize existing members, and learn leadership skills.

I stand here today to ask delegates on this floor at this convention to support the Next Generation Committee, and I want to thank you for the hard work. (Applause)

**VICE PRESIDENT CLARK:** I call upon Bill Henning, Local 1180, at the No. 3 mike.

**DELEGATE BILL HENNING (Local 1180):** I rise to add my voice to underscore how critically important this report is to the future of our union. As I do so, however, it might be to offer what I will call critical support of this report.

Yesterday in his remarks to this Convention, President Larry Cohen exhorted us, saying we need to be about taking risks and trying new strategies. He reminded us that we could not succeed if we were not ambitious, if we don't aim higher. He told us that with bold action and leadership, we were determined to move forward.

Later we heard from fast-talker and our Secretary-Treasurer Jeff Rechenbach, who quoted Mary Booth: "If we are to better the future, we must disturb the present." Sadly, my brothers and sisters, this report falls short of the mark.

Last year, in moving this resolution, I spoke to this Convention as an old geezer, and in October I turned 60. Thirty years ago, I spoke to a CWA Convention, and I guess in those days I was representing what we called the "next generation." So, if you will permit me, I offer some simple suggestions about how today's 30-somethings and 20-somethings need to go about taking their rightful place as leaders of our union.

Did I say simple? Did I say suggestions? Let me rephrase that. Here's what you must do: You must fight your way in. There is a school of thought that says you pay your dues, and you rise your way slowly through the ranks. Our times do not permit us the luxury of doing it that way, if it ever did. We need radical revolutionary change in our union, and in our labor movement.

Do not expect us, the elders in our union, to step back and invite you to take our places. That's simply not going to happen. You need to challenge us. You need to contest our ideas with your own. You need to be free to do stuff, and I appreciate the fact that you've got a video from me 30 years ago. That was me on the hillside dancing there. (Applause)

You need to be free to do stuff and, yes, you need to be free to make mistakes. And if we are honest with ourselves, let's think for a minute about the impact of the next generation taking some risks and making mistakes.

Can we be any worse off than we are now? How bad can it get? Over the past 30-plus years of my activism in CWA, the share of workers in unions has steadily declined. Over the past 30 years of my activism in CWA, the share of income from the increased productivity of U.S. workers has been stagnant while corporate profits have zoomed.

So I want to say a couple of things about why it's important-- and, you know, Karly, I love you dearly, but you gave the wrong answer. The answer that you should have given in the video about us old-timers getting out of there, your answer should have been "yes." It's time for us to go. But we are not giving it up. You need to fight your way in. You need to make us respect your ideas. You need to understand and make us understand that the next generation of workers is what's going to build the labor movement in this country. (Applause)

A lot of us in this room think of ourselves as young people. But the reality is that a labor movement with 60-year-old leaders is a very different labor movement than with 40-year-old leaders. And we need to make our leaders younger, make our leaders more vibrant, make our leaders speak for the next generation of workers. Our union demands it. Our labor movement demands it. The working class demands it. We have to make room for you, and the only way we are going to do that is if you push us around. Thank you. (Applause and cheers)

**VICE PRESIDENT CLARK:** All right. We have someone at the Questions mike, Bradley Harmon.

**DELEGATE BRADLEY HARMON (Local 6355):** In the spirit of my brother from New York, I'm going to push you around a little bit. Why didn't this committee start working until March when this resolution was passed last summer? When we talked about how important it is for us to immediately start bringing in and developing plans for the next generation of leaders for this union, I am really concerned about why it took so long for this committee to start working.

**EXECUTIVE VICE PRESIDENT HILL:** I'll answer that for you. Unfortunately, there were just a lot of different things going on, and tomorrow we will talk about how long it takes to put together a structure, and how important it becomes for when we want to get things done, to have that structure in place--getting people to select people, putting together the right committee. We just didn't get started as early as we wanted to get started.

I also have a lot of other responsibilities, so I will take some of the heat for that, if you will, about not getting the group together sooner. But it is a great group, they have done terrific work, and they are ready to go to it and get the job done. (Applause)

**DELEGATE HARMON:** I have a lot of respect for the Committee and a lot of respect for the mission of the Committee, and I appreciate that answer. I guess my follow-up question would be: At the next Convention, is this committee going to be able to have the resources and time and support that it needs from the union to give us a more substantive plan on how we are going to bring about greater diversity, frankly, in age in the leadership of this organization?

**EXECUTIVE VICE PRESIDENT HILL:** Absolutely. We have already started, and before we leave here we want to start putting together a plan about how we are going to continue the work that we have started here. (Applause)

**VICE PRESIDENT CLARK:** Thank you. And quite frankly, too, Annie is probably being somewhat kind, myself included, but some of the Vice Presidents were a little bit slow when getting our names to her for the Committee, so there is some shared blame all the way around.

We will allow one more remark toward the Committee's report, and I recognize the No. 3 microphone, Jennifer Towery from Local 34086.

**DELEGATE JENNIFER TOWERY (Local 34086):** I am proud to be next to speak for this report and I commend the Committee for the work they have done and for their initiative in doing it.

Our union and our locals are changing, and we must change, too. It's long past time we stopped wondering how to reach out to our uninvolved members, to our new members, to our young members, and let them know what we do for them. It's time we started reaching out to the new members and to the uninvolved members and asking them what their needs are, what their skills are, what we can do for them, and how we can help them prepare to be the next generation of CWA leaders.

The work of this Committee is crucial, but it is a work in progress. They need our support to keep going. Even as we applaud all they have accomplished, we have to give them our support to go farther, do more, and they did do it in a very short amount of time.

Here is the message that we should all be taking home to our locals, to our new members, to our young members, and our uninvolved members, and it is fewer than a 140 characters. "You are our future and we need you. We need you to be involved." I urge adoption of this report and continuation of this important work.

**VICE PRESIDENT CLARK:** Thank you very much. (Applause)

All right. If you will join me as we let the Committee go. Thank you for your report. Join me in again congratulating the future face of the CWA. (Applause)

**PRESIDENT COHEN:** I would ask for quiet in the hall, please. The Memorial service is next. Some family members are up here.

. . . "Taps" was sounded . . .

**PRESIDENT COHEN:** As we meet here in Washington, D.C., for the 72<sup>nd</sup> 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 remember the contributions of these men and women who 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.

**SECRETARY-TREASURER RECHENBACH:** Mary Bryant, retired CWA District 3 staff representative, was a union activist for 37 years. She died on November 6, 2009, at age 80. Bryant joined CWA in 1950 while working as an operator, service representative, and frame and switch technician at South Central Bell.

She served as Steward and Treasurer of Local 10511, was an Executive Board member of the Mississippi AFLCIO, and served as President of the Jackson, Mississippi Central Labor Council before joining the CWA staff in 1978. That year, she was appointed Mississippi Director for District 10, now part of District 3. She also was active in state politics in her state, helping to evaluate and elect pro-worker candidates for local and state offices. She retired in 1989.

Arthur Harris, retired administrative assistant to the Communications and Technologies Vice President, died February 17, 2010, at age 75. Harris began his union work in 1970 when he went to work for AT&T Long Lines in Norfolk, Virginia, as a communications technician. He served CWA Local 2250 as Steward and President prior to joining the CWA staff in 1982. As a Long Lines representative for District 1 in New York, Harris handled grievances, arbitrations, and contract administration.

In 1990, Harris was appointed administrative assistant to the Communications and Technologies Vice President in Washington, D.C. He also served as an alternate on CWA's Committee on the Future in the 1980s. He retired in 1996.

**EXECUTIVE VICE PRESIDENT HILL:** J. Duane Haywood, retired special assistant to the President and former District 7 Vice President, died August 13, 2009. He was 84. Haywood's four decades of union service began in 1946 when he joined Northwestern Bell in Davenport, Iowa. He held numerous leadership positions with CWA Local 7117 and joined CWA District 1 in 1964. In 1967, he moved to the District 7 office in Omaha, Nebraska, and was named area director for Minnesota and North and South Dakota in 1974. He was elected District 7 Vice President in 1980 and served until 1986, when he was appointed a special assistant to the CWA President, a position he held until his retirement in 1987.

Kenneth Mathes, retired administrative assistant to the District 7 Vice President, died October 3, 2009. He was 87. Mathes joined CWA in 1951, working for General Telephone in Oxnard, California, as a lineman, installer, repairman, switchman, and sales representative. He served as president of Local 9575 from 1961 until he joined the CWA staff in 1965. Beginning in 1967, Mathes worked for District 7, first in Des Moines, Iowa and later in Omaha, Nebraska. He was named Nebraska director in 1974 and in 1980 became Area Director for Nebraska and North and South Dakota. A year later, Mathes was named administrative assistant to the District 7 Vice President.

While a local leader, Mathes served as President of the Ventura County (California) Central Labor Council, headed the Ventura County COPE effort and served as president of the Southern California CWA Council. He retired in 1983.

**SECRETARY-TREASURER RECHENBACH:** Ellis Miller, Staff Representative for IUE-CWA Region 8, died July 21, 2009, at age 57. He had just concluded a successful round of negotiations for IUE-CWA. Miller joined IUE-CWA Local 1113 in 1976 after going to work as a machinist at Allis-Chalmers (Siemens) in Little Rock, Arkansas. He served the local as chief steward, secretary-treasurer and president. In 1985 he was appointed a field representative for IUE District 11, and in 1991 was named the district's COPE and Education Director.

Miller was known as a skilled negotiator and led many multi-plant negotiations with employers. He organized workers from California to Massachusetts, including a campaign at Raytheon in Boston. In his home state of Arkansas, Miller helped found the Citizens First Congress, a non-partisan coalition of labor and progressive organizations that works for positive change in state policy.

**EXECUTIVE VICE PRESIDENT HILL:** Ellen Prince, retired staff representative for District 7, died February 26, 2010. She was 71. Prince's lifetime of service to CWA spanned nearly 35 years, beginning in 1959 when she began work as a telephone operator at Mountain Bell Telephone in Clovis, New Mexico. Prince served CWA Local 8639 as Steward, Secretary-Treasurer, Vice President and President. In 1984, she was appointed to the District 7 staff, and helped organize state employees in New Mexico and assist locals in contract negotiations.

She was active in politics, including an unsuccessful campaign for the New Mexico House of Representatives. Throughout her career, Prince lobbied state legislators for workers' rights and testified before the state legislature against the state's Right to Work law. She retired in 1995.

**PRESIDENT COHEN:** Rosamarie Torres, who was a CWA legislative representative in Washington, D.C., and helped to build the Texas State Employees Union, Local 6186, died Saturday after a long battle with cancer at 55.

Rosie graduated from Rutgers University in 1978 and was an associate faculty member at Rutgers Labor Education Center. Later, she worked as a legislative liaison for the Texas Alliance for Human Needs, and as a staffer in the state legislature. Rosie, with her husband Eduardo Diaz, worked to build the TSEU. As a legislative representative for TSEU, Rosie helped fight privatization.

Eddie Diaz was our International Affairs Director and Assistant Director of Organizing until his death in 2000 at age 41.

In 1997, Rosie joined CWA in Washington as a legislative representative, with a focus on social security, health care, and public sector issues. She left in 2008 due to her long-term battle with breast cancer.

Rosie touched everyone she knew. While at CWA, she was a person of great warmth and great caring, and her passion for CWA was so strong and so clear. Later, we admired her great courage in the face of a devastating illness and her determination to be here as long as possible for her daughter Victoria. Just a year ago, Rosie was here with us at our convention, and she spoke at the Public, Health Care and Education sector meeting. Despite being in great pain, she greeted everyone with her amazing smile.

Together, Rosie and Eduardo were a terrific team and all of us at CWA benefited from their dedication to our movement. To their daughter Victoria, who is 13, we promise to keep alive the memory of her wonderful parents.

When Eduardo passed away, just 10 years ago, on July 18, 2000, I said: the loss of his love and friendship is beyond measure. Today, we remember Rosie in the same way. Hasta la victoria siempre. (Applause)

**VICE PRESIDENT MARY TAYLOR (District 7):** Retired District 7 Vice President Louise Caddell, who spent 40 years fighting for working families and CWA died October 4, 2009, after a three-year battle with leukemia. She was 60. Louise was a long-time leader of Local 6143 in San Antonio, Texas, and also served as Vice President, Steward and Legislative Director, first joining CWA in 1967 when she went to work at Southwestern Bell.

In 1988, Louise became a CWA representative for the Communications and Technologies Sector in New Jersey and later in Washington, D.C. In 1993, she joined District 7 staff and in 1999 was appointed administrative assistant to the District 7 Vice President. In 2005, after 30 years of coordinating CWA and labor efforts in Texas state and national political campaigns, Louise was appointed to head CWA's legislative and political programs.

Illness forced her return to District 7, where she eventually resumed her position as assistant to the vice president and in 2008, was elected District 7 Vice President. During her tenure Louise worked to resolve difficult contract negotiations with Qwest and to extend CWA representation to public safety workers. Louise was named Democrat of the Year by the San Antonio Democratic League, and was honored by the San Antonio AFL-CIO and Texas State Democratic Executive Committee.

**PRESIDENT EMERITUS MORTY BAHR:** James B. Booe. Secretary-Treasurer Emeritus James B. Booe, who helped guide CWA for nearly 45 years and fought to protect members' pensions during the breakup of the Bell System, died July 9th. He was 83. Jim retired as Secretary-Treasurer in 1992 after having served CWA as Secretary-Treasurer and Executive Vice President. He became a union activist in 1946 after leaving the U.S. Navy to work as a Western Electric installer, and in 1950, he joined CWA Local 9571, now Local 9586, after transferring to General Telephone of California to work as a switchman. Following service in Korea, Booe returned to serve his local as Chief Steward, Vice President and President, as well as Secretary-Treasurer of the Southern California CWA Council.

Jim joined the staff in 1960 as a District 9 CWA representative, and became Northern California director in 1965. In 1968, he was named assistant to the District Vice President, and was elected District Vice President in 1970. In 1976, Booe moved to Washington, D.C., to serve as assistant to CWA President Glenn Watts, and was elected Executive Vice President in 1980. He was elected Secretary-Treasurer in 1985.

As head of CWA's governmental affairs program, Jim chaired CWA's political action fund, building the program into a force in American politics. He served as a member of the Democratic National Committee. Jim was named secretary-treasurer emeritus by delegates at the 54th CWA convention upon his retirement. Following his retirement, he founded the Retired Officers and Staff Association, known as ROSA.

With us today remembering Jim are Judi, his wife of nearly 36 years, and some of his six children, twelve grandchildren, and three great grandchildren. We share their loss.

On a more personal note, the elections that took place in 1985 were the first time in the history of our union where the offices of President and Secretary-Treasurer were vacant at the same time. That year I was privileged to run with Jim as a team. Since both of us were entering uncharted waters, we were determined to build on each other's strengths. For example, Jim had done such a great job in building and directing our political and legislative agendas that we agreed it would be in our members' best interest to have him continue this work as Secretary-Treasurer.



Similarly, his work as a member of the Democratic National Committee resulted in building enormous respect for our union across the political spectrum. So I asked that Jim remain as a member of the DNC and continue his good work. Jim was a true union-builder. He loved this union and the members we were privileged to represent.

To the Booe family, especially the grandchildren and great grandchildren, we are here to celebrate your grandfather's life even as we mourn his passing. Your grandfather knew that election to high office in our union carried huge obligations. The actions we take every day in some way impact on the lives of tens of thousands of families. For almost 45 years, Jim Booe awoke each morning anxious to fulfill that obligation.

Through political action, community activities and collective bargaining, your grandfather almost daily made a positive impact on the lives of our members, their families, and the communities in which they live. Because of him and the work he did, countless working families are living better lives today than they would have if Jim Booe had not touched them.

Through the years ahead, when you think of your grandfather, always remember that he met the highest test of all-- he left our union and our nation better off than it was when he began his work 45 years earlier, thus setting a high standard for all who will come after him.

Florence and I extend to Judi and the entire Booe family our love and sincerest condolences.

**PRESIDENT COHEN:** We now remember those CWA Local officers who have passed since our last convention:

Milton Bagby, Local 1085 Vice President  
Dina Finn, Local 81381 Trustee  
Dennis Parsons, Local 82647 President  
Clarence M. Atkins, Local 3204 President  
Martha True, Local 3204 President  
Barbara L. Heath, Local 3310 Treasurer  
Steven M. Wright, Local 14759 President  
Michael M. Due, Local 14845 Treasurer  
Jack Hayes, Local 6113 Vice President  
Jim Floersch, Local 6372 Vice President  
Howard Asman, Local 7304 EVP  
Pete Goodman, Local 9119 Vice President  
Richard Holoka, Local 13000 Unit 22 President  
Jon Erickson, Local 13000 Unit 54 Representative

Their legacy is the union that we all strive to build every day, and we will remember their dedication to CWA and their determination to achieve workers' rights. We pledge to carry on that work. May they rest in peace.

. . . "Taps" was sounded . . .

**PRESIDENT COHEN:** Thank you.

Will the Appeals Committee come to the platform, and as they do will you all join me in recognizing our Secretary-Treasurer Emeritus, Barbara Easterling. Stand up, Barbara. (Applause and cheers)

Without recognizing them all, many former colleagues of Jim Booe were up here on the platform as well.

As the Appeals Committee is coming to the platform, I just want to read out on a couple of items from previous years.

In 2008, the Convention ordered a case, Dennis Deem and others out of Local 6377, to be arbitrated. AT&T initially refused to arbitrate. Months later they agreed to arbitrate. The first day of the hearing was February 25<sup>th</sup> of this year, and three more hearing dates are scheduled in the weeks ahead in the month of August.

In 2009, the Convention ordered a case filed by T.C. Gillespie, Secretary-Treasurer of Local 6201, on behalf of Henderson Palmer, and just a couple months ago that case was satisfactorily settled. (Applause)

I will introduce the Committee. We are all here:

Anetra Session, President, CWA Local 6327  
Michael Smith, President, CWA Local 4103  
Louis Scinaldi, President, CWA Local 2202  
Don Trementozzi, President, CWA Local 1400  
Chair of the Committee, Valeri Dossett, Executive Vice President, CWA Local 7019.

I recognize the Chair of the Committee.

**DELEGATE VALERI DOSSETT (Local 7019, Chair, Appeals Committee):** Thank you.

The Appeals Committee convened on July 22, 2010, through July 25, 2010, at the Washington Hilton in Washington, DC, for the purpose of receiving and disposing of appeals in accordance with the CWA Constitution and the appeals procedure of the Union as established by Conventions and the Executive Board.

The Committee was available to meet with interested parties on Saturday, July 24<sup>th</sup> and Sunday, July 25<sup>th</sup>, 2010, between the hours of 2:00 p.m. and 6:00 p.m. Outside of these hours, the Appeals Committee was available by appointment. Our recommendations are based on the information in the files, as well as additional information that was provided to the Appeals Committee.

The Committee would like to thank Gail Evans, administrative director for District 2, for her support and guidance.

The Chair recognizes Mike Smith.

**COMMITTEE MEMBER MICHAEL SMITH (Local 4103):**

### **APPEAL NO. 1**

CWA Local 6171 President Allen Whitaker has appealed the Executive Board's decision in a case filed on behalf of Odessa Kirkland. The Executive Board upheld the decision not to arbitrate Ms. Kirkland's promotion bypass grievance.

Ms. Kirkland is employed by Verizon as a Senior Remittance Clerk. Verizon posted a bid for a Customer Relations Specialist. Ms. Kirkland applied for the position but was deemed not qualified for the position. The company notified her that she did not receive the position in May of 2008. In 2006, Ms. Kirkland had applied for, and was offered, a Customer Relations Specialist position, which she declined. Review of the file in this matter shows that Ms. Kirkland did not possess the necessary qualifications required by the company. The job bid required extensive knowledge in FIOS and DSL packages, two

years minimum work experience within the last two years in a customer contact environment and experience with providing high level responses to customer complaints. The local failed to provide any proof that Ms. Kirkland did, in fact, possess such qualifications.

The Local simply argues that because Ms. Kirkland had previously been offered the position in 2006, she should have been offered the position in 2008. During the grievance process, the company investigated this issue and asserts that the 2006 offer was made in error. Regardless of whether the offer was made in error, there is no evidence that Ms. Kirkland possessed all of the necessary qualifications.

The Appeals Committee, after careful review, recommends that the Executive Board's decision in this case be upheld and the appeal of Allen Whitaker, on behalf of Odessa Kirkland, be denied.

**PRESIDENT COHEN:** At Microphone 4, Delegate Whitaker.

**DELEGATE ALLEN WHITAKER (Local 6171):** President Cohen, Distinguished Members of the Executive Board, Fellow Delegates: The facts of this grievance are more complex than what was in your report. Ms. Kirkland was awarded the position of Customer Relations Specialist in 2006. She declined the position at the time due to several reasons, her medical condition being one of them. The position was a lateral move.

Three months later, Verizon posted five part-time Customer Relations Specialist positions. Ms. Kirkland again was offered the position. She declined to accept part-time hours. The positions were filled with external hires with no knowledge of Verizon systems, files, or DSL.

Later when Ms. Kirkland applied for the CRS position she was deemed not qualified. When the union raised the issue that she had previously been awarded the positions and declined, Verizon simply stated she was offered the position erroneously.

The company's position that she was not qualified cannot be valid. They filled five positions and trained those employees from the street with no VZ system or product knowledge. I stand before this convention and ask you for your consideration to overturn the Appeals Committee decision by not voting for this. (Applause)

**PRESIDENT COHEN:** Okay. There are no other speakers, so let me just explain that a vote-- I probably don't have to do this, but I want to make sure we are all on the same page. A vote "for" is a vote for the committee's position. A vote "against" would be a vote to reverse the committee and arbitrate the case. We are not going to have multiple motions on any of these. One motion is all we need. Everybody get it. Vote "for" is to sustain the Committee. The vote "against" is to arbitrate the case.

All those in favor of the committee report on Appeal 1, please indicate by raising your hands. Down hands. Opposed. We arbitrate the case. (Applause and cheers)

I recognize the Chair of the Committee.

**CHAIR DOSSETT:** Thank you. The Chair recognizes Don Trementozzi.

**COMMITTEE MEMBER DON TREMENTOZZI (Local 1400):**

## APPEAL 2

Kimberly Wolf has appealed the Executive Board's decision concerning CWA Local 9510's Trial Court decision, finding her guilty of violating the CWA Constitution, alleging she brought the local into disrepute and suspending her from membership for 180 days.

Ms. Wolf was charged with turning another member in to management causing an investigation to be conducted into the other member's conduct. At the time of this occurrence, Ms. Wolf was an Executive Board member of Local 9510 and the complainant was a longtime steward of the local. Ms. Wolf's appeal to the Executive Board raised several issues concerning the trial procedures and alleges that the charges were not proven.

While there was no direct testimony that someone saw or heard Ms. Wolf reporting to management, there was testimony that a manager told another employee that Ms. Wolf had reported the incident to management. There is no dispute that an investigation was initiated. However, testimony indicated that the nature of the "report" to management consisted of Ms. Wolf calling management to take off the remainder of the day of the incident in question. Furthermore, there was no discipline issued to the complainant. The Executive Board found no merit to her arguments concerning the trial procedures.

The Appeals Committee, after review of this matter, has an issue with the timeliness of the trial. The incident occurred on May 1, 2008. Ms. Wolf was charged on June 17, 2008, and the trial did not occur until July 22, 2009, some 13 months later. Ms. Wolf was found guilty by the Local Trial Court and served her suspension from October 2009 to April 2010.

While the Appeals Committee realizes that the suspension cannot be "undone," we feel that due to the untimeliness of the Trial Court and the lack of direct evidence, the Appeals Committee recommends that the decision of the Executive Board be overturned and the appeal of Kimberly Wolf be upheld.

**PRESIDENT COHEN:** Microphone 3, Delegate Sanchez.

**DELEGATE RICH SANCHEZ (Local 1170):** My brothers and sisters, I stand and rise in favor of the Appeals Committee's decision to support Kimberly Wolf. Kimberly Wolf has been a dedicated member of Local 5910-- or 9510, excuse me-- and I just want to tell you, as someone that has known her for the last six years as being an honorable and credible lady that has worked very hard for her local, these charges and the facts that have been presented to you are unfair and untrue.

As you heard from your Appeals Committee, the biased statements that are being made here with regard to the trial being fair, it was not. There were members who were put on here, including Mr. Bell, who Kimberly was looking into their financial expenses that he was taking from their local, and she was trying to support her membership. As we all know in these financial times, to do the right things for our members, he was actually on the jury against Kimberly.

So, I appreciate the fact that 9510 wants to put this out and give this misinformation to you all, but I am standing here in support of the Appeals Committee as an unbiased part of who we are, to look at the facts from both sides. They have had their opportunity to do so. Kimberly supported that by showing what she had. Please free Kimberly Wolf and support the Appeals Committee. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 4, Delegate Williams.

**DELEGATE KENNETH WILLIAMS (Local 9510):** I appreciate the work of the Committee, but I must stand with my membership and uphold this recommendation.

The facts here are simple. On May 1, 2008, Executive Board Member Kimberly Wolf and a 25-year steward, Cathy Friesen, got into a verbal disagreement. There is no disagreement in the report. There is no disagreement in what I just said. Executive Board Member Kimberly Wolf left the workplace. She then called her first level and then her second level and told them she had to leave the workplace. The question is: What did she tell those managers? That's the only question here.

Subsequently, the steward was questioned by the first and the second levels regarding possible violence in the workplace. During the next Board meeting on March 14, 2008, Wolf was questioned about the incident. She refused to answer questions relating to the incident, stating it was not the proper forum, our duly scheduled Executive Board meeting.

To continue on: To address the timeline, at the time Kimberly Wolf was an Executive Board Member and elections were coming around in our local. The then-President, three years prior to that, they had a political affiliation.

I was sworn in December of 2008. The prior administration did nothing, zero, to address these issues. In January when I became aware of the issue, along with a number of other things that I needed to address and six weeks prior to entering into bargaining with AT&T Mobility, I went to Cathy Friesen. She's a 25-year steward and all she wants to do is work for the members. I asked her, "Cathy, what do you want to do about this? Nothing has been done to this point."

Cathy said, "I could have lost my job." There is a zero tolerance for aggression in the workplace in AT&T. So, I proceeded to start with the process. At the time, there was no trial court. We had to train the trial court. We had to do the scheduling, not to mention the fact that we were involved in multiple contracts-- AT&T Mobility, AT&T Landline-- and the court.

Ms. Wolf refused to talk to the prosecutor on the record, which also cost some time. If you look at the end of paragraph three of the Appeals Committee report, they stated there were no issues with the way we handled the trial. So we did the trial correctly once we are we were able to get started.

The trial court consisted of five members, one alternate, one recorder, Ms. Wolf, and her representative, Cathy Friesen and her rep. The actual day of the trial was two weeks after the initial date because Ms. Wolf wanted two weeks to prepare. So obviously the timeline wasn't an issue for her.

At the trial, the first day of the trial, there were witnesses called who they testified for the accuser, Cathy Friesen, and a witness. The trial ended about midday. Ms. Wolf said she needed time to prepare. She was granted that time again.

The next day I called in the same eleven people-- the five trial court members, one alternate, one recorder, Ms. Wolf and her representative, Cathy and her representative. Ms. Wolf did not testify and called no witnesses.

I would like to move on to just quote the Executive Board, and this is a quote, "Clearly a local officer turning members in to management that could result in discipline to the member is reprehensible, and would, in fact, adversely affect the reputation of the local and the union."

I want to refer back to May 14 of 2008, 13 days after the incident. I sat on that Board as vice president of the AT&T unit with Ms. Wolf. I, like Ms. Wolf, took an oath to protect union people, to protect the contract, and to build the union.

I submit to you that when you are asked by the Executive Board, there is no improper place or improper forum to answer the question. "Did you go to management on a fellow member?" That's the only proper place for that. Ask me that question anywhere, and if I am innocent I'm going to tell you I didn't do it. She didn't testify at the trial court. She didn't answer to the Executive Board. She didn't answer that question at a duly called membership meeting during her appeal.

I am in California. I'm not in New York. And I just want to say this to you, brothers and sisters--

. . . The microphone was turned off . . .

**PRESIDENT COHEN:** Time is up. (Applause)

Microphone 5, Delegate Santora.

**DELEGATE T SANTORA (Local 9000):** This is a question for the Appeals Committee. Since the suspension has already taken place, what is the practical impact of turning this recommendation down?

**CHAIR DOSSETT:** That would be clearing her name.

**PRESIDENT COHEN:** Second question, or is that it?

Microphone 3, Delegate Pusloskie.

**DELEGATE JOHN PUSLOSKIE (Local 1170):** Brothers and sisters, I rise in support of the Appeals Committee. We have a Constitution in place, a process in place to handle charges. The trial was not handled in a timely process according to the Constitution, 13 months. Can the floor overturn what the Constitution says? I think we need to uphold the Constitution, uphold the Appeals Committee, and support this report. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 5, Delegate Woods.

**DELEGATE TEREZ WOODS (Local 4309):** My question is to the Appeals Committee or necessarily to the Executive Board. Specifically, are you saying that the Constitution has been violated and the trial was held in an untimely manner?

**CHAIR DOSSETT:** Based on the information in the file, the Appeals Committee determined that we felt it was untimely and there was no direct evidence.

**DELEGATE WOODS:** May I ask a second question?

**PRESIDENT COHEN:** Yes.

**DELEGATE WOODS:** If you are then saying it is untimely because there is a process outlined in the Constitution, what then is the process for an untimely trial?

**CHAIR DOSSETT:** I believe the answer to that would be to have new charges filed so they can be answered timely.

**PRESIDENT COHEN:** Say that again. They didn't hear it. Do you mind repeating?

**CHAIR DOSSETT:** If the charges are valid, they should be re-filed and there would be a trial re-held in a timely manner.

**PRESIDENT COHEN:** There are no other speakers on this motion.

There is another question at Microphone 5, Delegate Andruszko.

**DELEGATE ROBERT ANDRUSZKO (Local 1168):** Good afternoon. I have a question regarding the Appeals Committee. Did the Appeals Committee have privy to all the minutes and transcripts from the trial court?

**CHAIR DOSSETT:** Yes.

**DELEGATE ANDRUSZKO:** No. 2, with regard to the lack of direct evidence, are we all to

assume that there were absolutely no witness statements regarding Ms. Wolf involved in reporting this?

**CHAIR DOSSETT:** There was no direct testimony that anybody personally saw or heard her report to management.

**DELEGATE ANDRUSZKO:** Thank you.

**PRESIDENT COHEN:** With no other delegates wishing to speak, Appeal 2 is before this body. All those in favor of the Appeals Committee report on Appeal 2, please indicate by raising your hands. Down hands. Opposed. The Committee is supported. (Applause)

Appeal 3.

**CHAIR DOSSETT:** Thank you. The Chair recognizes Louis Scinaldi for Appeal No. 3.

**COMMITTEE MEMBER LOUIS SCINALDI (Local 2202):**

### **APPEAL 3**

Leslie Evans, President of CWA Local 2108, has appealed the Executive Board's decision regarding a decision made by Vice President Collins that staff would not handle certain grievances.

In an August 3, 2009, letter to Leslie Evans, Vice President Collins stated that he upheld the decision of the staff representative not to hear the grievances at 2nd step and urged the local to process the grievances through 2nd step. In that letter, Vice President Collins said, "The grievances that were returned to you are clearly not grievances that we would be processing to arbitration and thus we feel the local leadership can handle the step 2 hearings."

Vice President Collins reiterated his position in a letter dated September 18, 2009, and again in a letter dated September 30, 2009. Both letters were well within the 60-day time frame that President Evans had to appeal the original August 3, 2009, decision.

President Cohen did not receive a written complaint from President Evans until January 22, 2010. President Cohen and the Executive Board determined that the complaint was untimely. Timeliness is the only issue in this appeal. The Appeals Committee agrees that the complaint filed in January 2010 was untimely.

Therefore, after careful review, the Appeals Committee recommends that the Executive Board's decision be upheld and the appeal of Leslie Evans be denied.

**PRESIDENT COHEN:** Microphone 3, Delegate Hatch.

**DELEGATE RICHARD HATCH (Local 2201):** I am here joined by most of the members of District 2 and most of the members of District 13, as well as other friends, and we are here to support our Vice President, Ron Collins, who has done a fine job of leading us. As was passed out this morning, we have a list of those supporters. As you can see, the vast and varied number of locals in District 2 that feel that they are being very well led.

Obviously, I am up here to support this motion. It is my understanding that the issue here before us is strictly the timeliness of the appeal filed to the Executive Committee. As the Executive Vice President of the largest local in District 2 representing workers in many contracts and sectors, I understand how important it is to live within our rules. These rules, in the form of our Constitution and local Bylaws, create the fair and democratic environment that we can operate under as a union. Most of you here are elected officers. And you know your members hold you accountable to the Bylaws you

operate under.

These rules are also found in the contracts that we represent. We hold our employers responsible to the language, and sometimes we are forced to live where that language as well. Many of our contracts limit the time that we can file a grievance. We don't like it, but we live with it, and we tell our members to live with it.

The issue that comes before us today is a simple one: Was the appeal of Local 2108 timely? In the documents provided by the complainant himself, I can tell you it was clearly not. When the Vice President supported the decision of staff in a letter on August 3rd, it was clear what his decision was. If the complainant did not like it, they had 60 days to file an appeal. They did not. These are the rules of our Constitution.

As a local within the same district, we would also like special treatment, but we understand that our Constitution is there to ensure that my local is treated the same as everyone else-- fairly.

In looking at this issue, I would ask that we only look at the exact words that the complainant used when they sent an e-mail arguing for their position to the delegates of District 2, and I quote, "The CWA constitution is the rules by which we agree to govern ourselves. As officers, we have sworn to abide by and uphold those rules." They go on to say, "What this appeal is about is this fundamental question: Do we uphold the CWA Constitution?"

Well, on this issue I agree with the complainant. The question is, do we uphold the CWA Constitution, and I say, yes, we do. This appeal was untimely, and I urge you to support the motion. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 4, Delegate Evans.

**DELEGATE LES EVANS (Local 2108):** Sisters and brothers, I rise in opposition to the Appeal Committee's recommendation. The Executive Board would like you to focus on whether my charge against the District 2 Vice President is timely. They claim that is the only issue before you today, and they are wrong. That is not the issue. In fact, they are desperate to keep you from looking at the real issue.

The real issue here is can the District Vice President force a local to handle top step grievances--

**PRESIDENT COHEN:** Excuse me, Delegate. You must speak on what is before us. That is the Rules of this Convention. Please, you can only speak on timeliness. Only on timeliness.

**DELEGATE EVANS:** I believe that I am. Thank you.

They are doing everything they can to keep that question from being debated on this floor because they know they are wrong on the question. What I am bringing before you today is a very simple question, and that is: Who responsible for this under the CWA Constitution for handling the top step of the grievance? That is a question they want to keep you from examining-- so much so that this is developing into an even more important question.

. . . Cries of "Point of order" ..

**PRESIDENT COHEN:** A point of order has been raised from the floor. You must speak on the timeliness issue.

**DELEGATE EVANS:** I believe that I am.



**PRESIDENT COHEN:** Proceed.

**DELEGATE EVANS:** Is the Executive Board held to the same standards as the locals to comply with the CWA Constitution? I believe they are, and apparently they don't believe that they are. This is an ongoing violation of the CWA Constitution. It is not a one-time occurrence. (Applause)

They are trying to frame the issue as Vice President Collins notifying the local on a certain date that he would not be handling a grievance. The facts are that he sent a letter to the local on that date upholding the decision by staff representative Steve Holland asking Local 2108 to handle top step grievances. He only upheld the decision to ask.

Apparently, brothers and sisters, when the District Vice President asks you to do something, you do not have the right to refuse. What Vice President Collins has done here all along is ask the local to hear stop step grievances to the point where, even when asked directly if he is refusing to handle them or does he think he can order the local to do, so he will not answer. He cannot answer. The Executive Board does not want to answer that question, and they do not want you to answer that question for them, because they know they are wrong. They know they can't force locals into handling the top step--

**PRESIDENT COHEN:** Delegate, we have been very patient. You are out of order.

**DELEGATE EVANS:** --so they have created a question of--

**PRESIDENT COHEN:** You are out of order and the mike is going to be turned off. If you want to speak on the timeliness issue, you have two minutes. You must speak on the timeliness issue. You are out of order. (Applause)

**DELEGATE EVANS:** So you have created a question of timeliness in order to keep from answering that question.

Vice President Collins sent a letter to the local that he felt the grievances that were returned were ones he would not be processing through arbitration, and he asked us to schedule them. He also suggested that we sit down and discuss this with Secretary-Treasurer Jeff Rechenbach. We did so on January 5, 2010. We discussed the issue and didn't reach any conclusion. And it was after this meeting that I came to the conclusion that the only place I could get a direct answer to this question was from this body. I had to bring this question to the Convention as the highest governing authority in our union.

I filed my charge on January 19, 2010, two weeks following the meeting with the Secretary-Treasurer. And now they still don't want to answer that question and they still don't want to address the real issue. This has been an ongoing and a continuous violation. There is no date certain from which to file a complaint because he only ever asked our local to hear the grievances, and he has continued to send more grievances back to the local. He has not said the grievances are without merit. That would not be a violation of the Constitution. He is simply, by his lack of action, continuing to violate the Constitution.

**PRESIDENT COHEN:** The point of order has been taken. It is sustained. Do you have any other comment on the timeliness, or I am shutting the mike.

**DELEGATE EVANS:** Just a moment. Since I'm not allowed to express what I believe to be the issue here, I don't think any of us could get away with violating the Constitution. I think if somehow we can get away with it for 60 days, that means we can continue to get away with it, I think that's wrong. I think that the Executive Board here doesn't want this issue before this body. That's why they have called a timeliness issue that doesn't exist. So I am asking--

. . . The mike was cut off . . .

**PRESIDENT COHEN:** Thank you, Delegate.

Microphone 5, Delegate Gonzalez.

**DELEGATE TONY GONZALEZ (Local 9505):** I have a couple of questions for the Committee. What is the current time limit per the CWA Constitution to file a complaint against the result of an election?

What is the current time limit for the CWA Constitution to file a complaint against the result of an election?

**CHAIR DOSSETT:** Ten days.

**DELEGATE GONZALEZ:** A second question: If we overturn this appeal going forward, could this impact future officer elections or decisions by local executive boards should a member decide to file a complaint past the 60-day time limit as written--

**PRESIDENT COHEN:** Please state the second question again.

**DELEGATE GONZALEZ:** If we overturn this appeal going forward, could this impact future decisions should a member decide to file a complaint past the ten-day time limit as written in the CWA Constitution?

**CHAIR DOSSETT:** This appeal is based on a timeliness issue and doesn't include anything with an election.

**PRESIDENT COHEN:** His question is: What is the impact if the body overturns the Committee on the question of timeliness here if there are other issues of timeliness brought before the Convention?

**CHAIR DOSSETT:** I believe that would be on an individual basis based on--

**PRESIDENT COHEN:** Wait. People can't hear the answer. Can we have quiet, please?

**CHAIR DOSSETT:** I believe that that would be based on an individual basis, if it went to the Executive Board for appeal on the timeliness at that point.

**PRESIDENT COHEN:** Okay. Microphone-- there were only two questions so-- Did you want to say more? Go ahead. You are the Committee. Did you want to answer the question further. Go ahead.

**COMMITTEE MEMBER TREMENTOZZI:** The bottom line is, if you allow untimeliness and just to go beyond any time-stamped date per the Constitution, then elections, everything would be in chaos, period. (Applause)

**PRESIDENT COHEN:** Microphone 3, Delegate Hill.

**DELEGATE ROBERT HILL (Local 2204):** I rise in support of the Appeals Committee recommendation. I would like to say that I do agree with Brother Evans. No one has the right to violate the Constitution. As a member of the CWA Trial Board, I am very familiar with the rules of the Constitution. I have been accused of holding a "kangaroo court" before. If you remember last year, I was the hippo, not the kangaroo. (Laughter)

But, brothers and sisters, if you want to see a real kangaroo court, let's just take timeliness and remove it from our great CWA Constitution. (Applause)

Brothers and sisters, every great organization must abide by the rules. Just think what would happen if we just allowed there to be no time limits. I submit to you that we could not function as the great union that we are.

From time to time, we as unionists have disagreements. Our CWA Constitution and its founders also knew this. They knew this and understood that without processing issues in a timely fashion, we would have nothing but confusion.

The issue before you today is about timeliness, and timeliness only. Brothers and sisters, implore you to preserve and respect the time limits as stated in the Constitution. I urge you to support the Appeals Committee recommendation and to uphold the Executive Board decision, and that this appeal be denied. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 1, Delegate Bachelor.

**DELEGATE JOHN BACHELOR (Local 2111):** I call the question. (Applause)

**PRESIDENT COHEN:** It's not debatable. It requires a two-thirds vote. All those in favor of calling the question indicate by raising your hand. Down hands. Opposed. The question is called.

Appeal 3 is before you. All those in favor of the Appeals Committee's position on Appeal 3 please indicate by raising your hand. Down hands. Opposed. The Committee is sustained. (Applause)

Appeal 4.

**CHAIR DOSSETT:** Thank you.

#### **APPEAL 4**

Monazir Khan has appealed the Executive Board's decision regarding a complaint he had filed against CWA Local 1104 President George Bloom and Secretary-Treasurer Edward Connelly.

Mr. Khan's original complaint against President Bloom and Secretary-Treasurer Connelly, dated September 28, 2009, alleged that President Bloom and Secretary-Treasurer Connelly were not paying Mr. Khan properly. Mr. Khan claims that he was entitled to the same amount of pay as former Business Agent-at-Large Chad Pearson. Mr. Pearson was both a Local 1104 Business Agent-at-Large and a Local 1104 organizer. Mr. Khan was elected as Business Agent-at-Large for GSEU, the Education Division of Local 1104, in the fall of 2008. He assumed that position on December 1, 2008.

Mr. Khan alleges the position of Business Agent-at-Large of the GSEU pays a weekly stipend of \$634.61 and a monthly stipend of \$1,200. While he was paid the monthly stipend of \$1,200, Mr. Khan was not paid the alleged weekly stipend. Mr. Khan appealed that decision to District 1 Vice President Shelton.

Vice President Shelton upheld the decision of the local stating that Mr. Khan had made an appeal in 2003 regarding the same issue and, therefore, his complaint was untimely. Vice President Shelton, however, also responded to Mr. Khan's appeal on the merits, finding that he was not entitled to the same salary Chad Pearson received since he is not a Local 1104 organizer. President Cohen upheld Vice President Shelton's decision.

Mr. Khan contends that the 2003 appeal was a contractual issue. However, putting the 2003 complaint/resolution aside, Mr. Khan took office as Business Agent-at-Large in December 2008. This complaint was filed September 28, 2009, thus making the complaint untimely.

Setting aside the untimeliness and focusing on the merits of the complaint, Mr. Khan raises the issue that Chad Pearson, who preceded Mr. Khan as the Business Agent-at-Large, was paid a monthly stipend of \$1,200 and a weekly salary of \$634.61. Mr. Khan is only being paid the \$1,200 monthly stipend. Chad Pearson was both an organizer for Local 1104 and a Business Agent-At-Large. The organizer position paid \$634.61 a week salary. Mr. Khan does not hold the position of local organizer.

Based on the fact that Mr. Khan is only elected as Business Agent-at-Large and after careful review of the entire file, it is the Appeals Committee's recommendation that the Executive Board's decision to deny Mr. Khan's appeal be upheld. Thank you.

**PRESIDENT COHEN:** On Appeal 4, Microphone 3, Delegate Bloom.

**DELEGATE GEORGE BLOOM (Local 1104):** I rise today to speak in favor of the Committee's recommendation to uphold the Executive Board's decision. Monazir Kahn is a professional student who has been working with his dissertation for 21 years. He currently holds the position of Business Agent-at-Large, his job assignment is to take care of the problems on the college campuses.

Prior to his election to his current position, the previous Business Agent was also hired as an organizer. He worked on campaign at the University of Delaware and part of his salary was even paid by the national union. He also worked on internal organizing as well as at being a business agent. Mr. Pearson then received his degree and moved on to a job at the University of Alabama.

Mr. Kahn ran for election for the vacated position and won. He has never had a conversation with me about wanting to be an organizer, nor has he ever asked about what I want him to organize. He has just continually filed complaints and demands \$35,000 a year for a no-show, no-work job. At 1104 no such job exists. The only money he gets is what he submits vouchers for and worksheets for. Our treasury is not Mr. Kahn's private piggy bank.

It is my job to oversee this money and protect it. It's the members' money. I am obligated to do this. Please uphold the Committee's recommendation on this. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 5, Delegate Irwin.

**DELEGATE MARILYN IRWIN (Local 2108):** I am confused, and I hope someone could enlighten me. With Appeal No. 4, the third paragraph says, "Vice President Shelton upheld the decision of the local, stating that he had made an appeal in 2003 regarding the same issue, and therefore his complaint was untimely." But Vice President Shelton decided to still answer the appeal.

When I looked at the appeal board's decision, they went and acted on Vice President Shelton's decision of the issue. It wasn't a case of "We're not going to look at the issue; it's not timely." It wasn't a case of "The only thing we can speak about today is timeliness." I am trying to understand why Appeal 4 was handled that way by the Vice President and by the Executive Board and by the Appeals Committee, but Appeal 3 was handled so differently. I am confused. (Applause)

**CHAIR DOSSETT:** It was the nature of the appeal, and this was a pay claim.

**DELEGATE IRWIN:** Can you expound on that?

**CHAIR DOSSETT:** Appeal No. 3 was based on the CWA Constitution. This claim was based on the local Bylaws, and it has to do with the pay that they have received.

**DELEGATE IRWIN:** Why wasn't untimely untimely?

**CHAIR DOSSETT:** Well, each local has different Bylaws. We have one Constitution and that governs all of us.

**PRESIDENT COHEN:** It was untimely.

**CHAIR DOSSETT:** Like President Cohen said, it was untimely. He took office December 1, 2008, and filed the claim in September. Just looking past that, it's very clear he did not hold both of those positions.

**PRESIDENT COHEN:** Okay. That's your two questions, Marilyn. But just to be helpful, it was untimely, but it was also a pay claim that the local hadn't paid him, so there was a legal issue. So there was a ruling, at least at our level, on both. I don't know how it went to the Appeals Committee, but that's the best we can do for you on that one. I get the point you are raising, though.

**DELEGATE IRWIN:** Thank you.

**PRESIDENT COHEN:** Yes. No one else wants to speak. Therefore, this appeal, Appeal 4, is before us. All those in favor of supporting the Committee on Appeal 4, please indicate by raising your hand. Down hands. Opposed. The committee is sustained. (Applause)

Appeal 5. The Chair recognizes Delegate Trementozzi.

**COMMITTEE MEMBER TREMENTOZZI:**

#### **APPEAL 5**

On January 19, 2010, Thomas E. Vislocky, CWA Local 14170, appealed the decision of the Executive Board regarding his challenge of the decision of Temporary Administrator Larry DeAngelis to rebid certain jobs when one facility was closed. The appeal is timely.

In 2006, the New York Times announced its intention to close the Edison, New Jersey, facility in late 2007/early 2008 and perform all the mail room work at the College Point mail room. Mr. Vislocky's appeal challenges Temporary Administrator DeAngelis' decision to have the "bid jobs" rebid.

After Temporary Administrator DeAngelis began running the local, he had to address the issue of whether, in light of the Edison plant closing, the membership should have the opportunity to rebid on the "bid jobs" that existed post-closure.

The Edison plant had the senior mailroom members. As you can imagine, there were advocates on both sides of this issue. Mr. DeAngelis spoke to members on both sides, including the Chapel Chairman and Mr. Vislocky during a break in contract negotiations. The Chapel Chairman recommended rebidding the "bid jobs." After taking this issue to the membership, Mr. DeAngelis decided to have the Chapel rebid the "bid jobs" by seniority at the College Point facility. The merger of the two locations and rebidding by seniority was the fairest method of addressing the closure with respect to seniority. The most senior employees received the positions at the College Point facility. Mr. Vislocky got bumped out of his position based on his seniority to another position within the company.

The Appeals Committee, after careful review, recommends that the Executive Board's decision be upheld and the appeal of Thomas Vislocky be denied.

**PRESIDENT COHEN:** Is there someone at the privilege mike? If so, please pick up the phone so we can recognize you. Thank you. It's not on this subject, sorry.

There is no delegate wishing to speak. Therefore, Appeal 5 is before us. All those in favor of the Appeals Committee report on Appeal 5, please indicate by raising your hands. Down hands. Opposed. It's adopted. (Applause)

Appeal 6.

**CHAIR DOSSETT:** The Chair recognizes Anetra Session.

**COMMITTEE MEMBER ANETRA SESSION (Local 6327):**

### **APPEAL 6**

James Allen, Executive Vice President of CWA Local 6215, has appealed the Executive Board's decision concerning a complaint filed by J.D. Williams.

Former President of Local 6215 J.D. Williams filed a complaint against Local 6215 Executive Vice President James Allen in November of 2009. The original complaint alleged that Executive Vice President Allen, as acting President, refused to authorize reimbursement of certain expenses submitted by J.D. Williams. These expenses dated back years and some were quite old.

At a membership meeting on November 24, 2009, Executive Vice President Allen ruled the complaint out of order as a violation of the law. In a statement filed with District 6 Vice President Milburn, Executive Vice President Allen alleged that payment of these expenses would require the Local "to ignore our fiduciary responsibilities and violate the law." Vice President Milburn's office checked with the U.S. Department of Labor and was advised that the mere payment of "old" expenses, as long as such expenses were otherwise appropriate, would not violate the law.

District 6 Vice President Andy Milburn, President Larry Cohen, and the Executive Board determined that the appropriate body to resolve this complaint is the membership of Local 6215. The Appeals Committee agrees.

Therefore, after careful review, the Appeals Committee recommends that the Executive Board's decision be upheld and the appeal of James Allen be denied.

**PRESIDENT COHEN:** Microphone 4, Delegate Wilson.

**DELEGATE ERIC WILSON (Local 6215):** This appeal right here by former president J.D. Williams giving us a bunch of-- one voucher, one paper that had a bunch of receipts on it-- was a double-edged sword.

If you look at Appeal 10 later on, you will see what's going on here. When I got into office, we had him give us this receipt, and he only had one voucher, one sheet of paper.

At that time, he gave it to my treasurer. At that time, I took it from the treasurer and told him to have J.D. come talk to me about it. His complaint originally was that we wouldn't pay him, because I said we wasn't going to pay him. But since we went through a troubled election, I told my treasurer to look back and pay him whatever was in the last fiscal year, and go back one more fiscal year since we won an election over two fiscal years. I thought that was adequate. I felt that, since they had to rerun this election, that he is coming over here trying to put a voucher that goes back to 1984, 26 years ago, up in front of us so that my treasurer will probably end up being in jail.

How you gonna pay somebody for something 26 years ago? When he was the president, why didn't he pay himself. (Applause)

So when we spoke to the Committee, I told them this, and I told them the original complaint, but they wanted to keep talking about the second complaint after Andy Milburn sent it back down to the membership.

The first thing was, the complaint was, that we didn't pay him. Let's talk about that and stop trying to dilute this stuff and start putting this the way y'all want to have it out here to the delegates. Let's talk about the truth of what's going on here and the manipulation that's going on. The truth of the matter is that the first complaint is what we need to be talking about, not the second complaint. I agree with the Committee that it should go to the membership, because I am back.

If you look at this complaint, it says, "The acting president, James Allen," so that let's you know that I wasn't here then if I am "the president." I was in Afghanistan at that time. My membership at that time was broken up because of the decisions you all made in Appeal 10. My membership at that time, with me being gone, would have said "Pay this man this voucher." And at that time, somebody would probably be in jail for paying this voucher.

You cannot leave up to a membership something illegal, and that's the law. I won't talk anymore about it because I wasn't here at the time of this appeal, but I wanted the delegates to know what was really going on here.

When he called it out of order in a membership meeting, the only reason he brought it up-- James Alan is who I am speaking on when I say "he"-- he brought it up in the membership because the complaint was that we would not pay him his money. It had to go on the agenda for the next meeting. So James Allen said to the membership at that time, "J.D. has these vouchers. It's on the agenda, but it's out of order, because it's only one voucher, one sheet of paper, and a bunch of receipts."

That's why he called it out of order. When we told the Committee, they didn't want to hear nothing about that. They want to go by Andy Milburn who gets the thing, and now all of a sudden a second voucher is manipulated. I didn't have a second voucher when I was here before I went to Afghanistan. There was only one voucher. That's why it was called out of order. We told that to them, and that's what I have to say about this situation. James Allen will speak more when it's his turn. (Applause)

**PRESIDENT COHEN:** Microphone 5, Delegate Malveaux.

**DELEGATE PAMELA MALVEAUX (Local 6215):** We were talking--

**PRESIDENT COHEN:** You have a question, correct, Delegate?

**DELEGATE MALVEAUX:** Yes, I do. Since the Title V of the LMRDA, the Labor Management Reporting Disclosure Act which was passed in 1959, it says that the Constitution or Bylaws cannot relieve anyone from being responsible if they violate the law. Can the Executive Board order the local to violate the law?

**PRESIDENT COHEN:** I think we all know the answer. The question is--

**DELEGATE MALVEAUX:** I would like to hear the question, please.

**PRESIDENT COHEN:** If the question is, can anyone here, including this Convention order someone to violate the law, the answer is no.

**DELEGATE MALVEAUX:** Thank you for answering my second question, but I would like to ask it, if I can, please. My second question is: Should the delegates instruct the local, our local 6215, or any local, to violate the law?

**PRESIDENT COHEN:** No.

**DELEGATE MALVEAUX:** Thank you.

**PRESIDENT COHEN:** I'll answer for the Committee. The answer is that no one can do that. There can be obviously differences on what the law is, but that was not the question you asked.

**DELEGATE MALVEAUX:** Thank you.

**PRESIDENT COHEN:** I'm trying to be direct.

Anybody else asking for the floor? Just stick up your hand if you are asking for the floor? It's hard to see from here. Is there somebody at Microphone 4? James, are you asking to speak?

**DELEGATE JAMES ALLEN (Local 6215):** Yes.

**PRESIDENT COHEN:** Good. Delegate Allen, Mike 4.

**DELEGATE ALLEN:** On May 29, 2009, I resumed office as Executive Vice President because the Department of Labor charged, or ordered, a rerun election. Because of gross irregularities in the election process, when I came into office I discovered that the local had been run financially irresponsibly. The former President filed a complaint against me demanding payment. The former President left a request for payment on a handwritten note and without a voucher, the expense gone-- some of the expenses-- I can't read right now. (Laughter) This light is in my eyes.

**DELEGATE WILSON:** Can I read it for him? May I be able to read it for him, yes or no?

**PRESIDENT COHEN:** Our rules say he is recognized. So if you don't mind-- we will be patient.

Go ahead, James.

**PRESIDENT COHEN:** Can we turn the light down? Thank you. Is that better?

**DELEGATE ALLEN:** That's a little better, yeah.

The former local President turned in a request for payment on a handwritten note, without a voucher. Some of the expenses were over 26 years old. We just simply could not pay unverifiable, and that's what makes these expenses more against the law, because none of them were verifiable, and we can't pay things like that.

The former President filed a complaint demanding payment. I put his complaint on the agenda at the next membership meeting, according to the Constitution. A motion was made at the membership meeting for paying those expenses. I declared the motion out of order because there was no voucher and it would be against the law.

Now, I noticed the Appeals Committee did not mention that there wasn't a voucher.

The President was not present at the membership meeting. On appeal, a voucher mysteriously showed up, somehow showed up. Myself, the treasurer, nor the local president had ever saw this voucher. I received an answer from the National Vice President stating that there was a voucher, and that the DOL said there was no limit according to DOL on the age. He did not allow for the fact that all the expenses were not verifiable.



Local voucher guidelines-- and this is coming straight out of the UOPM. Local voucher guidelines: "The international union has prepared the following guidelines regarding local vouching procedures. An expense voucher should be used for individuals to gain a reimbursement for authorized personal expenses." I can't read the thing.

"Expenses should be turned in weekly with proper explanation of expenses, activities, and receipts which support reimbursement." If the local were to pay these expenses, I have personal knowledge of at least one violation of the LMRDA.

The original request, when we turned this in, he said he was the President throughout all this procedure. He was not President in 1984 when the first expense voucher was turned in. He was the Executive Vice President, because I was the Treasurer then.

This comes out of the LMRDA Title V: "A general exculpatory provision in the Constitution and Bylaws of such a labor organization or a general exculpatory resolution of a governing body purporting to relieve any such person of liability for breach of the duties declared by this section shall be void as against public policy." That's coming from the LMRDA. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 1. We are having light issues here all over the place. Microphone 1, Delegate Garry.

**DELEGATE MICHAEL GARRY (Local 1126):** Motion to close debate.

**PRESIDENT COHEN:** All those in favor of closing debate please indicate by raising your hand. Down hands. Opposed. Debate is closed.

Appeal 6 is before you. All those in favor of the Committee's report, please indicate by raising your hand. Down hands. Opposed. It's adopted. The Committee report is adopted. Okay.

. . . Shouts of "no, no" and "roll call" . . .

**PRESIDENT COHEN:** All right. There is a shout for a roll call. All those in favor of a roll call on Appeal 6 please indicate by raising your hand. Down hands. Opposed. No roll call.

Appeal 7.

**CHAIR DOSSETT:** Thank you. The Chair recognizes Mike Smith.

. . . Shouts of "Point of order" . . .

**PRESIDENT COHEN:** Okay, we are going to revote that because apparently I may have had it wrong, so that's fine. This is a democratic union. (Applause and cheers)

We are voting again on Appeal 6. All those in favor of the Committee's report--

**DELEGATE MIKE KIMLER (Local 2002):** Could you explain?

**PRESIDENT COHEN:** Okay, okay. Explaining this one will definitely test my own logic. I'm not sure I can do it better than reading it again. So the Committee, the Appeals Committee-- would you like to have a shot at it, Valeri, as the Chair? Go ahead. You explain it. (Laughter)

That's why we have these committees. They are smart.

**CHAIR DOSSETT:** Thank you.

Okay. This is what our understanding is. These vouchers were presented however they were presented. Every local has its own way that they are going to deal with untimely vouchers. That's on them.

What we ruled on and what this body was charged with was to uphold the Executive Board's decision to send it back to the membership or not. We decided to uphold the Executive Board's decision to send it back to the membership. However that local deals with their untimely vouchers, that's on them. That's not before us to answer. That's their decision. That's what we chose to do.

**PRESIDENT COHEN:** Okay. She did a much better job than I have done on that. (Laughter)

We are voting then on the Appeals Committee recommendation to send it back to the local. As she said, however they deal with it is up to them.

All those in favor of the Appeals Committee please indicate by raising your hand. Down hands. Opposed to the committee. The committee's report is adopted. (Applause)

Appeal 7.

**CHAIR DOSSETT:** The Chair recognizes Mike Smith.

**COMMITTEE MEMBER MIKE SMITH:**

#### **APPEAL 7**

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 filed on behalf of Julie Mills, a member of his local.

Ms. Mills was employed by AT&T as a Service Representative (NCSD: 7/29/97) working in Fort Worth, Texas. In 2007, the company suspended Ms. Mills without pay for misconduct (customer mistreatment) and terminated her employment on October 15, 2007. Local 6201 filed a grievance which was resolved through a Release and Agreement. Ms. Mills, the Local and the Company executed the Release and Agreement on January 7, 2008. The Release and Agreement reinstated Ms. Mills with certain conditions. She was required to "maintain satisfactory performance in all components of [her] job, including work measurements, safety, attendance/punctuality, customer care and conduct." The Release and Agreement was to be in effect for 18 months.

Ms. Mills returned to work on January 28, 2008. Upon her return to work, Ms. Mills was five minutes late returning from her break on March 26, 2008. She was absent for eight hours on April 28, 2008. She was five minutes late on May 15, 2008.

Ms. Mills was again absent from her entire tour on May 28, 2008, due to a family emergency. According to the record, Ms. Mills was either 13 or 21 minutes late on June 12, 2008, which triggered her suspension and subsequent termination.

Ms. Mills' record shows that the company had taken a number of corrective measures with her attendance as far back as 2000. Ms. Mills' 2006 and 2007 evaluations showed her to be below expectations in attendance and punctuality. In the Release and Agreement, Ms. Mills specifically acknowledged "that even one incident of failing to maintain satisfactory performance on all components of [her] job, including attendance and punctuality. . .may result in dismissal."

At her unemployment hearing, Ms. Mills testified that she was on a last-chance agreement and also testified that, "if I had one occurrence, I could be fired." Ms. Mills did have several occurrences of absence/tardiness between January and June. In addition, Ms. Mills previously had two performance notices, two written warnings, and two decision-making leaves all for attendance.

The Appeals Committee, having fully reviewed the records in this matter, recommends that the Executive Board's decision be upheld and the appeal of T.C. Gillespie on behalf of Julie Mills be denied.

**PRESIDENT COHEN:** Appeal 7. At Microphone 4, Delegate Guillespie.

**DELEGATE T.C. GUILLESPIE (Local 6201):** I rise in opposition to the Appeals Committee decision not to arbitrate the termination grievance of Julie Mills.

First, the return-to-work agreement was not a last-chance agreement; it was a return-to-work agreement. Ms. Mills was a service representative with AT&T Southwest in Arlington, Texas. She also is a single mother with a serious health issue. She suffers from seizure disorder, a recognized disability under the American With Disabilities Act. The company was aware of this disability and was further made aware of the need for ongoing medical treatments that would sometimes need to be accommodated at the return-to-work meeting.

I personally made that fact clear, and when an ADA complication was requested line management sent it in as an FMLA request, knowing she was not FMLA qualified, delaying any accommodation review.

On April 28th, Ms. Mills required an MRI, a CT scan and full clinic visit. She was denied the necessary time, hence shown as "unexcused." On May 27th, Ms. Mills' 12-year-old daughter was sexually assaulted. Julie received a voice message while at work from the Midlothian, Texas Police Department advising her of this assault. She allowed management to hear the message that was left, and then she left work.

On May 28th, Julie and her daughter were required to attend a meeting with the Midlothian Police Department. She requested emergency time, an allowable policy under the negotiated service rep task force agreement with managerial approval. She was denied the time. Management deemed it was not a family emergency and, again, was shown "unexcused."

I ask you, if that's not a family emergency, then what the heck is. (Applause) I urge you to overturn the decision of the Appeals Committee and arbitrate the dismissal of Julie Mills. She deserves to have her case heard by an independent party. (Applause)

**PRESIDENT COHEN:** Microphone 5, Delegate Goldblatt.

**DELEGATE ALAN GOLDBLATT (Local 1180):** The question I had was-- and it's just been stated-- the extenuating circumstances. Can I ask if it was ever recognized, her disability, under the ADA? Did they qualify it, the company?

**CHAIR DOSSETT:** The company never did recognize her disability.

**PRESIDENT COHEN:** Go ahead, second question.

**DELEGATE GOLDBLATT:** Second question: Did she on her own ever declare herself as a disabled person, to your knowledge?

**CHAIR DOSSETT:** Not to our knowledge.

**DELEGATE GOLDBLATT:** Thank you.

**PRESIDENT COHEN:** Microphone 5, Delegate Santora.

**DELEGATE ANDREW GIFFORD (Local 3904):** Negative, not Delegate Santora. Oh, there he is. There's Delegate Santora.

**PRESIDENT COHEN:** I've got you also, Andrew. You're next.

**DELEGATE T SANTORA (Local 9000):** We just heard from the local officer that he personally made the request for accommodation, and that on the 28th she had a verifiable family emergency. So the question is: If those two occasions of absence and tardiness were to be viewed by an arbitrator as excused, would the Committee still feel that this case would not merit arbitration?

**COMMITTEE MEMBER SMITH:** Yes, due to the fact that those were not only the two absences/tardiness issues Ms. Mills had, and her extensive disciplinary history with absences and tardiness.

**DELEGATE SANTORA:** Follow-up question: According to the local, there was a dispute over whether or not it was a last-chance agreement, and in the appeal description it talks about it being a Release and Agreement. Can you tell me what the distinction is between those two and how that will impact the case?

**COMMITTEE MEMBER SMITH:** Well, it's not clear what the distinction is between the two. The document that was signed was called a Release and Agreement. It was extensively referred to by Ms. Mills, the local, the company. It has last-chance agreement throughout the file. But the document, as we note here, is called a Release and Agreement.

**PRESIDENT COHEN:** Microphone 5, Delegate Gifford.

**DELEGATE ANDREW GIFFORD (Local 3904):** Thank you, President Cohen.

My question is: During each of her absences, was she advised by the company of her rights under FMLA and, if so, did she exercise those rights?

**COMMITTEE MEMBER SMITH:** Because of previous years, she was out of FMLA time. She had exhausted her FMLA.

**DELEGATE GIFFORD:** Thank you.

**PRESIDENT COHEN:** No other delegate-- actually, there is a motion at Mike 1. I'm sorry.

**DELEGATE RICH BENHAM (Local 1298):** I'd like to make a motion to close debate.

**PRESIDENT COHEN:** All those in favor of closing debate, please indicate by raising your hand. Down hands. Opposed. Debate is closed.

Appeal 7 is before you. All those in favor of supporting the Committee please indicate by raising your hand. Down hands. All those opposed. The case will be arbitrated. (Applause)

Appeal 8.

**CHAIR DOSSETT:** The Chair recognizes Louis Scinaldi, Appeal 8.

**COMMITTEE MEMBER SCINALDI:** Thank you.

## APPEAL 8

On March 15, 2010, (former) President Daniel B. Totten appealed the decision of the Executive Board upholding a TNG-CWA Local 31245 Trial Court decision against him.

On August 18, 2009, Mr. Totten was notified of missing receipts for credit card expenses that he had charged. The charges were more than 20 days old. Mr. Totten promised to turn in the receipts but never did.

On August 24, 2009, Treasurer Patrice Sneyd returned from vacation and was presented with checks to sign. Treasurer Sneyd refused to sign Mr. Totten's paycheck because the credit card receipts were still outstanding and she notified Vice President Steenes of her decision. Vice President Steenes learned that Mr. Totten's paycheck, after deductions for missing receipts, would have amounted to \$18.57, so he gave no instruction to cut a new check.

On September 11, 2009, Mr. Totten notified Treasurer Sneyd that he would pull together the receipts and submit them all on Monday and if he couldn't come up with them he would be satisfied with them being deducted from his pay.

On September 15, 2009, Treasurer Sneyd learned the unsigned check was missing. After checking with the bank she found that the check was cashed and cleared with Mr. Totten's and Vice President Steenes' signatures. During the course of the investigation, Mr. Totten admitted to forging Vice President Steenes' signature.

On October 2, 2009, Treasurer Sneyd filed charges against Mr. Totten for allegedly forging another officer's signature on his paycheck and failure to comply with the local's policy on usage of the local's credit card. On October 7, 2009, Mr. Totten was notified of the charges against him. On November 17, 2009, the U.S. Department of Labor did find that Mr. Totten used the local's credit card for personal expenditures.

A Trial Court was held on December 1 and 2, 2009. The Trial Court found Mr. Totten guilty of violating the policy on the local's credit card and forging another officer's signature. The Trial Court expelled Mr. Totten from membership. At the time of the DOL report, and at the time of trial, Mr. Totten still had not reimbursed the local in the amount of \$254.00.

On February 15, 2010, after an appeal by Mr. Totten to the Executive Board, the Executive Board modified the Local Trial Board's decision on expulsion from the union to suspension from membership for a period of one year from the date of the Trial Court decision until December 2, 2010. Further, the suspension shall continue until such a time Mr. Totten has paid the fine of \$254.00 imposed by the Trial Court.

The Appeals Committee, after careful review, recommends that the Executive Board's decision be upheld and the appeal of Daniel B. Totten be denied.

**PRESIDENT COHEN:** Microphone 3, Delegate Flynn.

**DELEGATE JIM FLYNN (Local 31245):** Thank you, Mr. President.

I speak in support of the Appeals Committee ruling in the case of Mr. Totten. There are no disputes about the facts of the case in the appeal. In a jury, Mr. Totten was found to be guilty. The union leadership went to great length to see that the trial proceeded in a fair and timely manner. I simply ask that the delegates vote to uphold the Appeals Committee's ruling so that the local can put a very difficult year behind us and move forward. Thank you. (Applause)

. . . Calls for the question . . .

**PRESIDENT COHEN:** The question has been called. No other delegate wishing to speak, we are voting then on Appeal 8. All those in favor of supporting the Committee's recommendation, please indicate by raising your hand. Down hands. Opposed. It is supported. (Applause)

Appeal 9.

**CHAIR DOSSETT:** We have been notified that Appeal 9 has been withdrawn. We can move on to Appeal 10.

**PRESIDENT COHEN:** Appeal 10.

**CHAIR DOSSETT:** The Chair recognizes Anetra Session.

**COMMITTEE MEMBER SESSION:**

### **APPEAL 10**

CWA Local 6215 President Eric Wilson, Treasurer Ted Levee, and Executive Vice President James Allen, have appealed the Executive Board's decision regarding the Local 6215 election of officers.

Local 6215's election was conducted during September and October 2008 and the ballots were counted on October 10, 2008. The Election Committee originally completed a "Final Certification of Results," and later realized its error and corrected the "Final Certification" to a "Tentative Certification."

Based on a timely appeal by J.D. Williams and Darren Fendley, the Election Committee refused to issue a "Final Certification" for the position of President and Treasurer. Instead, the Election Committee ordered a rerun election for those two positions. In the interim, however, James Allen filed an appeal with Vice President Milburn seeking a rerun election for the position of Executive Vice President. One of the issues raised by Mr. Allen in his appeal to Vice President Milburn was that some ballots had been returned as undeliverable and no attempt was made to obtain better addresses or to remail those ballots, in violation of the DOL guidelines. Vice President Milburn's investigation showed that there were 196 undeliverable ballots. Accordingly, Vice President Milburn ordered a rerun election for any position which could have been affected by those 196 ballots.

Based on his decision on Mr. Allen's appeal, Vice President Milburn declined to rule on the appeals by J.D. Williams and Darren Fendley since those appeals sought the same remedy-- a rerun election.

Vice President Milburn also issued a decision concerning who should hold office pending the rerun election based on the language in Article XV, Section 4(c), of the CWA Constitution, as well as two prior Executive Board interpretations on this issue.

Local 6215 entered into an agreement with the DOL to rerun its entire election under the supervision of the DOL. The election was conducted and the votes counted on May 21, 2009. Eric Wilson, Ted Levee, and James Allen, won the DOL-supervised election and are currently holding office.

On June 30, 2009, the Executive Board determined the appeals were moot and due to the outcome of the DOL-supervised rerun election, there was no further action to be taken.

The Appeals Committee, after careful review, recommends that the Executive Board's decision be upheld and the appeals of Eric Wilson, Ted Levee, and James Allen be denied.

**PRESIDENT COHEN:** Thank you.

Microphone 4, Delegate Wilson.

**DELEGATE ERIC WILSON (Local 6215):** Okay, here we go again. I stand before you to educate you, the delegates of this convention, and make sure that justice is done in the future. My resolve is that the National Union, from this day forward, use Article XV, Section 4, the way that it's intended, so if everybody can get out their Constitution and look at Article XV, Section 4, we can go through it. I will go on and start.

"Article XV, Section 4(a): Locals shall adopt Bylaws and Rules to govern the nomination and election of officers, members of a governing body, delegates and alternate delegates; the appointment, selection or election of stewards and committee members; and the filling of vacancies. Locals shall select an election committee which shall conduct all elections and referenda in accordance with the Constitution, Local Bylaws and Rules, and Federal OR Provincial Law. All questions concerning the conduct and challenge of elections shall be determined by the election committee subject to the right of appeal to the governing body and membership of the local." Let me read that again. ". . .subject to the right of appeal to the governing body and the membership of the local."

"The election committee shall tally the ballots of all elections and notify the membership of the tentative certification of the results. Absent a challenge to the election, the tentative certification shall become final ten days thereafter.

Section (b): Any challenge to the conduct of an election must be filed in writing with the election committee within 10 days of the tentative certification of the results. The election committee shall rule on any such challenges and shall within 20 days of the tentative certification of results make the final determination or certification. Such determination or certification shall be subject to the right of appeal to the governing body and to the membership of the local. Any appellant must exhaust the remedies available within this section. If the appellant has attempted to exhaust the remedies without obtaining a final decision within 60 days of the tentative certification of results, the appellant shall have the right to file an appeal in writing with the appropriate geographical Vice President. Such an appeal shall be filed within 70 days of the tentative certification of results."

Now, (c) is what was used. "While a challenge to an election is pending, the officers certified by the election committee in its final determination shall be the elected officer of the Local. Those officers shall remain in office unless the election committee's determination is reversed by the Executive Board of the Union or a new determination is made pursuant to the results of a properly ordered rerun election."

I say that all to say this: I won my election, got the majority of the votes. The incumbent president, who has the ability to appoint the Elections Committee Co-chair and Chair, like I do now, told them to not certify me. Once I was not certified, I had to go to the Executive Board of my local, then to the membership of my local. At that time-- which you all have a sheet of paper which is the Minutes of November 24th, it shows the motion made and carried. So my membership again said, "No, we voted for you and now we want you, and still I was not seated.

Then I go through the appeal process saying, "Hey, investigate this stuff," to no avail. So I had to go get the Department of Labor, which is the last of the appeal process, which did the rerun election.

Now, I win three times, and a loser sits in my seat from January 1st to May 28th for no reason. Now the Appeals Committee says that it's a moot issue. And I would agree with them if this only happened to me. If I was the first person and the last person, I would be okay with that. It would be a moot issue. I am the president. But when I look at the website and look at appeals and then I look at the Department of Labor appeals against CWA, and I see lawsuits, and I see other people going through the same thing that I had to go through, I would be less than a man to be mute, M-U-T-E, and not bring it to

the attention of this delegation that says, hey, I made it.

I was denied. And although I went through what I did, I stand here as the President. To say that it was moot-- let me give you all the definition of "moot" when I looked it up on the internet. "Arguable, open to argument or dispute. Not relevant." It's probably not relevant to--

. . . The microphone was cut off . . .

**PRESIDENT COHEN:** Microphone 5, Delegate Malveaux. At the Questions mike, Delegate Malveaux.

**DELEGATE PAM MALVEAUX (Local 6215):** I just got here, sorry. Since the Department of Labor stated that Eric Wilson and Ted Levee were denied their CWA constitutional rights by not installing them as officers according to the wishes of the members of Local 6215, and they also said it was a violation of the law, can you assure us that this will not happen to anyone else? Can you assure us that any other future winners of their elections will not be treated unfairly such as Eric Wilson was? Just give us that assurance.

**PRESIDENT COHEN:** This question is not the one before us, but in order to try to do the best we can to answer it, the way our Constitution is set up, it's up to the local election committee. Somebody has to look at elections, and that's the local election committee's job. So that's the answer to the question.

**DELEGATE MALVEAUX:** Thank you.

**PRESIDENT COHEN:** Microphone 3, Delegate Harmon.

**DELEGATE BRADLEY HARMON (Local 6355):** I rise in support of the recommendation of the Appeals Committee. We have spent the last day and a half talking about the real dire crisis that our union is facing. It seems like there was a bad election that went on in this local and there were some problems that went on in this local. And my prayers are with that local and the members, that those election problems and the problems in that local can be fixed. But the issue before us was, was the election done fairly.

It's not a question as to the current election, but maybe it is a question about the first one. But there is no question that the current officers of this local were fairly elected. The purpose of this appeals process of this Convention is not being served by those who are asking you to vote against the recommendation of the Appeals Committee.

Justice has now been done by the members of this local. I think that we should support the recommendation of the Appeals Committee, and I think there is much more important work that we can be doing than focusing on the manliness of individuals involved. Thank you.

. . . Cries of "Boooo" . . .

**PRESIDENT COHEN:** Okay. Microphone 1, Delegate Garry.

**DELEGATE MIKE GARRY (Local 1126):** Motion to close debate. I call the question.

**PRESIDENT COHEN:** All those in favor of closing debate please indicate by raising your hands. Down hands. Opposed. Debate is closed.

Okay. We are voting on-- you are voting on Appeal 10. All those in favor of the Committee's report, please indicate by raising your hand. Down hands. Opposed. It's adopted.



At the Privilege mike, Delegate Myers. Are you there?

And before I recognize him, I just want to say that we were in error. I was in error. We did not, in the Memorial service, recognize the previous leader of the RMC. And I now call on Delegate Myers to do that from the privilege mike. Bobby Brown. Can we all take a moment of silence in honor of a great leader of this union, Bobby Brown, and then I will recognize RMC President Myers.

. . . A moment of silence was observed in memory of Bobby Brown . . .

**PRESIDENT COHEN:** Thank you. I apologize for that omission.

RMC President Myers.

**DELEGATE RAY MYERS (Local 16800, Chair, Retired Members' Council):** President Cohen, Executive Board, Delegates, the Retired Members Council respectfully requests adding the name of Bobby Brown to this year's Memorial service.

Bobby was the RMC President at the time of his death. His passing was in late August 2009 at the age of 79. His death ended a lifetime of union activism, democratic political activities, membership in CWA, and service to the membership of Local 6102. Bobby served in numerous local positions, including plant vice president and executive board member.

After his retirement from the company, but never from his union, Bobby served on the RMC executive board for over ten years. In 2009 Bobby was elected to the position of RMC President. He addressed this convention shortly before his passing. Bobby will be missed by all CWA members and working people in his beloved state of Texas. Thank you. (Applause)

. . . In addition, the name of Retired Member Thomas W. Mischka, Local 4603, Wisconsin Political Council Secretary-Treasurer, who passed away June 7, 2010, was added to the Memorial list . . .

**PRESIDENT COHEN:** I also want to recognize-- there are several people at the privilege mike. Before we move on, I want to recognize Delegate Comiskey.

**DELEGATE RYAN COMISKEY (Local 9404):** I just wanted to let the body know that Appeal No. 9 was not appealed because the district has agreed to arbitrate the case. Thank you. (Applause)

**PRESIDENT COHEN:** I want to thank the Appeals Committee for its very hard and tough work and for your service to CWA. Thank you.

**CHAIR DOSSETT:** Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 1, Delegate Burrell.

**DELEGATE JIM BURRELL (Local 9413):** Sisters and brothers, I am from the Silver State of Nevada. With me is President Gary Hargus of the Nevada Association of Public Safety Officers. We would like you to join us in Las Vegas to celebrate the reelection of Majority Senator Harry Reid, and secondarily, I move that we hold the 2011 CWA Convention in Las Vegas, Nevada. (Applause)

**PRESIDENT COHEN:** Is that also a motion to adjourn, Delegate? That's what I have in front of me that you had asked for. Yes? Okay.

We are going to, with the support of the body, but we have a bunch of delegates at the Privilege mike. I want to hold that motion, and we will come back to it, okay? We want to get the folks at the Privilege mike before we consider that. And I have no numbers on these, so they may not be in the right

order. Sorry about that.

Delegate Roeder.

**DELEGATE RAE ROEDER (Local 1033):** I was told this story the other day when we met with District 1. I represent 7,000 workers in the City of Trenton, and we had a very bad situation with one of our workers less than two weeks ago. That individual went outside on a break, and when she walked outside on the break and leaned up against the side of the building way away from the road, a drunken driver passed by and smashed into her and cut her in half.

Hikema George was a young lady, 31 years old with a 13-year-old child, who was the future of our local, who had come to many training sessions and wanted to be a part of the organization of the local. And so when we picked up the paper the next day, there in the paper-- the paper that hates us so much, *The Trentonian*-- said, "Good, another worker we don't have to lay off."

**PRESIDENT COHEN:** You're kidding me.

**DELEGATE ROEDER:** That is the kind of hate generated in New Jersey towards state workers. So as part of coming together, we at the Department of Education stood together and, because of her family situation, in two days the generosity of members of CWA poured out to \$9,026, and we paid every penny of her burial. (Applause)

I came to ask you something. I promised her son, Aljammeil, that I would tell you how much his mother loved this union and how proud we are that members stood up without barely an ask, and took care of that which needed to be taken care of. And he asked me to come here and say thank you.

. . . Applause and cheers as the delegates clapped in unison . . .

**PRESIDENT COHEN:** Microphone 2, Delegate Hanson.

**DELEGATE JOHN HANSON (Local 1171):** President Cohen, illustrious Board members, brothers and sisters of this great, great union, CWA, I have a question, a challenge to all, and to the Board. During our mission today, going over the finance report, I stood at the back at the Questions mike. I had looked over some of the information in the report given by the Finance Committee, which was a great report, but I had one question. On page 3, the third dot from the top, it says "Two percent wage increase budgeted for the administrative non-bargained staff."

This is a great union. I understand that. We go out every day and we strive to have new members come on board with CWA. How can this union allow a group of people in the heart of our country, in the building that this organization works out of, not be unionized? I put this challenge to the Board, to Ed Sabol, to any local in the area, that we should unionize these brothers and sisters and bring them on board.

Sit down and think of it. Our cost of living has gone up drastically, and we are talking about maybe giving them two percent. I mean, look at the words that were spoken today about companies that are fighting unionization, and yet we have a group that is non-union? Brothers and sisters, let's rally around this and get these groups bought into the union. Simple as that. They belong with us. They should be union members. Thank you very much. (Applause)

**PRESIDENT COHEN:** Delegate Wynn.

**DELEGATE GREG WYNN (Local 4100):** President Cohen, Executive Board, Retirees, Members, Family, Friends, and Allies: From the bottom of my heart, I would like to thank every last one of you for the kind cards and donations and condolences. In mid-April, one of our members was electrocuted. His

family truly, truly appreciated all the cards from across the country. I just wanted to say thank you. (Applause)

**PRESIDENT COHEN:** Delegate Sarnoff.

**DELEGATE STEVE SARNOFF (Local 3179):** Sisters and brothers, as we go through all these changes, as our management foes move around their cheese, those rat bastards, we have a lot of challenges. And one thing that in the toughest times we need to not lose focus on and what we ask the Executive Board for, is that we have to reenergize, reestablish, reinvigorate our training programs. That means grievance handling, arbitration panel training and, more importantly, most important of all, collective bargaining training.

We did have-- for a few years we had the Collective Bargaining Institute under the Public Sector, and it was very successful. Many staff along with local officers went through that training, and everyone came out of it and did go on to successfully bargain many contracts. For whatever reason, it was jettisoned and we haven't had it for several years. I am asking-- I am kind of demanding, actually-- that we reinstitute that, and any other training program, because if the locals have to do more with less, you have to give us the tools, and this training is vitally important to accomplish that. Thank you. (Applause)

**PRESIDENT COHEN:** Microphone 2, Delegate Wojtowicz.

**DELEGATE SHARI WOJTOWICZ (Local 7250):** The Women's Committee 50/50 raffle winner was announced from the podium earlier today. The ticket number was light pink. It was 219810. You have one hour from now to claim your prize, otherwise the money will be given to another ticket holder. That number is 219994, also a light pink ticket.

If that prize is not claimed, a third and final number will be posted outside the hospitality room tonight. So, if you know anybody that left their tickets on the table because they are not here anymore, you might want to take a look around and hold onto some extra tickets.

We also just want to again thank everybody for their participation. There was a lot of money raised for Dress for Success here for Washington, DC, and we thank you. We have already signed up over 30 new CLUW members. It's not too late. If you want to sign up, you certainly can come and see any one of the members of the National Women's Committee. And we do still have the Women's Committee T-shirts available also. Thank you.

**PRESIDENT COHEN:** Delegate Mulledy.

**DELEGATE JOHN R. MULLEDY (Local 4390):** I would like to add to the Memorial the passing of former president from Local 4390, Larry Wilson.

**PRESIDENT COHEN:** Thank you. Did you turn that name in, because I want to make sure that's in the record. Just make sure they have the name of the Local President we missed. Thank you.

Delegate Simmons.

**DELEGATE LISONIA SIMMONS (IUE-CWA Local 81381):** I just wanted to tell you guys about a scholarship that we have created at our local. One of our co-workers in November of 2006 was killed by a hit-and-run while on duty. Her name was Betina E. Ford. She was a 26-year-old vibrant young woman.

We got together, our local with her family and friends, to start a scholarship in her name. We are selling raffle tickets for \$5, and if you see one of us outside, we will hook you up with a ticket. We also want to thank those of you who have already bought tickets for this fund. Thank you. (Applause)

**PRESIDENT COHEN:** Thank you.

**VOICE FROM THE FLOOR:** Tom Grenfell--

**PRESIDENT COHEN:** You have to call up, please. Delegate Grenfell.

**DELEGATE THOMAS GRENFELD (Local 14503):** I would like to add to the Memorial the name of Jack Moline, former delegate and secretary-treasurer of Detroit Typographical Union.

**PRESIDENT COHEN:** Thank you, and again, please give the name in writing so we don't--

**PRESIDENT COHEN:** Delegate Chenez.

**DELEGATE GREGORY CHENEZ (Local 1117):** I would like to take this time to recognize a former President of our Local 1117, Bill Lindsey, with his passing of this year. Thank you.

**PRESIDENT COHEN:** Thanks. Give the information to the transcribers, please.

Okay. Before I make a couple of quick comments and we go back to the motion, we have Secretary-Treasurer Rechenbach for some announcements.

**SECRETARY-TREASURER RECHENBACH:** Thank you. I will try and be fast, but not as fast as yesterday. (Laughter)

We have a number of winners of different raffles. I want to quickly announce the winners of the Sage Group door prize, Angie Miller from Local 4108. The winner of the really nice "Tunaweza" pendant from the Pediatric AIDS Foundation is Melissa Pike, 3204. I would ask if she can come up and claim that.

And the winner of a Flip camera is Tony Gonzalez from Local 9505.

A couple of quick announcements about meetings: The District 2 Legislative Political meeting will take place at adjournment in the Monroe Room. Also at adjournment, AFA Government Affairs will be meeting in the Allbright Room. And 15 minutes after adjournment the District 9 delegates will be meeting in Lincoln East.

Those of you who want to register or pick up activist or guest badges for the Legislative Conference in the Congressional reception can go to Georgetown West on the Concourse Level after the Convention adjourns today. You can also register tomorrow morning from 7:00 a.m. to 8:30. Your existing badge is fine for you, but if you have other folks coming in you can register them.

Fifteen minutes after adjournment, an AT&T Internet Contract Explanation meeting will be at the Fairchild Room on the Terrace Level.

And for those of you leaving today or even later in the week on US Airways, please give those folks a big hello at the US Airways gate and ticket counters. They are CWA members. (Applause) And obviously the flight attendants are members as well, so you will be in good hands as you travel out of the city.

We found two prescription forms. Somebody lost their prescriptions. I would try tell you what they are for, but a doctor wrote them. I cannot read it. They are for Arnold Davison, Arnold Davison.

And one last thing, just a point of personal privilege, we actually do have contracts with seven different unions for all of the employees of CWA. Every employee eligible for membership in the union is in a union at CWA. The 2 percent is only for supervisors and officers. Thank you very much. (Applause)

**PRESIDENT COHEN:** Thank you, Jeff.

So again, before we take the adjournment vote, as is our custom, I just want to share a couple of relevant, short remarks.

Tomorrow morning, we all need to be here at 8:00. We have the Speaker of the House. And obviously, as Jeff just mentioned, we want to pack the room as much as is possible. So please follow through there and register friends, family and allies, since we have no guests.

Speaker Pelosi, as you know, has been fierce in terms of defending the interests of working-class families in this country just as Sandy Levin and Luis Gutierrez. When I spoke yesterday and said, "It's not hopeless but it's hard, and we have done hard before," many of the leaders of the House, definitely the majority of the House, feel the same way.

I saw David Obey last week. He chairs the Appropriations Committee in the House. He has been there since 1969 from Wisconsin-- where is Wisconsin? (Applause) Congressman Obey said to me, "I'm not running again because we do all this work and nothing gets through the Senate."

Now, he didn't think it was hopeless either. He was quick to say, "I know you are trying to help form a giant coalition to take on the Senate rules. Count me in. Hopefully that's done in January, so I'm going to work right up until the end here, but if it isn't done in January, count me in." He said, "I will work on that as my mission and my challenge and my retirement from this body." (Applause)

I mentioned that conversation-- which I didn't ask him about, but that's okay-- because I think sometimes we pass these resolutions, and we should be proud. When you put those together, we should be really proud. You should be really proud of what you've done here. Many others have said about this union how we fight together, how we are united, how we work together. We don't necessarily agree here on everything, and that's fine.

What's fine also is that we agree that we fight like hell for what we adopt here and what we do here, particularly in those resolutions, because without that fight we leave those workers at T-Mobile at the mercy of management. We leave the flight attendants at Delta and Northwest on their own. We leave one nation without the horsepower to achieve the vision.

It's true that when we put those resolutions together, we are aiming high. And as I said, when we brought Bill Halter out here, we need to aim high. We are not always going to win, although he came within inches thanks to our members in Arkansas and his own courage and determination and his own leadership. But we are not always going to win. This is no pep talk here. This is tough. But it's not hopeless. It's just hard.

And I am convinced more than ever, after these two days. And over the next two days Executive Vice President Hill will be leading us in this Legislative Conference and, just as importantly, you will be on the Hill-- in some ways more importantly.

We will hear not only from Speaker Pelosi but others, including the President of the NAACP. And I might add, that's the reason, the only reason, we are here in Washington. There is no other reason. And we won't always be in Washington. You don't have to cheer that. But we need to-- it can't just be me or the officers or staff here in Washington either. You made an enormous showing last year on health care. And as I said, we've got a lot of unfinished business on health care, let alone major unfinished business with no path to it right now to change workers' rights in this country. We can't pass the Employee Free Choice Act unless we change those Senate rules. We are not going to change those Senate rules unless we build one nation much bigger than even those who started it dreamed. Because when we started, it was more about the Tea Party than it was about taking on the Senate.

But now it's clear to all of us, regardless of where we come from in that movement, that we have to take on the Senate rules and, thankfully, there are Senators that will help lead that fight.

You are on the Hill the next two days. And again, Annie and others will prep those issues here. But if you see any Senators-- and you notice we didn't bring any here for a reason-- if you see any Senators, you are going to put it to them, right?

You know, we don't live in the time of Cicero, and they are not royalty. They are just Senators. And we expect them, if they expect us to work for them, they need to work for us, right? (Applause) And bring democracy back to this country.

That's what our troops in Iraq and Afghanistan fought for. And we've heard in the past from members of our union in those fights at Verizon Wireless, as they testified in Congress with me, who came back and had no democracy on the job. As the brother said, those efforts they make are not in vain. But the way that they are not in vain is, when they come back, we fight for democracy here as well. And that's what we are doing these next two days. We are taking that fight on.

I am confident that, no matter what we face, we will rise up. We will rise up in our bargaining efforts. We will rise up in our organizing. We will rise up in building a political movement that this country hasn't seen in years, and say to the right wing and to the Tea Party and to the get-alongs, no matter what party they are on, who take the money from the Chamber of Commerce, "We've had it. We are angry." Our anger isn't at Washington in some abstract way. Our anger is the way things get bottled up here and don't get done. And we are prepared to go home and fight for that in the next two days be talking about that and working for that as well.

So I thank all of you, or appreciate all of you is a better word, for your patience these two days, for your commitment, for your dedication to this union and to our movement together. And I know that all of us on this Executive Board and the staff that are here, we pledge to be shoulder-to-shoulder with you in all these fights. They are not hopeless; they are just hard.

And with that, the motion to adjourn is now in order. All those in favor of adjourning this Convention, please indicate by raising your hand. Down hands. Opposed. We are adjourned. Thank you.

. . . Thereupon, the 72<sup>nd</sup> Annual Convention of the Communications Workers of America, AFL-CIO, CLC, adjourned, sine die, at 5:41 p.m. . . .

# **EXHIBIT A**

**REPORT OF THE  
FINANCE COMMITTEE  
to the  
72nd ANNUAL CONVENTION  
COMMUNICATIONS WORKERS OF AMERICA**

**Explanation of CWA Funds**

There are six Funds, all of which were examined and reported on by Independent Auditors for the period ending May 31, 2009. A copy of the report has been reviewed by the Executive Board and Committee and was sent to Local Presidents.

The Funds are:

1. General Fund
2. Defense Fund
3. Members' Relief Fund
4. Strategic Industry Fund
5. Building Fund
6. Pension Fund

**General Fund**

The General Fund is the Fund from which the International operates. All the income money which comes to CWA is handled through the General Fund. The status of this Fund is reported monthly to the Executive Board.

The General Fund contains what the Auditors have identified as "Unallocated Receipts." Dues money received by CWA is labeled in this manner until the Secretary-Treasurer's Office can channel or allocate it. As an example: A dues check from an employer is received in the Secretary-Treasurer's office; it is immediately deposited in the General Fund as unallocated money. Upon processing the report that comes with the employer's check, checks are issued for the amount due the Locals. Also, at this time, we transfer the proper amount to the Defense Fund and Members' Relief Fund or the Strategic Industry Fund. The International's portion remains in the General Fund, available for use by the International. The Local amount is returned to the Locals.

**Defense Fund**

The Defense Fund was established by the 1952 Convention and began to operate in September of 1952. It has specific rules, adopted by the Convention, which outline the ways it can be used.

Income to the Defense Fund is derived from membership dues and equivalent payers in the amount of \$.50 each month. Income is deposited in the Defense Fund account as dues reports are processed.

The Defense Fund is administered within the Defense Fund Rules established by Convention action.

The Market Value of the Fund as of May 31, 2010 was \$12,643,417.



### **Robert Lilja Members' Relief Fund**

The Robert Lilja Members' Relief Fund (RLMRF) was established by 1990 Convention action. The purpose of the Fund is relief of strikers, locked out members, victims of collective bargaining strategies and other approved mobilization actions. The Market Value of the Fund as of May 31, 2010 was \$391,231,842.

Income to the RLMRF is derived from membership dues and equivalent payers in an amount equal to .15% per month of minimum dues (1/4 hour) of those eligible to strike. Income is deposited in the RLMRF account as dues reports are processed. Income and Expenditures from the Fund are reviewed by the Defense Fund Oversight Committee according to the rules established by Convention action.

Effective September 1, 2006, all RLMRF contributions are credited to the Strategic Industry Fund unless the RLMRF balance falls below the 2006 Convention established RLMRF floor. The RLMRF floor is \$376,714,280. If the RLMRF falls below the established floor, all contributions will revert back to the RLMRF until it reaches the established floor.

### **Strategic Industry Fund**

The Strategic Industry Fund (SIF) was established by 2006 Convention action to finance major large scale campaigns to increase our bargaining power.

The SIF is a restricted Fund, requiring a majority vote of the Executive Board before expenditures are made. The Market Value of the Fund as of May 31, 2010 was \$45,481,293.

### **Building Fund**

By Executive Board action in January 2006, the Building Fund was established for the purpose of recording the assets, liabilities, expenses and income associated with the Headquarters building property. As of May 31, 2010, the Market Value of the Fund's unrestricted net assets was \$47,265,706.

### **CWA Plan for Employees Pensions and Death Benefits Fund**

This Fund provides for CWA Employees' retirement benefits. A periodic actuarial review is made of the CWA Pension and Death Benefit Trust Fund, and our contribution is adjusted to meet our obligations. As did many other pension plans, the Plan's investments suffered losses as a result of the overall decline in the economy and the markets in 2008. Contributions to the Plan were necessary in 2009 and will be monitored again this year.

The CWA Pension Fund was established in 1951 as a separate trust. It is a defined benefit pension plan covering substantially all Employees other than PPMWS Employees. On January 1, 2006 the IUE Pension Plan was merged with the CWA Plan for Employees Pensions and Death Benefits.

On May 31, 2010, the Market Value of the Plan was \$200,296,532.

### **Financial State of the Union**

This Committee realizes that with ever increasing financial burdens and causes needing the Union's attention, combined with a continued uncertain economy, we must continue to be ever vigilant of cost overruns. This year, each Administrative Unit must operate not only within their authorized budget but also to live within the dues income they generate as well as contribute to the ongoing programs and expenses of the Union.

### **Salaries – Elected Officials**

Each year, it is the Committee's responsibility to recommend salary changes for our Elected Officials. This year the Committee recommends that a 2% increase to salaries effective January 1, 2011 be reviewed at that time to see if this is plausible.

### **Complement**

The Committee has funded only those Staff positions that are now filled or have received approval to be filled at the time of this report. Requests to fill all Staff positions must be made to the Budget Committee and authorized by the Executive Board.

### **The 2010 – 2011 Budget**

The Committee reviewed and considered the Report of the Budget Committee as adopted by the Executive Board of the Union. After thorough and detailed deliberations, this Committee recommends the following Budget for the 2010 – 2011 budget year.

In calculating the projected income, the Committee built this Budget based on an estimate of what our revenue will be for this fiscal year based on a projected 6% decline in membership and a 1% increase in per capita dues. The calculated estimate of overall income of the Union used is \$100,484,928.

As in the past, we recommend the Executive Board use this Budget as a positive guide and make every effort to operate also within the actual income of the Union during the period represented by this Budget.

Our proposed Budget follows as Exhibit A (Communications Workers of America – Operating Budget) and Exhibit B (Administrative Unit's Budget).

A line-by-line explanation of each item in the Budget may be found on pages 10-12.



**Communications Workers of America Balanced - Operating Budget  
2010 - 2011**

		<u>2009 - 2010</u>	<u>2010 - 2011</u>
<b><u>Income</u></b>			
	Dues - Membership	96,692,934	91,263,155
	Dues - Agency Fee	7,274,193	7,821,773
	Other Income	<u>1,500,000</u>	<u>1,400,000</u>
	<b>Total Income</b>	<b>105,467,127</b>	<b>100,484,928</b>
<b><u>Expenses</u></b>			
	<b><u>National Programs</u></b>		
029	Organizing Fund	5,100,000	5,100,000
030	Community Action	200,000	200,000
031	Legal Admin Unit Litigation & Misc.	847,000	847,000
032	Convention	992,015	892,015
034	Committees, Conferences & Ex Board Mtgs	400,000	400,000
038	Taxes	191,600	191,600
039	Affiliation Dues - AFL-CIO & Other	5,256,309	4,600,832
040	Contingency	1,039,902	155,611
041	Equipment Additions	-	-
043	Information Systems	1,025,000	750,000
044	District Building Maint & Operations	-	-
045	Communications (CWA News & PR)	2,200,000	2,000,000
046	Professional Services	847,000	647,000
047	International	75,000	50,000
048	Education	300,000	300,000
061A	Retiree Benefits (Health Care, Insurance)	8,322,728	8,688,546
061B	Insurance - Other	569,747	569,747
063	Auto Fleet Program	-	-
064	Staff Moves	200,000	200,000
066	Apprenticeship & Training	<u>183,000</u>	<u>183,000</u>
	<b>Total General Budget</b>	<b>27,749,301</b>	<b>25,775,351</b>
	<b><u>Administrative Units</u></b>		
A1	Salaries - Officer & Staff	28,155,267	28,184,384
A2	Salaries - Full Time/Other	12,351,303	12,196,153
A3	Employee Benefits	9,438,024	11,052,065
A4	Employee Taxes	3,281,032	3,285,201
B1	Office Occupancy	8,012,964	7,107,923
B2	Staff Expenses	5,008,442	4,564,872
B3	Administrative Operations	6,467,795	5,809,729
B4	Legal	5,003,000	5,003,000
B5	Position Reductions	-	<u>(2,493,750)</u>
	<b>Total Administrative Units</b>	<b>77,717,827</b>	<b>74,709,577</b>
	<b>Total Budgeted Expenses</b>	<b><u>105,467,128</u></b>	<b><u>100,484,928</u></b>
	<b>Total Income</b>	<b>105,467,127</b>	<b>100,484,928</b>

**Administrative Units Budget  
2010 - 2011**

District & National Units	<u>A-1</u> Salaries: O&S	<u>A-2</u> Salaries: FT & Other	<u>A-3</u> Emp Benefits: 27.25%	<u>A-4</u> Emp Taxes: 8.1%	Total Personnel Expenses	<u>B-1</u> Office Occupancy	<u>B-2</u> Staff Expenses	<u>B-3</u> Admin Operations	<u>B-4</u> Legal	Total Admin Unit Expenses
District 1	3,364,738	919,218	1,167,378	347,000	5,798,335	997,191	482,727	952,083	1,561,000	9,791,336
District 2	926,800	344,113	340,193	101,121	1,712,227	272,876	125,904	157,498	192,000	2,460,505
District 3	2,194,912	761,709	805,679	239,486	4,001,786	251,294	311,400	350,693	200,000	5,115,172
District 4	1,568,893	567,264	582,103	173,029	2,891,289	283,318	222,012	329,165	77,000	3,802,784
District 6	1,759,819	566,588	633,946	188,439	3,148,792	299,773	251,808	305,336	391,000	4,396,709
District 7	1,873,693	470,214	638,715	189,857	3,172,479	113,640	258,528	313,167	175,000	4,032,814
District 9	1,711,601	618,017	634,821	188,699	3,153,138	585,906	236,910	337,098	165,000	4,478,053
District 13	842,929	209,550	286,801	85,251	1,424,531	178,554	111,006	117,932	167,000	1,999,023
C&T	530,864	148,626	185,161	55,039	919,689	130,038	73,968	81,500	50,000	1,255,195
Telecom	259,924	61,309	87,536	26,020	434,789	28,325	29,796	12,840	-	505,750
Public Workers	272,170	94,142	99,820	29,671	495,804	36,179	46,699	34,313	-	612,995
PPMWS-CWA	436,747	115,251	150,420	44,712	747,130	87,679	80,251	60,688	105,000	1,080,747
IUE-CWA	3,704,608	250,709	1,121,424	333,341	5,410,082	117,243	702,062	287,974	50,000	6,567,361
TNG-CWA	1,107,190	236,961	366,281	108,876	1,819,307	121,025	219,626	141,325	270,000	2,571,283
NABET-CWA	653,610	152,322	219,616	65,280	1,090,828	89,039	126,335	164,145	202,000	1,672,347
AFA-CWA	<u>3,229,097</u>	<u>1,453,613</u>	<u>1,276,038</u>	<u>379,300</u>	<u>6,338,048</u>	<u>424,531</u>	<u>506,532</u>	<u>435,429</u>	<u>200,000</u>	<u>7,904,540</u>
<b>Total</b>	24,437,596	6,969,606	8,595,931	2,555,121	42,558,254	4,016,609	3,785,564	4,081,185	3,805,000	58,246,612
<b>Headquarters</b>	<u>3,746,789</u>	<u>5,226,547</u>	<u>2,456,134</u>	<u>730,080</u>	<u>12,159,550</u>	<u>3,091,313</u>	<u>779,308</u>	<u>1,728,543</u>	<u>1,198,000</u>	<u>18,956,714</u>
<b>Grand Total</b>	<u>28,184,384</u>	<u>12,196,153</u>	<u>11,052,065</u>	<u>3,285,201</u>	<u>54,717,803</u>	<u>7,107,923</u>	<u>4,564,872</u>	<u>5,809,729</u>	<u>5,003,000</u>	<u>77,203,327</u>



**Explanation of Administrative Units Budget**  
**Exhibit A**

**Budget Line A1-A4 & B1-B4 Formula Applications**

To determine certain allocations, the Budget was based on April 3, 2009 per capita counts.

**A1 Salaries – Officers and Staff**

Reflects annual salary cost for Administrative Unit Officers, Staff and Professional Employees.

**A2 Salaries Full Time and Other**

Reflects annual salary cost for Administrative Unit Full-Time Clerical Employees and Supervisors.

**A3 Employee Benefits**

Reflects an allocation of 27.25% of Administrative Unit salaries. The allocation includes medical, dental, vision, life insurance and 401(k) match, plus sufficient funds to meet the Pension Plan Fund commitment.

**A4 Employee Taxes**

Each Administrative Unit was allocated 8.1% of Administrative Unit salaries for Employee tax expense.

**B1 Office Occupancy**

Each Administrative Unit allocation includes known increases that could be determined. Figures include projected common area maintenance and rent increases projected at 2% for the 2010-2011 budget year.

**B2 Staff Expenses**

Reflects Funds allocated for Staff travel, auto and communication expenses.

**B3 Administrative Operations**

This line includes expenses for the following items: part-time salaries and expenses, supplies and printing, postage and freight, rental and maintenance of equipment, contract services, electronic communications and all other operating expenses.

**B4 Legal**

This includes each Administrative Unit's allocation for expenses such as retained counsel, arbitration and arbitration cancellation fees.

**Explanation of International Programs**  
**Exhibit B**

**Organizing (029)**

We must continue our internal and external organizing efforts if CWA is to remain an effective organization. The salaries of permanent Organizing Coordinators are included in line item A1 of their Administrative Unit. All Organizer expenses are charged to the Organizing account.

**Community Action (030)**

This allocation allows CWA to respond to a small percentage of the worthwhile requests we receive from community and civic organizations, programs and activities dedicated to the welfare of all citizens.

CWA maintains membership in and serves on executive boards of a number of organizations. Fees associated with these activities are included in this budget allocation.

**Legal Admin. Unit Litigation and Miscellaneous (031)**

Our legal costs continue to be significant part of our Budget. A portion of these expenses are budgeted to the Administrative Unit section. This allocation is for the remainder of our legal expenses.

**Convention (032)**

This allocation includes funding for the annual Convention, including auditorium and meeting room rental and setup, printing of verbatim reports and other Convention materials, postage, wages and expenses of Convention Committees.

**Committees, Conferences & Executive Board Meetings (034)**

Expenses associated with meetings of the Union's Executive Board including travel expenses of Executive Board members and others required to be in attendance at such meetings. The cost, if any, of the meeting room is also included. The budget allocation also includes an allocation for committee meetings and conference expenses. The allocation does not cover expenses of attendees unless authorized by the President of the Union.

**Taxes (038)**

This allocation is for taxes other than payroll related, such as the cost of District building taxes and personal property taxes.

**Affiliation Dues (039)**

This allocation is for the affiliation dues paid to organizations such as the AFL-CIO Departments, Union Network International, IAPTA, International Metal Workers, International Federation of Journalists and others.



**Contingency (040)**

The purpose of this account is to provide for unexpected costs and expenses that are not known or cannot be budgeted to appropriate accounts at the time the budget is prepared.

**Information Systems (043)**

This budget item reflects the costs of office automation, communication networks, training, and updating of equipment in the Headquarters and District offices.

**Communications (045)**

This account includes the funding of the CWA News, which is mandated by Article XXV of the CWA Constitution, and Public Relations. The allocation includes the cost of printing and postage as well as for the Union's publicity and public relations program which brings the story of the Communications Workers of America to the public through the mass media of radio, TV and newspaper.

**Professional Services (046)**

This budget item allocation reflects expenses for audit fees, and miscellaneous professional services such as accountants, actuaries and consultants, including those hired to support bargaining and contract negotiations.

**International (047)**

CWA is involved in the free world trade union movement. This budget allocation funds activities with our labor colleagues from a number of countries.

**Education (048)**

This budget account allocation is for the expense of week-long leadership conferences, and the development and delivery of training programs.

**Retiree Benefits (061A)**

The allocation to this account is for the general insurance policies of the Union, which include group healthcare, pharmaceutical, vision, dental and life insurance for retirees. Employee healthcare expense is reflected in the Administrative Unit's Budget – line item A3.

**Insurance – Other (061B)**

The allocation to this account is for insurance other than Employee healthcare and automobile.

**Staff Moves (064)**

This allocation is for the costs associated with relocating Staff.

**Apprenticeship & Training (066)**

The budget allocation is for existing apprenticeship & training activities and new programs which may be implemented in this budget year.

**Total National Programs** - Total of Budget accounts 029 through 066.

**Total Administrative Units** - Total of A1 through B4.

**Total Budgeted Expenses** - Total of National Programs and Administrative Units.

## Concluding Remarks

The Budget Committee continues to focus on not only staying within budget but also keeping spending within income.

Current economic conditions have forced us to reallocate support Staff and harvest the benefits of new technology to reduce our payroll while sustaining quality work. We recognize that in some instances we are stretched and appreciate the hard work and burden that places on dedicated Staff.

The cost of owning and operating the building is subsidized by the leasing of available space. CWA rent payments to the Building Fund, while below market rates, also assist to sustain building operations.

A decline in membership within a number of our represented employers reinforces the need for organizing new workers as the key to our future. For 2010 – 2011, we are recommending a conservative Budget that reflects the current conditions. Steps taken by the Executive Board have significantly improved the Union's financial position, but we need to continue to closely monitor spending to ensure that our income forecasts match our cash flow and that our expenses do not exceed our projected income. Collectively, we have demonstrated that this can be done and we congratulate the Executive Board for taking the steps necessary to ensure the fiscal well-being of our Union.



# **EXHIBIT B**

## Chapters of the Retired Members' Council

District 1			District 2 Continued			District 4 Continued		
1022	BORDENTOWN	NJ	2275	ZUNI	VA	4320	GROVE CITY	OH
1032	HARMONY TWP	NJ	2336	WASHINGTON	DC	4321	ZANESVILLE	OH
1036	TRENTON	NJ	20901*	NORTON	VA	4322	XENIA	OH
1039	EAST WINDSOR	NJ	<b>District 3</b>			4340	EUCLID	OH
1040	MANALAPAN	NJ	3060	WINSTON SALEM	NC	4603	GERMANTOWN	WI
1085	SWEDESBORO	NJ	3104	POMPANO BEACH	FL	4621	APPLETON	WI
1089	FAIR LAWN	NJ	3106	JACKSONVILLE	FL	4640	EAU CLAIRE	WI
1101	WAPPINGER FALLS	NY	3108	ORLANDO	FL	4690	MUSKEGO	WI
1102	STATEN ISLAND	NY	3109	PENSACOLA	FL	4900	INDIANAPOLIS	IN
1103	THORNWOOD	NY	3111	FT PIERCE	FL	<b>District 6</b>		
1104	FARMINGDALE	NY	3112	WEST PALM BEACH	FL	6016	NORMAN	OK
1106	WEST BABLOON	NY	3201	LEESBURG	GA	6127	MIDLAND	TX
1108	MEDFORD	NY	3212	FORTSON	GA	6132	AUSTIN	TX
1109	BROOKLYN	NY	3220	CLAXTON	GA	6137	CORPUS CHRISTI	TX
1118	SCOTIA	NY	3263	FLOWERY BRANCH	GA	6139	NEDERLAND	TX
1122	LOCKPORT	NY	3310	LOUISVILLE	KY	6143	LIVE OAK	TX
1123	SYRACUSE	NY	3402	ALEXANDRIA	LA	6171	SAN ANGELO	TX
1126	YORKVILLE	NY	3603	CHARLOTTE	NC	6200	IOWA PARK	TX
1150	STATEN ISLAND	NY	3802	HARRISON	TN	6201	FORT WORTH	TX
1170	ROCHESTER	NY	3805	KNOXVILLE	TN	6218	SAN AUGUSTINE	TX
1180	SOUTH OZONE PK	NY	3808	NASHVILLE	TN	6222	HOUSTON	TX
1190	CORAM	NY	3902	BIRMINGHAM	AL	6229	MISSION	TX
1298	LAKEVILLE	CT	3904	RAINBOW CITY	AL	6290	ENNIS	TX
1365	SALEM	NH	30901*	ATLANTA	GA	6300	BELLEVILLE	IL
<b>District 2</b>			<b>District 4</b>			6301	NIXA	MO
2001	CHARLESTON	WV	4009	TROY	MI	6314	BOONVILLE	MO
2100	CHASE	MD	4013	ORION	MI	6327	KANSAS CITY	MO
2101	MIDDLE RIVER	MD	4025	MARQUETTE	MI	6360	GLADSTONE	MO
2105	WILLIAMSPORT	MD	4034	KENTWOOD	MI	6733	EL PASO	TX
2106	NEWARK	MD	4050	DETROIT	MI	<b>District 7</b>		
2107	ANNAPOLIS	MD	4100	YPSILANTI	MI	7102	JOHNSTON	IA
2108	RIVA	MD	4108	SAGINAW	MI	7200	RICHFIELD	MN
2109	CUMBERLAND	MD	4217	FREEBURG	IL	7212	ST CLOUD	MN
2201	SPRING GROVE	VA	4250	CICERO	IL	7219	PELICAN RAPIDS	MN
2202	CHESAPEAKE	VA	4290	WOODRIDGE	IL	7290	WATERLOO	NE
2204	ROCKY MOUNT	VA	4302	AKRON	OH	7301	BISMARCK	ND
2205	HAMPTON	VA	4309	CLEVELAND	OH	7303	FARGO	ND
2222	MANASSAS	VA	4319	TOLEDO	OH	7400	OMAHA	NE

## Chapters of the Retired Members' Council

### District 7 Continued

7401 GRAND ISLAND NE  
 7500 SIOUX FALLS SD  
 7505 DEADWOOD SD  
 7601 LARAMIE WY  
 7750 THORNTON CO  
 7777 DENVER CO  
 7800 RENTON WA  
 7803 RENTON WA  
 7810 OLYMPIA WA  
 7812 VANCOUVER WA  
 7818 OTIS ORCHARDS WA  
 7901 BRIGHTWOOD OR  
 7906 EUGENE OR  
 70003# PHOENIX AZ  
 70010# ALBUQUERQUE NM  
 70014# SPRINGVILLE UT  
 70901\* CEDAR RAPIDS IA

### District 13 Continued

13020 CLIFTON HEIGHTS PA  
 13021 FOLSOM PA  
 13022 COLLEGEVILLE PA  
 13023 WAGONTOWN PA  
 13025 DOYLESTOWN PA  
 13031 ALTOONA PA  
 13032 HUMMELSTOWN PA  
 13033 NEW TRIPOLI PA  
 13035 WILKES-BARRE PA  
 13044 COROPOLIS PA  
 13054 NEW CASTLE PA  
 13056 DUBOIS PA  
 13057 GREENSBURG PA  
 13059 MURRYSVILLE PA  
*13101 NEWARK DE*  
 13500 TOPTON PA  
 13501 PITTSBURGH PA  
 13550 PITTSBURGH PA  
 13591 PITTSBURGH PA

### IUE-CWA Continued

81381 PITTSFORD NY  
 81455 TRENTON NJ  
 81468 RENSSELAER NY  
 83698 JACKSON MS  
 83761 LOUISVILLE KY  
 84438 GREENVILLE MI  
 84755 KETTERING OH  
 84775 DAYTON OH  
 84798 FAIRBORN OH  
 84801 DAYTON OH  
 84808 HENDERSON KY  
 \* regional chapter  
 # statewide chapter  
*new chapters are in italics*

### District 9

9000 LOS ANGELES CA  
 9333 MODESTO CA  
 9400 PLEASANT HILL CA  
 9408 FRESNO CA  
 9412 PLEASANTON CA  
 9413 RENO NV  
 9415 MILL VALLEY CA  
 9416 BAKERSFIELD CA  
 9417 STOCKTON CA  
 9421 FOLSOM CA  
 9423 SAN JOSE CA  
 9503 WEST HILLS CA  
 9505 PASADENA CA  
 9509 SAN DIEGO CA  
 9510 ANAHEIM CA  
 9586 LONG BEACH CA

### Printing, Publishing, and Media Workers Sector

14170 QUEENS VILLAGE NY  
 14430 HOMER GLEN IL  
 14827 PITTSBURGH PA  
**TNG-CWA**  
 31003 NEW YORK NY  
 31222 CONCORD NH  
 32035 WASHINGTON DC

### NABET-CWA

51011 WANTAGH NY  
 51016 S PLAINFIELD NJ  
 52031 SILVER SPRING MD  
 52212 MOUNDSVILLE WV  
 54041 CHICAGO IL  
 54042 UNIVERSITY HEIGHTS OH  
 59053 WOODLAND HILLS CA  
 59057 N.HOLLYWOOD CA

### District 13

13000 PITTSBURGH PA  
 13017 DARBY PA  
 13019 PHILADELPHIA PA

### IUE-CWA

81301 SCHENECTADY NY



# **EXHIBIT C**

CWA'S 72nd ANNUAL CONVENTION  
 WASHINGTON, DC  
 2009 CWA-COPE PROGRAM  
 HONOR LOCALS

LOCAL	PRESIDENT	LOCAL	PRESIDENT
1012	Joy L. Cress	81380	Howard Connors
1020	Elizabeth A. Christy	81381	Evelyn Evans
1023	Kathy Forte	81455	Felix Tuccillo
1025	Wilfred Prall	2001	Letha Perry
1060	Douglas L. Brown, Jr.	2002	Christopher Collier
1079	Leroy T. Baylor, Jr.	2003	Aneikia Greiner
1080	Joan Tapia	2004	David Fox
1082	Mabel Serrano	2007	Ross Lewis
1084	George Jackson	2009	Shannon W. Fink
1101	Joseph F. Connolly	2010	Richard E. Henderson
1102	Edward Luster	2011	Ray Cox
1103	Joseph A. Barca, Jr.	2100	Mark Balsamo
1104	George K. Bloom	2101	William Dulaney III
1106	Anthony W. Caudullo	2106	Paula M. Vinciguerra
1107	Anthony Caprara	2107	Denise A. Burns
1108	Robert M. Morrow	2108	Leslie D. Evans
1109	Rolando Scott, Jr.	2109	Charles F. Fouts, Jr.
1111	Sean P. McAvoy	2201	Christopher Lane
1113	William Moak	2202	Louis J. Scinaldi
1114	Thomas L. Marino	2205	Jerry D. Rogers
1115	Michael D'Agostino	2206	Richard P. Wallace
1117	Gregory L. Chenez	2222	Jim Hilleary
1118	Gilbert L. Carey	2275	Robert Council
1120	Mike Salvia	2277	James White
1122	James M. Wagner	82160	Penny Franklin
1123	Stephen N. Matro	82161	Vickie L. Hurley
1124	Paul Middlemiss	82647	Dennis Parsons
1128	Thomas M. Allen	3102	Gary Cotton
1133	Margaret Chadwick-Ledwon	3104	James M. Donohue
1141	Michael Ostrander	3113	Michael Singleton
1152	Mary Ellen Mazzeo	3115	Scott Mackeil
1168	John Klein	3120	Robert Pickens
1170	John P. Pusloskie	3121	Norman L. Daniels
1301	Thomas Bates	3122	Donald E. Abicht
1395	Thomas V. Lane	3201	Roger L. Todd
1400	Don Trementozzi	3207	Gene Redd
51026	John Ziller	3215	Billy O'Dell
81201	Jeffrey C. Crosby	3218	Allen Turner
81232	Richard J. O'Sullivan	3220	Mike Haviland
81244	William J. Balint	3309	Thomas S. Wadley
81250	Stanley D. Siok	3310	James Carrico
81251	Patrick Caul	3313	Bobby R. Lewis
81255	Harry Chandler	3317	Clay Corbett
81303	Paul Ely	3372	Joey McCarty

CWA'S 72nd ANNUAL CONVENTION  
 WASHINGTON, DC  
 2009 CWA-COPE PROGRAM  
 HONOR LOCALS

LOCAL	PRESIDENT	LOCAL	PRESIDENT
6312	James R. Billedo	7470	Michael J. Arnold
6313	John K. Kollmeyer	7471	Clyde A. Langan
6314	Charles Stephens	7476	Korey Brill
6316	Erin R. Hall	7500	Rozanne Dubois
6327	Anetra M. Session	7505	Rusty Canaday
6350	Sydney Horn	7603	David B. Duvall
6360	Linda J. Nesler	7610	Michael McKinnon
6401	Jason P. Burns	7621	Ronald D. Marsden
6402	Gayle A. Wilson	7704	Annette Cunningham
6411	Jeffrey R. Morris	7705	Lee B. Linford
6450	Colleen M. Downing	7708	Velma J. Johnson
6503	Michael D. Koller	7716	Larry P. McCormick
6505	Jackie G. Miller	7717	Thomas W. Costello
6507	Gerald Murray	7750	Marilyn J. Block
6508	George West	7777	Lisa Bolton
6733	Sidney H. Searcy	7790	Charles L. Mitchell
86029	Sylvia G. Del Rio	7803	Jeanne M. Stewart
86122	Daniel Uribe	7804	Gregg Sherwood
7000	Linda L. Hatfield	7810	Kirk Allan
7001	Jose R. Araiza	7812	Kenneth C. Harding
7019	Paul Castenada	7816	Kurtis Henyan
7026	Joe Ortiz	7901	Madelyn Elder
7037	Michael C. Salazar	7908	John E. Muswieck
7050	David Blackburn	37083	Les French
7101	Scott Rentschler	9333	Lynn Johnson
7102	James Perkey	9404	Carol Whichard
7103	Kenneth J. Mertes	9408	Roy Granados
7108	Steve Abbott	9413	James P. Burrell
7109	Keith P. Zilka	9421	Guadalupe Mercado
7110	Francis J. Giunta II	9423	Stephanie Olvera
7171	Steve Johnson	9431	Richard Delao
7172	William F. Zeigler	9432	Joel A. Nielson
7200	Tim Donovan	9477	Micheal Taylor
7201	Steven M. Lewsader	9504	JoAnn Williams
7203	Gerald J. Finn	9511	Arturo Gonzalez
7206	Carolyn S. Rogge	9573	Steve Maldonado
7212	Franklin S. Hardee	9586	Gregg Gibson
7214	Terrance L. Newman	9590	Jon Smeltzer
7219	Chester F. Nettekstad	13100	Diana Markowski
7250	Shari Wojtowicz	13500	Sandra L. Kmetyk
7270	Denise Rother	58028	Brian Donahue
7272	David Holzer	88120	John A. Lauderback
7290	Paul Coffman		
7400	Rich Martines		

# **EXHIBIT D**

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 1</b>									
720800	CRESS, JOY L.	1012	1	76	76				
720799	SHEEHAN, KATHRYN L.	1022	1	933	933				
720801	ADAMO, SHARON	1023	1	394		394			
720804	FERNANDEZ, GLENN	1023	1	394		394			
720802	FORTE, KATHLEEN	1023	1	395	395				
720803	KAVANAGH, PATRICK	1032	1	2,176	2,176				
720806	RICCI, BILL	1032	1	2,175	2,175				
722563	ROEDER, RAE	1033	1	2,477		2,477			
722564	SPENCE-BROWN, DIANNE	1033	1	2,476		2,476			
720805	LIEBTAG, ADAM	1036	1	2,734	2,734				
720808	RICHARDSON, GAIL E.	1036	1	2,734	2,734				
720807	MCNAMARA, KENNETH	1037	1	8,660	8,660				
721239	MERRILL, RACHEL	1038	1	5,175	[ ]	[ ]	5,175		
720809	PALERMO JR., THOMAS J.	1039	1	918	918				
720811	RICHTER, BRETT E.	1039	1	918	918				
720813	KLEIN, DONALD L.	1040	1	3,383	3,383				
720814	WADE, CAROLYN C.	1040	1	3,384	3,384				
720816	LORDO, NICHOLAS F.	1045	1	212	212				
720815	SCHEURLE, RONALD C.	1045	1	212		212			



Badge#	Delegate Name	Local	District	Totals	-----Votes-----		Not	Alternate Name	Proxy Local
					Yes	No			
<b>District 1</b>									
720818	BISHOP, KENNETH D.	1058	1	178		178			
720817	BROWN, DOUGLAS L.	1060	1	178	178				
720820	REILLY, BRIAN P.	1062	1	72	72				
720819	KUKOR, LINDA I.	1065	1	297	[ ]	[ ]	297		
720822	BRANTLEY, BENNIE	1077	1	191	191				
720821	WALTERS, NICOLE	1077	1	190	190				
720823	MCCLAIN, RHONDA	1080	1	173	173				
720824	TAPIA, JOAN	1080	1	173	173				
722668	LITTLEJOHN, JOSETTE	1081	1	220		220			
722670	MCCRAE, CEDRIC	1081	1	220		220			
722661	PAYTON, GREG	1081	1	222	[ ]	[ ]	222		
720825	DAVION, ARNOLD	1082	1	171	171				
720826	SERRANO, MABEL E.	1082	1	172	172				
720827	BEHNETT ALI, CHERYL D.	1084	1	193	193				
720828	JACKSON, GEORGE	1084	1	193	193				
720733	ATKINSON, WILLIAM D.	1085	1	313		313			
720734	DANN, RICHARD A.	1085	1	313	313				
720736	GATTUSO, VINCENT	1085	1	313		313			
720735	LIVINGSTON, SUSAN L.	1085	1	313	313				

Badge#	Delegate Name	Local	District	Totals	-----Votes-----			Alternate Name	Proxy Local
					Yes	No	Not		
<b>District 1</b>									
722711	MCCANN, LINDA S.	1086	1	202	202				
722633	SHANNON, CHARLENE	1087	1	180	180				
722634	WILSON, BRENDA J.	1087	1	181	181				
720737	PICCOLO, ROCCO	1088	1	141	141				
720740	STAWSKI, TERRI	1088	1	141	141				
720738	VIDAL, ELLEN	1088	1	142	142				
720739	WILSON, RONDA G.	1089	1	142	142				
720742	O'BRIEN, DAVE M.	1090	1	102		102			
720741	KOZMA, ROBERT J.	1096	1	1,114	1,114				

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 1</b>									
720744	CONNOLLY, JOSEPH F.	1101	1	654	654				
720743	DALY, RICHARD T.	1101	1	648	648				
720746	FELICIANO, ANGEL L.	1101	1	648	648				
720745	FIUMANO, ANTHONY	1101	1	648	648				
720748	GIBBONS, PATRICK W.	1101	1	648	648				
720747	LUZZI, AL A.	1101	1	648		648			
720750	MCALEER, JOSEPH P.	1101	1	648	648				
720749	MCGILL, THOMAS J.	1101	1	648		648			
720752	PYZESKI, ROBERT A.	1101	1	648	648				
720751	SHANNON, MARTIN J.	1101	1	648	648				
720754	TRAINOR, JAMES J.	1101	1	648	648				
720753	LUSTER, EDWARD	1102	1	337	337				
720756	BARCA JR., JOSEPH A.	1103	1	330		330			
720755	MAYHEW, JOSEPH	1103	1	329		329			
720895	SCROBOLA, KEVIN	1103	1	329		329			
720898	SHEIL, KEVIN	1103	1	329		329			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 1</b>									
720900	BENEDETTO, THOMAS	1104	1	553	553				
720899	BLOM, CHRISTOPHER	1104	1	553	553				
720897	BLOOM, GEORGE K.	1104	1	558	558				
720902	CONNELLY, EDWARD W.	1104	1	553	553				
720901	PRESTI, MICHAEL	1104	1	553	553				
720904	SIMS, KATHLEEN	1104	1	553		553			
720903	YOUNG, KIM	1104	1	553	553				
722636	PEREZ, ROBERTO	1105	1	1,139	1,139				
722638	ZAPATA, BEATRICE	1105	1	1,138	1,138				
722635	ZAPATA, NELSON	1105	1	1,138	1,138				
720906	CAUDULLO, ANTHONY	1106	1	736	736				
720905	HOLLAND-MCCAULEY, ANNE	1106	1	735		735			
720908	CAPRARA, ANTHONY	1107	1	389	389				
720910	BOLAND, BETHANNE	1108	1	509		509			
720909	DUNN, DONALD E.	1108	1	509	509				
720907	MORROW, ROBERT M.	1108	1	509	509				

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 1</b>									
720911	CALABRESE, CHRIS	1109	1	472	472				
720914	INCARBONE, SALVATORE	1109	1	472		472			
720912	SCOTT JR., ROLANDO	1109	1	475	475				
720913	WINDLEY, NORA	1109	1	472		472			
720915	DIROSA, VINCENZO F.	1111	1	243		243			
720916	MCAVOY, SEAN P.	1111	1	243	243				
720918	MCCORMICK, LARRY C.	1111	1	243		243			
722705	MOAK, WILLIAM	1113	1	111	111				
720917	PIEDMONTE, BRIAN J.	1114	1	99	99				
720920	OAKLEY, THOMAS D.	1115	1	130	130				
720919	CHENEZ, GREGORY L.	1117	1	97	97				
722621	CAREY, GIL	1118	1	1,166	1,166				
720923	MUDIE, JOHN	1122	1	654	654				
720924	WAGNER, JAMES M.	1122	1	654	654				
720926	RYAN, CHRISTOPHER J.	1123	1	345	345				
720925	SAMARA, CARMEN A.	1123	1	345	345				
720928	MIDDLEMISS, PAUL	1124	1	48	48				

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 1</b>									
722555	DICKERSON-MARRO, KAREN	1126	1	217	217				
722556	GARRY, MICHAEL S.	1126	1	220	220				
722553	MILLBOWER, DAVID E.	1126	1	217	217				
722551	MURPHY, FRANCIS J.	1126	1	217	217				
720927	HARVEY, FLOYD E.	1128	1	54	54				
720930	CHADWICK-LEDWON, MARGARET	1133	1	494	494				
720929	CRAWLEY, KAREN	1133	1	493	493				
720932	GAVIN, MARY	1133	1	493	493				
720931	QUINN, VANESSA	1133	1	493	493				
720934	OSTRANDER, MICHAEL	1141	1	254	254				
720936	NAVEIRA, WILLIAM	1150	1	161		161			
720933	WHITLEY, VINCENT A.	1150	1	162		162			
720935	MAZZEO, MARY ELLEN	1152	1	181		181			
720938	VALENTIN, GREGORY	1153	1	119	119				
720940	ANDRUSZKO, ROBERT V.	1168	1	1,074	1,074				
720939	GAMBINI, CORI	1168	1	1,074	1,074				
720937	KLEIN, JOHN E.	1168	1	1,077	1,077				
720942	MUSIOR, KEVIN A.	1168	1	1,074	1,074				

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 1</b>									
720941	PUSLOSIE, JOHN P.	1170	1	333	333				
720944	SANCHEZ, RICHARD M.	1170	1	333		333			
720946	BETZ, ROGER W.	1171	1	297	297				
720945	CROMPTON, JANE E.	1171	1	297	297				
720943	HANSON, JOHN S.	1171	1	298	298				
720947	BROWN, GERALD	1180	1	602	602				
720948	CHELIOTES, ARTHUR	1180	1	609	609				
720950	GARCIA, CHARLES	1180	1	602		602			
720949	GOLDBLATT, ALAN	1180	1	602	602				
720952	HENNING, WILLIAM	1180	1	602	602				
720951	JENKINS, LINDA	1180	1	602	602				
720954	LAMB, MICHAEL	1180	1	602	602				
720953	MIDDLETON, GLORIA	1180	1	602	602				
720956	REID, HARLAN	1180	1	602	602				
720955	RICHARDSON, GWEN	1180	1	602	602				
720958	SMITH, LENORA	1180	1	602	602				
720957	STRICKLAND, GINA	1180	1	602	602				
720960	WILLIAMS, CLARONA	1180	1	602	602				
720959	WORLEY, HAZEL O.	1180	1	602	602				

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 1</b>									
720962	MITCHELL, YOLANDA M.	1181	1	207	207				
720961	TORRES, CAROLYN	1181	1	207	207				
720963	HORTON, CHARLESETTA	1182	1	389	389				
720966	HOSSAIN, ATM N.	1182	1	389	389				
720964	HUNTLEY, JAMES	1182	1	393	393				
720965	MCGILL, GORDON	1182	1	389	389				
720968	PLUMMER, PATRICK G.	1182	1	389	389				
720967	STOKES, PHILLIS	1182	1	389	389				
722719	FOSBURG, SHELDON	1183	1	251		251			
720970	BARRON, THOMAS	1190	1	100		100			
720972	BENHAM, RICHARD J.	1298	1	627	627				
720971	DINICHOLAS, MIRIAM	1298	1	627	627				
720974	GIBSON, LOUISE M.	1298	1	627	627				
720969	HENDERSON III, WILLIAM F.	1298	1	630	630				
720973	HODGES, TONYA	1298	1	627	627				
720976	KALATA, GLENN P.	1298	1	627	627				
720975	WEIDLICH, DAVID	1298	1	627	627				
720978	BATES, THOMAS M.	1301	1	81	81				
721268	LAPIERRE, CHRISTOPHER R.	1365	1	7	7				



Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 1</b>									
720980	VINCENT, MARCELLA	1366	1	2		2			
720979	LANE, THOMAS V.	1395	1	58	58				
720981	CUSSON, KAREN	1400	1	330	330				
720984	DELANEY, SUMNER	1400	1	330	330				
720983	EVINSON, KERI	1400	1	330	330				
720982	TREMENTOZZI, DON	1400	1	332	332				
720986	SMITH, COLIN S.	14133	1	23	23				
720985	DEIANNI, ARTHUR	14156	1	295	295				
720988	MURRAY, JAMES	14156	1	294	294				
720987	THEODORE, MATTHEW A.	14164	1	252	252				
720990	VEGA, ISRAEL -.	14164	1	252	252				
720992	DEJESUS, ROBERTO	14177	1	135	135				
720989	GEARY, DAVID J.	14177	1	135	135				
720991	WELSH, PATRICK	16100	1	1	1				
720994	DIAZ, KEN	21005	1	304	304				
720993	KNOY, TERRY	21005	1	303	303				
720996	BHATKAR, SAAD	21007	1	539	539				
722693	GORDON, K. MERV	21020	1	227		227			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 1</b>									
722700	BOWERS, LINA	21027	1	160		160			
722691	HURLEY, JAMES D.	21027	1	159		159			
722735	BOGLIN, DEB	21058	1	159		159			
720995	ZIVICK, JOSHUA	21091	1	240	240				
720998	EASTER, JACOB	21092	1	211		211			
721000	CUELLO, NELSON	31003	1	338		338			
720999	DECARAVA, SUSAN	31003	1	338	338				
721002	FANNON, EDWARD	31003	1	338	338				
721001	GLICKSON, GRANT	31003	1	338		338			
721004	GRZELEWSKI, KAREN	31003	1	338	338				
721003	MATTHEWS, MELINDA	31003	1	338	338				
720997	O'MEARA, WILLIAM	31003	1	341	341				
721006	ROHAN, KAREN	31003	1	338	338				
721005	ZABARENKO, DEBORAH	31003	1	338	338				
721008	BARNES-TURNBULL, TAMMY	31026	1	235	235				
721007	TAYLOR, CYNTHIA	31027	1	69	69				31247
721010	O'BRIEN, TIMOTHY P.	31034	1	146	146				
721012	KOHRING, KERRY	31041	1	181	181				
721009	REGAN, ELIZABETH J.	31041	1	182	182				

Badge#	Delegate Name	Local	District	Totals	-----Votes-----			Alternate Name	Proxy Local
					Yes	No	Not		
<b>District 1</b>									
722574	BELL, TOM	31128	1	117	117				
722572	MUNROE, KATHERINE	31128	1	117	117				
721011	WELSH, NORMAN M.	31167	1	131	131				
721013	WAGGONER, MARTHA	31222	1	478	478				
721014	WINTON, ANTHONY	31222	1	479	479				
721015	HERNDON, JIM	31245	1	204	204				
721018	MCCABE, KATHY	31245	1	204	204				
721016	STEEVES, SCOTT	31245	1	204	204				
931247	TAYLOR, CYNTHIA	31247	1	32	32				
721017	MCEWAN, EDWARD	51011	1	379		379			
721019	ROBERTSON, LYDIA	51011	1	378	[ ]	[ ]	378		
721022	SALVAGGIO, JOSEPH	51011	1	378		378			
721021	SGRO, THOMAS M.	51014	1	57	[ ]	[ ]	57		
721023	ALLEN, DENNIS	51016	1	201	[ ]	[ ]	201		
721276	GELBER, RICHARD L.	51016	1	201	201				
721026	MAZZACCA, ARTHUR	51016	1	201	201				
721025	NOLAN, JAMES J.	51016	1	201	201				
721024	VASQUEZ, PAUL	51016	1	201	201				
721028	FORD, HAYNES A.	51017	1	55		55			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 1</b>									
721027	HAWES, BRAD	51018	1	96		96			
721030	LAMBDIN, WILLIAM W.	51021	1	144		144			
721029	PASTECKI, ROBERT D.	51022	1	70		70			
721032	SCHRODT, ROY E.	51025	1	178	178				
721031	MURRAY, KATE B.	51026	1	46	[ ]	[ ]	46		
721034	BAILEY, COLIN J.	51211	1	168	[ ]	[ ]	168		
721033	MUSICK, GEORGIANNA M.	81134	1	587	587				
721036	CROSBY, JEFFREY C.	81201	1	1,021	1,021				
721035	REIDY, MICHAEL J.	81201	1	1,020	1,020				
721277	CZULADA, ALFRED J.	81244	1	96	96				
721042	MASTROPIETRO, SHAWN	81359	1	197	197				
721039	PATRIGNANI, DOMINICK	81359	1	197	197				
721041	RYAN, JOHN	81359	1	197	[ ]	[ ]	197		
721044	CONNORS, HOWARD M.	81380	1	79	[ ]	[ ]	79		
721043	EVANS, EVELYN B.	81381	1	291	291				
721046	SIMMONS, LASONIA	81381	1	291	291				
721045	WILCOX, LATONYA R.	81381	1	291	291				
721048	VAN DUYNE, HOWARD J.	81382	1	44		44			

Badge#	Delegate Name	Local	District	-----Votes-----			Alternate Name	Proxy Local
				Totals	Yes	No		
<b>District 1</b>								
721049	HILTY, JIM	81455	1	193		193		
721052	RITTENBERG, TAMEKA	81455	1	193		193		
721050	TUCCILLO JR, FELIX R.	81455	1	193	193			
<b>Totals For District 1</b>				<b>116,390</b>	<b>91495</b>	<b>18,075</b>	<b>6,820</b>	

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 2</b>									
720829	ATKINSON, ANITA M.	2001	2	224	224				
720832	LAWSON, BURMA L.	2001	2	224		224			
720830	PERRY, LETHA M.	2001	2	224	224				2003
720831	WILLIAMS, KENNETH L.	2001	2	224	224				
722723	KIMLER, MICHAEL	2002	2	48	48				
902003	PERRY, LETHA M.	2003	2	105	105				
720834	FOX, DAVID J.	2004	2	82	82				2007
720833	CHIEFFALO, PAMELA A.	2006	2	113	113				
902007	FOX, DAVID J.	2007	2	159	159				
720836	FINK, SHANNON W.	2009	2	107	107				
720835	HENDERSON, RICHARD E.	2010	2	51		51			
720838	COX, RAYMOND	2011	2	108	108				
720837	GRAY, LESA	2011	2	108	108				
720842	SHULTZ, SANDRA J.	2055	2	484	484				
720839	SLAYTON, REBECCA L.	2055	2	484	484				
720844	DOBRY, CHARLES	2100	2	558	558				
720841	MILLER, KEVIN	2100	2	559	559				
720846	CONWELL, KATHRYN L.	2101	2	352	352				
720843	DULANEY, WILLIAM H.	2101	2	352	352				

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 2</b>									
720845	BIBBEE, BRIAN K.	2105	2	155		155			
720847	HYSON, PAUL S.	2106	2	159		159			
720848	VINCIGUERRA, PAULA M.	2106	2	160	160				
720850	BURNS, DENISE A.	2107	2	241	241				
720849	PARKER, MICHAEL W.	2107	2	239	239				
720852	WEBSTER, DUTCHIN M.	2107	2	239	239				
720854	BROGDEN, CARL E.	2108	2	310		310			
720853	BROWN, JOHNNY M.	2108	2	310		310			
720856	CARPENTER, LATASHA M.	2108	2	310		310			
720851	EVANS, LESLIE D.	2108	2	316		316			
720855	GIBSON, LAWERENCE M.	2108	2	310		310			
720858	IRWIN, MARILYN R.	2108	2	310		310			
720857	PROCTOR, AMORY J.	2108	2	310		310			
720860	SYLVESTER, JENNY K.	2108	2	310		310			
720859	FOUTS, CHARLES F.	2109	2	78	[ ]	[ ]	78		
720862	BACHELOR, JOHN H.	2111	2	152	152				

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 2</b>									
720864	BROWN, CHRISTOPHER M.	2201	2	324	324				
720863	HATCH, RICHARD T.	2201	2	324	324				
720866	JOHNSON, KIMBERLY P.	2201	2	324	324				
720865	JOHNSON, ROBERT W.	2201	2	324	324				
720861	LANE, CHRISTOPHER A.	2201	2	328	328				
720868	TODD, AMANDA	2201	2	324	324				
720870	HILLMAN, KATHY J.	2202	2	231	231				
720867	SCINALDI, LOUIS J.	2202	2	232	232				
720869	TAYLOR, BYRON D.	2202	2	231	231				
720872	WILLS, JOHN R.	2202	2	231	231				
720871	HILL, JAMES R.	2204	2	267		267			
720874	JOHNSON, ALAN	2204	2	264		264			
720873	MOORE, JODIE	2204	2	264		264			
720876	SIMPSON, WILLARD C.	2204	2	264		264			
720877	MIKELL, VERA S.	2205	2	281	281				
720875	ROGERS, JERRY D.	2205	2	282		282			



Badge#	Delegate Name	Local	District	Totals	-----Votes-----			Alternate Name	Proxy Local
					Yes	No	Not		
<b>District 2</b>									
720880	HILLEARY, JAMES W.	2222	2	279	279				
720879	JAMES, FREDERICK L.	2222	2	277	277				
720882	LOUGHRY, BRENT	2222	2	277	277				
720881	MARTIN, ROBERT W.	2222	2	277	[ ]	[ ]		277	
720884	STEELE, WILLIAM T.	2222	2	277		277			
720886	BULGER, MICHAEL	2252	2	204		204			
721224	COX, RUTH	2252	2	202		202			
721226	WILSON, STEPHEN	2252	2	202		202			
720888	COUNCIL, ROBERT A.	2275	2	158	158				
720887	FOLSOM, CHARLES E.	2275	2	157	157				
720890	LEEDY JR., HAROLD E.	2276	2	90	90				
720889	WHITE, JAMES C.	2277	2	49	49				
721228	DURANT, HELEN	2300	2	74	74				
720894	COLE, CLAUDIA	2336	2	273	273				
720891	HARRIS, MICHAEL	2336	2	276	276				
722525	LEONARD, JONANTHAN K.	2336	2	273	273				
720758	MATTHEWS-MONROE, VALERIE	2336	2	273	273				
720757	COSTLOW, STEVE	2390	2	123	[ ]	[ ]		123	

Badge#	Delegate Name	Local	District	Totals	-----Votes-----		Not	Alternate Name	Proxy Local
					Yes	No			
<b>District 2</b>									
720759	KIRK, ATHENIA	2911	2	101	101				
720760	WALDROFF, DALE A.	2911	2	102	102				
720762	STEVENSON, ROBERT L.	14200	2	517	[ ]	[ ]	517		
720764	COSTANTINO, GARY	14201	2	108	[ ]	[ ]	108		
720761	PULLIUM, MARK B.	14201	2	109	109				
720763	VIVIRITO, MIKE	16200	2	1	1				
720766	CURLEE, ANDREAS H.	22021	2	784	784				
720765	GANGLER, MARK	22021	2	784	784				
720768	PALASZEWSKI, MARK	22021	2	784	784				
720767	BIVENS, ANNIE L.	22028	2	64		64			
720770	BIGGAR, JULIA A.	22029	2	78		78			
720769	BOSWELL, ALIN R.	22041	2	193	193				
720772	SMITH, STEPHEN	22041	2	193	[ ]	[ ]	193		
720771	FEDIN, MARISSA M.	22061	2	202		202			

Badge#	Delegate Name	Local	District	Totals	-----Votes-----		Not	Alternate Name	Proxy Local
					Yes	No			
<b>District 2</b>									
720773	GRUENBERG, MARK	32035	2	272	272				
720776	KNOX, CONNIE	32035	2	272	272				
720775	LINDSAY, SHEILA	32035	2	272	272				
720778	MEYER, J. DARLENE	32035	2	272	272				
720777	PARKS, CETEWAYO N.	32035	2	272	272				
720774	PATTISON, MARK	32035	2	272	272				
720780	HUNT, NORMA K.	52027	2	12	[ ]	[ ]	12		
720779	MAYERS, JAMES C.	52031	2	205	205				
720782	MCDERMOTT, RICHARD	52031	2	202	[ ]	[ ]	202		
720781	THOMAS III, MAURICE	52031	2	202		202			
720784	URETA, JUAN	52031	2	202	[ ]	[ ]	202		
720783	GREEN, JOHN R.	52212	2	18	[ ]	[ ]	18		
720785	DAUGHERTY, WILLIAM M.	82130	2	191		191			
720786	O'LEARY, RICHARD T.	82130	2	192		192			
720790	HUFFMAN, EDWARD K.	82161	2	164	164				
720787	HURLEY, VICKIE L.	82161	2	165	165				

Badge#	Delegate Name	Local	District	Totals	-----Votes-----			Alternate Name	Proxy Local
					Yes	No	Not		
<b>District 2</b>									
720792	HURT, CLINTON	82162	2	240		240			
720789	KEENER, ROBERT K.	82162	2	241	241				
720791	LUGAR, DEAN W.	82162	2	240	240				
720794	MORGAN, DENNIS E.	82162	2	240	240				
720793	CRAWFORD, LARRY W.	82647	2	153	153				
<b>Totals For District 2</b>				<b>25,030</b>	<b>16830</b>	<b>6,470</b>	<b>1,730</b>		

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 3</b>									
720578	CASTRO-TORRES, RAFAEL M.	3010	3	457		457			
720577	DOSS, TERRY C.	3061	3	46		46			
720580	GOSNELL, ERIC T.	3101	3	253		253			
720579	COTTON, GARY W.	3102	3	214		214			
720582	DEVANE, MICHAEL	3104	3	1,462		1,462			
720581	TODD, SHAWN	3105	3	119		119			
720583	CLANTON, RAYMOND E.	3106	3	446		446			
720586	GRAY, SHONELLA G.	3106	3	446		446			
720585	RIVERS, ANGELITA I.	3106	3	446		446			
720584	STOVALL, MICHAEL B.	3106	3	447		447			
720588	SKINNER, DAVE	3108	3	1,104		1,104			
720587	VAUGHN, MARSHA T.	3109	3	382		382			
720590	GLADU, ROBERT M.	3110	3	100		100			
720589	WARD, PEGGY C.	3111	3	298		298			
720591	HERNANDEZ, JOHNNY	3112	3	267		267			
720592	ROBERTIA, LYNN E.	3112	3	268		268			
720594	SINGLETON, MICHAEL J.	3113	3	90		90			
720593	CROON, FREDERICK	3114	3	100	[ ]	[ ]	100		
720596	MACKEIL, SCOTT A.	3115	3	66		66			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 3</b>									
722537	CASTILLO, ANAIS	3120	3	113		113			
722538	PICKENS, ROBERT	3120	3	113		113			
720595	DANIELS, NORMAN	3121	3	480		480			
720598	ABICHT, DONALD	3122	3	1,776		1,776			
720600	ARNOLD, ROBERT V.	3170	3	174		174			
720597	COUGHLIN, GERARD J.	3170	3	175		175			
720599	RYALS, DANNY	3174	3	46	[ ]	[ ]	46		
720602	CAMPBELL, ROBERT B.	3176	3	258		258			
720601	GALLANT, PAUL J.	3176	3	258		258			
720604	FISHER, JOE	3178	3	172	[ ]	[ ]	172		
720603	SINKES, JONATHAN	3178	3	172	[ ]	[ ]	172		
720605	MCCOMBS, MATTHEW	3179	3	229	229				
720606	SARNOFF, STEPHEN C.	3179	3	230	230				
720608	DAVIS, HARRY	3180	3	152	[ ]	[ ]	152		
720607	SMITH, WILLIE D.	3180	3	152	[ ]	[ ]	152		
720610	POULETTE, RICHARD	3181	3	1,115	1,115				
722615	NUESSE, TIM	3190	3	101		101			
720612	MAXWELL, CHARLIE	3201	3	135		135			
720609	TODD, ROGER	3201	3	135		135			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 3</b>									
720614	ANDERSON, NIKEYA	3204	3	376		376			
720613	ANDREWS, STEVEN	3204	3	376		376			
720611	ANDREWS, WALTER D.	3204	3	381		381			
720616	BALL, KIM	3204	3	376		376			
720615	BARLOW, ED	3204	3	376		376			
720618	BRADLEY, CEDRIC	3204	3	376		376			
720617	CARR, KAREN	3204	3	376		376			
720620	MALOOF, ELISE	3204	3	376		376			
720619	PIKE, MELISSA	3204	3	376		376			
720624	LONG, STANLEY C.	3205	3	182		182			
720623	SCOTT, RONALD G.	3205	3	182		182			
720621	WILKINS, TERRI T.	3205	3	184		184			
720626	REDD, GENE	3207	3	430		430			
720625	BLACK, WILLIAM M.	3209	3	39		39			
722718	EAST, CALEB	3212	3	780		780			
720628	O'DELL, BILLY	3215	3	198		198			

Badge#	Delegate Name	Local	District	Totals	-----Votes-----		Not	Alternate Name	Proxy Local
					Yes	No			
<b>District 3</b>									
720630	HARPER, PAMELA A.	3218	3	244		244			
720629	RAINES, DANNY L.	3218	3	244		244			
720627	TURNER, WILLIAM A.	3218	3	246		246			
720632	WALDROP, ANITA	3218	3	244		244			
720631	HAVILAND, JOHN M.	3220	3	198		198			
720633	COATES, BONNIE S.	3250	3	387		387			
720634	HEGENBART, ROY	3250	3	387		387			
720636	PHILLIPS, VORICEA	3263	3	129		129			
720635	BOUQUET, DON	3290	3	30		30			
720638	HAWKINS, NICK	3305	3	85	[ ]	[ ]	85		
720637	CARRICO, JAMES M.	3310	3	574	574				
720640	PETERSON, MICHELLE	3310	3	573		573			
720639	FLEMING, JOHN D.	3315	3	85	[ ]	[ ]	85		
722639	CORBETT, CLAY	3317	3	73		73			
720642	CAMPBELL, JONATHAN R.	3321	3	109	[ ]	[ ]	109		
720641	COLDIRON, PHILLIP D.	3371	3	599		599			
720644	BARBER, DUSTIN	3402	3	95		95			
720643	JONES, SHAWN M.	3404	3	114		114			
720646	MECOM, RICHARD	3404	3	113		113			



Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 3</b>									
720648	BELLER, SHEILA	3406	3	236		236			
720647	BROWN, SHALANDA	3406	3	236		236			
720645	BRUNO, JUDY	3406	3	237		237			3412
903407	PEARSON, PAUL E.	3407	3	181		181			
720652	EDLER, STEPHEN S.	3410	3	172		172			
720649	PACACCIO, JEAN R.	3410	3	172		172			
720650	PEARSON, PAUL E.	3410	3	173		173			3407
720654	ENGLISH, CYNTHIA	3411	3	169		169			
720653	TURNER, CARRIE	3411	3	169		169			
720651	WOOD, MATTHEW	3411	3	171	171				
903412	BRUNO, JUDY	3412	3	85		85			
720656	PILGREEN, WILLIAM N.	3414	3	161		161			
720655	CARLISLE, RALPH A.	3490	3	26		26			
722591	SCALES, STEVE	3505	3	19		19			
722663	BOUTWELL, A. D.	3509	3	103		103			
720658	NOKES, THOMAS D.	3510	3	105		105			
720660	BISHOP, MICHAEL C.	3511	3	245	245				
720657	KENNEDY-SADLER, KIM	3511	3	246		246			
720659	NEAL, LUBERTHA	3511	3	245		245			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 3</b>									
720662	ANDERSON, TIMOTHY	3513	3	76		76			
720661	BARNETT, CHAD W.	3514	3	95		95			
720664	HUDSON, JAMES J.	3516	3	85		85			
720663	JORDAN, GARRY R.	3517	3	79		79			
720666	JOHNSON, ERNEST	3519	3	416		416			
720665	SHEW, CURTIS L.	3601	3	184		184			
720668	OVERMAN, CARLOYN H.	3603	3	1,156		1,156			
720667	HONEYCUTT, RICHARD	3605	3	134		134			
720670	MOORE, MICHAEL G.	3606	3	209		209			
720669	BAUER, RONALD	3607	3	253		253			
720672	BROWN, ERNEST	3607	3	251		251			
720671	ST. JULIEN, RAVIN	3607	3	251		251			
720674	BUMGARNER, JONATHAN S.	3608	3	57		57			
720673	CULBRETH, STEVEN D.	3609	3	28		28			3617
720676	KRENSON, ROBERT	3610	3	75		75			
720678	ELLIS, JEREMY	3611	3	135		135			
720675	JONES, PAUL C.	3611	3	135		135			
720677	STARR, RICHARD	3611	3	135		135			
720680	REYNOLDS, RUSSELL J.	3615	3	111		111			

Badge#	Delegate Name	Local	District	Totals	-----Votes-----		Not	Alternate Name	Proxy Local
					Yes	No			
<b>District 3</b>									
720679	SMITH, DALE P.	3616	3	218		218			
903617	CULBRETH, STEVEN D.	3617	3	69		69			
720682	GARRIS, JANICE M.	3641	3	919		919			
720681	AMMONS, TIM S.	3673	3	129		129			
720684	BLAKE, JAMES C.	3680	3	171		171			
720683	CORLEY, MAHALIA R.	3680	3	171		171			
720686	ELMORE, JAMES G.	3680	3	171		171			
720685	KNIGHT, RONALD X.	3681	3	206		206			
720688	ROARK, CHRISTOPHER T.	3682	3	101		101			
720687	WATSON, JEFFERY P.	3682	3	100		100			
722596	BROWN, DEBRA	3706	3	260		260			
722598	CAMARA, SHEKOU	3706	3	260		260			
722614	BELL, ANTHONY	3790	3	22	[ ]	[ ]	22		
720690	NEBLETT, JOHN B.	3802	3	189		189			
720689	BROCK, WILLIAM	3803	3	121	121				
722681	JOHNSON, CRAIG	3804	3	156	156				
720692	HELSLEY, DEBBIE S.	3805	3	284		284			
720691	WISE, DONALD F.	3805	3	283		283			

Badge#	Delegate Name	Local	District	Totals	-----Votes-----			Alternate Name	Proxy Local
					Yes	No	Not		
<b>District 3</b>									
720693	BELL, DAVID S.	3806	3	220	220				
720696	KLAEBEL, PAUL D.	3806	3	220	220				
720695	RUDOLPH, CLIFTON W.	3806	3	220	220				
720694	SANTUCCI, ROBERT G.	3806	3	221	221				
720697	COOPER, ROBERT L.	3808	3	309	309				
720698	FEINSTEIN, RICHARD S.	3808	3	309	309				
720700	MORRIS, BECKY J.	3808	3	309		309			
720699	SISCO, DEBORAH Y.	3808	3	309	309				
720702	ANDERSON, THOMAS	3865	3	307	307				
720704	KURTZ, RICHARD	3865	3	305	305				
722604	MILES, JANET	3865	3	305	305				
720703	HICKS, RALPH E.	3871	3	539	[ ]	[ ]	539		
722603	SMITH, DANIEL	3890	3	59		59			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 3</b>									
720705	DAVIS, TERRY	3902	3	305		305			
720708	FOWLER, JO ELLA	3902	3	305		305			
720707	JONES, CELIA	3902	3	305		305			
720710	LAWSON, DEBORA	3902	3	305	305				
720709	MONK, STEVE	3902	3	305		305			
720706	TAYLOR, RHONDA L.	3902	3	307		307			
720712	VINES, JAMES	3902	3	305		305			
720711	GIFFORD, ANDREW J.	3904	3	69		69			
720713	HOLYFIELD, MICHELLE	3905	3	121		121			
720714	LAYTON, MARY	3905	3	121		121			
720715	MITCHELL, WADE	3907	3	127		127			
720716	WORTHEN, KEN W.	3907	3	127		127			
720718	PATTERSON, KEITH C.	3908	3	119		119			
720717	QUEEN, LINDA M.	3908	3	119		119			
720720	WILLIAMS, EDWARD F.	3911	3	57		57			
720719	HURST, MEVERLY C.	3950	3	40		40			
722602	LYONS, JAMES	3990	3	22	[ ]	[ ]	22		
720722	FINCH, IRREL	16300	3	1	1				

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 3</b>									
720721	HEAD, ALISON	23057	3	839	839				
720724	KRIDER, TRISH	23057	3	839		839			
722729	OXENDINE, WILLIAM	23059	3	94		94			
720723	BABB, JEANNIE	23060	3	396		396			
720726	TOMKO, CHRISTOPHER J.	23060	3	395		395			
720725	ELY, VALERIE V.	23086	3	97	97				
720727	FIVECOAT, SHAWN F.	23093	3	270	270				
720730	SANTANA, ALBERT L.	33225	3	445	445				
722616	NUNNERY, CHANDRA	83718	3	147		147			
722590	HENLEY, TED	83761	3	886	886				
722597	MILES, DAN	83761	3	886	886				
720729	CHANDLER, DONALD W.	83783	3	38	38				
<b>Totals For District 3</b>				<b>45,780</b>	<b>9333</b>	<b>34,791</b>	<b>1,656</b>		

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 4</b>									
722675	JACKSON, EDIE	4004	4	329	329				
722676	MCJIMPSON, KAREN	4004	4	328	328				
720415	LEWANDOWSKI, JASON	4008	4	226		226			
720418	MOORE, JOSEPH	4008	4	226		226			
720416	SCHULTE, MICHAEL A.	4008	4	227	227				
720417	TAUGHINBAUGH, MICHELLE	4008	4	226		226			
720419	CULVER, TINA M.	4009	4	282	282				
720422	CYMAN, KATHLEEN H.	4009	4	282	282				
720421	SIMONS, JAMES M.	4009	4	282	282				
720420	STREBY, GREGORY M.	4009	4	285	285				
720424	WELLS, JETTY L.	4009	4	282	282				
720426	COLLIER-HARTJES, KIM	4025	4	69		69			
720425	FLEISCHMANN, AARON M.	4032	4	51		51			
720428	LETTS, RYAN R.	4034	4	650	650				
720427	DEASON, VICKIE L.	4040	4	263	263				
720430	SMITH, TROY D.	4050	4	477		477			
720429	GUTOWSKI, GREGORY J.	4070	4	82		82			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 4</b>									
720431	DENNIS, JAMES	4100	4	267		267			
720434	HOOL, MARY	4100	4	267		267			
720433	JAMISON-CRIBBIS, JELENA	4100	4	267	267				
720436	OZIER, ALICIA	4100	4	267		267			
720432	WYNN, GREGORY	4100	4	270	270				
720435	LYNCH, SHAWN P.	4101	4	39		39			
720438	SMITH, MICHAEL	4103	4	125	125				
720437	MARTIN, WILLIAM M.	4108	4	264		264			
720440	MILLER, ANGELA	4108	4	262		262			
720439	SZELIGA, MARTIN	4108	4	262	262				
720441	GALLARDO, KIMBERLY	4123	4	282	282				
720444	HANDLEY, MIKE	4123	4	282	282				
720442	LLAMAS, GLORIA	4123	4	284	284				
720443	ODOM, ERIK J.	4123	4	282	282				
720445	BLAISDELL, AMY J.	4202	4	685		685			
720446	SOREY, HOLLY	4202	4	685	685				
904216	MORGAN, JENNIFER J.	4216	4	146	146				
720448	HARDY, JAMES M.	4217	4	136	136				
720447	MORGAN, JENNIFER J.	4217	4	136	136				4216



Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 4</b>									
720450	VANDERWOUDE, ELIZABETH	4250	4	107		107			
720449	PIERCY, LANELL	4252	4	100		100			
720452	WOODS, DENNIS J.	4290	4	71	[ ]	[ ]	71		
720454	GAY JR., RONALD	4300	4	137	137				
720451	SCHRADER, RICHARD	4300	4	138		138			
720456	GRIFFTH, PEGGY	4302	4	258		258			
720455	LEYDA, TODD	4302	4	258		258			
720453	WISE, ROBERT	4302	4	259		259			
720457	GREEN, CAROL M.	4309	4	202		202			
721152	HART, VICKI	4309	4	202		202			
720458	MURRELL, ANNIE	4309	4	204		204			
720459	WOODS, TEREZ E.	4309	4	202		202			
720461	DESHONG, JODIE	4310	4	131		131			
720462	THOMAS, EDWARD	4310	4	131		131			
720464	EDWARDS, RONALD L.	4318	4	50		50			
720466	GLOVER, ROBERT	4319	4	269		269			
721154	GOWING, LYNN	4319	4	269		269			
720465	SHORT, TERRY B.	4319	4	269		269			
720463	WHITE, ERIKA D.	4319	4	269	269				

Badge#	Delegate Name	Local	District	Totals	-----Votes-----		Not	Alternate Name	Proxy Local
					Yes	No			
<b>District 4</b>									
720468	HUBER, JACK R.	4320	4	886		886			
720467	KAY, KARL E.	4320	4	885		885			
720470	WILLIAMS, KELLY V.	4321	4	154		154			
720469	COOK, JEFFREY A.	4322	4	233		233			
720472	FRAZIER, DANIEL D.	4322	4	233		233			
720471	HOUVOURAS, PETER J.	4322	4	233		233			
720474	MCWILLIAMS, WILLIAM S.	4325	4	42		42			
720473	FOSTER, HAROLD E.	4326	4	45		45			
720481	BLACKWELL, ANITA G.	4340	4	794	794				
720484	ESTES, KEITH	4340	4	794	794				
720482	PLEZIA, MICHAEL	4340	4	794		794			
720483	WILLIAMSON, HARRY	4370	4	77		77			
720486	DROLLINGER, TAMI	4371	4	293	293				
720485	GATES, KATHLEEN	4371	4	293	293				
720476	GRAY, DEBBIE L.	4372	4	168	168				
720475	REETZ JR, CHARLES G.	4373	4	37	37				
721158	JORDAN, SHANE K.	4375	4	36	[ ]	[ ]	36		
720477	POYNTER, AUSTIN	4378	4	17	17				4377
722685	OYSTER, ROBERT	4379	4	23		23			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 4</b>									
720480	MULLEDY, JOHN R.	4390	4	81		81			
720488	CRUSE, STEVE	4400	4	256		256			
720479	HUBBARD, PAUL	4400	4	256		256			
720487	VATER, GARY	4400	4	256		256			
720490	HUNTER, ALTHA	4401	4	169		169			
720489	PLOGSTED, MICHAEL	4401	4	169		169			
720492	PRINE, ROBERT C.	4470	4	91		91			
720491	KIDD, JOHNNIE B.	4473	4	99	99				4475
904475	KIDD, JOHNNIE B.	4475	4	20	20				
720494	CROZIER, JAMES M.	4484	4	54		54			
720493	SMITH, RICHARD J.	4485	4	38	38				
720496	LYNN, RICHARD J.	4488	4	13		13			
720498	CRAWFORD, WAYNE	4501	4	312		312			
720497	MOGAN, MICHAEL B.	4501	4	312		312			
720495	MURRAY, RICHARD A.	4501	4	313		313			
720500	STEWART, CYNTHIA F.	4501	4	312	312				
722724	BELLOUS, BRIEN L.	4502	4	247	247				
722720	HAYES, VONNA S.	4502	4	245	245				
722722	MCCUNE, DAVID H.	4502	4	245	245				

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 4</b>									
720499	WOMACK, CARLA L.	4510	4	98	[ ]	[ ]	98		
720502	SMATHERS, RICHARD L.	4527	4	154		154			
720503	PEARSON, RICHARD A.	4603	4	521		521			
720506	RODGERS, CLINTON	4603	4	521		521			
720505	SHERARD, HOLLY	4603	4	521	521				
720501	WALLS, GEORGE	4603	4	521	521				
720508	BRIERE, JOSEPH	4611	4	116		116			
720510	SIMENSON, BENJAMIN D.	4621	4	153	153				
720507	YOUNG, ROBERT J.	4621	4	154	154				
720509	BOELK, ROB	4622	4	86		86			4642
720512	RUSSELL, TERRY	4630	4	136	136				
720511	SCHNICKE, JOE	4630	4	135	135				
720514	BAIER, MICHAEL L.	4640	4	125	125				
904642	BOELK, ROB	4642	4	30		30			
720516	KOTEL, STEVEN D.	4671	4	169	169				
720515	MCNEARY, ANN M.	4671	4	169		169			
720513	TOLLISON, DAVID L.	4671	4	170	170				
720517	REDDICK, DAVID A.	4700	4	114		114			
720518	STURGEON, DEBORAH L.	4700	4	114		114			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 4</b>									
722644	LAFLESH, JEFF	4703	4	79	79				
720520	WHEAT, ROBERT A.	4711	4	14	14				
720522	KING, RICHARD D.	4773	4	219		219			
720524	GOLIA, THOMAS J.	4818	4	113		113			
720521	TAYLOR, JOSEPH E.	4818	4	113		113			
720526	BLAKE, LESLIE	4900	4	629	629				
720525	PHILLIPS-HARRISON, JANE	4900	4	629	629				
720528	SIEFERS, PAMELA B.	4900	4	629	629				
720523	STRONG, TIM	4900	4	629	629				
720527	YOUNG, DAVID M.	4900	4	629	629				
720530	CONNER-BURRIN, DAWNA	4998	4	209		209			
720529	COHN, MARK A.	14406	4	48		48			
720532	TOVO, MICHELLE M.	14408	4	387	387				
720534	BOWEN, KEVIN	14430	4	158	158				
720531	MAIDA JR., ROBERT C.	14430	4	159	159				
720533	TERRAN, PHILIP M.	14430	4	158	158				
720536	GRENFELL, THOMAS C.	14503	4	278	278				
720535	FLACK, ANNIE	16400	4	1	1				
720538	COMBS, LARRY	16401	4	1	[ ]	[ ]	1		

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 4</b>									
722628	SESKO, THOMAS J.	24008	4	2,840		2,840			
720537	BIRCHFIELD, NICK	24046	4	194	194				
720540	OSWALD, MARY E.	24051	4	488		488			
720539	MITCHAM, DIANA L.	24094	4	2,065		2,065			
934011	MLECZKO, LOUIS J.	34011	4	51	51				
720542	MLECZKO, LOUIS J.	34022	4	351	351				34011
720544	COVARRUBIAS, LILLIAN	34043	4	109	109				
720541	RILEY-JACKSON, DEBORAH	34043	4	109	109				
720543	THIBEAULT, THOMAS J.	34071	4	401	401				
720546	TOWERY, JENNIFER S.	34086	4	93	93				34179
934179	TOWERY, JENNIFER S.	34179	4	10	10				
720545	MCLAY, DOUGLAS A.	54041	4	703		703			
720547	KOLENDO, JAMES	54042	4	129		129			
720548	WACHENSCHWANZ, WILLIAM	54042	4	130		130			
720550	MOORE, BRIAN D.	54043	4	125		125			
720549	TACKETT, DAN G.	54044	4	41		41			
720552	JORDAN, BRANDON	54046	4	32	32				
720551	NECKO, JEFFREY D.	54047	4	87		87			
720554	SHAVER, RAYMOND R.	54048	4	58		58			

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Badge#	Delegate Name	Local	District	Totals	-----Votes-----		Not	Alternate Name	Proxy Local
					Yes	No			
<b>District 4</b>									
720553	DIELMAN, LINDA K.	54412	4	27	[ ]	[ ]	27		
720556	BIRO, GARY	84078	4	119		119			
720555	SMITH, FRED R.	84078	4	119	119				
720558	MCGILVARY, DALE L.	84101	4	81	81				
720560	BERENS, KAREN	84415	4	146		146			
720557	DYKE, STEVEN L.	84415	4	147		147			
722582	PRIFOGLE, BRAD	84436	4	217		217			
722581	SMITH, OSMOND	84436	4	216		216			
722622	MADAZ, RICK	84707	4	272	[ ]	[ ]	272		
720562	JOHNSON, COLIN B.	84755	4	389	389				
720561	WARE, BILL	84755	4	389	389				
720559	WINSHIP, JAMES	84755	4	390	390				
720564	CUPP, MILFORD W.	84765	4	138		138			
721171	MCINTOSH, LARRY L.	84765	4	138	138				
722658	BARRETT, DALE	84774	4	135	[ ]	[ ]	135		
720565	GRUNOW, SCOTT	84800	4	418		418			
720568	LARSEN, DAVID H.	84800	4	418		418			
720567	TAYLOE, DORIS J.	84800	4	418		418			
720566	TAYLOE, RANDY L.	84800	4	420		420			

Badge#	Delegate Name	Local	District	Totals	-----Votes-----			Alternate Name	Proxy Local
					Yes	No	Not		
<b>District 4</b>									
720570	ALERDING, JOSEPH E.	84809	4	129	129				
720569	MCMILLIN, TERRY	84809	4	128	128				
720572	BOWLING, TONY D.	84950	4	274		274			
<b>Totals For District 4</b>				<b>45,059</b>	<b>19951</b>	<b>24,468</b>	<b>640</b>		



Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 6</b>									
720284	BUTLER, JERRY	6009	6	176	176				
720283	HAMILTON, DONNA	6009	6	175		175			
720286	STOLL, SUSAN	6009	6	175		175			
720288	BARNHILL, BURTON	6012	6	457		457			
720285	MILLS, CYNTHIA	6012	6	457		457			
720287	RATCLIFF, DAVID	6012	6	457		457			
720290	DYE, RONALD G.	6016	6	676		676			
720289	EASON, MONICA	6016	6	675		675			
722585	CARRILLO, MIGUEL	6110	6	83		83			
906113	STANLEY, GLYNNE R.	6113	6	35		35			
906118	KRAMER, DENNY K.	6118	6	85		85			
720292	BLACK, KIM	6127	6	335		335			
720291	KIRCHGESSNER, SHERRILL D	6128	6	115		115			
720294	SETTLE, JANIS	6128	6	115		115			
720296	MCCANN, JOSHUA C.	6132	6	297		297			
720295	MCCULLOUGH, RICHARD D.	6132	6	297		297			
720298	PEAVLER, ERIC J.	6132	6	297		297			
720293	TEDFORD, MARK M.	6132	6	299		299			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 6</b>									
720297	AMADOR, HELEN	6137	6	137		137			
720300	TAFOLLA, JAKE	6137	6	136		136			
720299	VEIT, KRISTIE	6137	6	136		136			
720302	CARTER, CALVIN W.	6139	6	145		145			
720301	LAROUSSE, MARC R.	6139	6	143		143			
720304	REID, YOLANDA	6139	6	143		143			
720306	BUGHER, LOURDES S.	6143	6	288		288			
720305	CASTILLO, RICHARD R.	6143	6	288		288			
720303	CORTEZ, RALPH	6143	6	289		289			
720308	LAILSON, MONICA	6143	6	288		288			
720307	MCKENNA, SEAN C.	6143	6	288		288			
720310	PENA, JOEL	6143	6	288		288			
720309	RAMOS, ANDRES E.	6143	6	288		288			
720312	IHFE, LARRY E.	6150	6	281		281			6228
720311	TILLEY, EARNEST	6151	6	121		121			

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 6</b>									
720313	BURANDT, MICHAEL	6171	6	399		399			
720316	GRANT JR., MILTON T.	6171	6	399		399			
720315	HINOJOSA, MIKE	6171	6	399		399			
720318	JAMES, LINDA	6171	6	399		399			
722645	KIRKLAND, ODESSA	6171	6	399		399			
720317	MAY, STEVE	6171	6	399	399				
720320	PIROTTE, TRAVIS	6171	6	399		399			
720314	WHITAKER, ALLEN	6171	6	399	399				
720322	GROSS, MIKE	6186	6	5,699	5,699				
720321	NAULS, JAMES	6186	6	5,699		5,699			
720323	BARTON, SHARON	6200	6	149		149			
720324	GUILLORY, ANGELA	6200	6	149		149			6206
720328	GILLESPIE, TERENCE C.	6201	6	427		427			
720326	KRAMER, DENNY K.	6201	6	428		428			6118
720327	THOMAS, GEORGIA F.	6201	6	427		427			
720330	WHITE, TOMMY L.	6201	6	427		427			
720329	WILLIAMS, LOREN J.	6201	6	427		427			
720332	ANDRADE, ALICE C.	6202	6	78		78			
720331	BELL, JANICE	6203	6	658		658			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 6</b>									
906206	GUILLORY, ANGELA	6206	6	52		52			
720334	JOHNSON, KENNY	6210	6	101		101			
720333	WEBB, DWAYNE	6210	6	101		101			
720336	STANLEY, GLYNNE R.	6214	6	149		149			6113
720338	ALLEN, JAMES	6215	6	461		461			
720337	CANIDA, KEVIN	6215	6	461		461			
720339	GENTRY, PAMELA	6215	6	461		461			
720342	HALL, NANCY	6215	6	461		461			
720341	LEVEE, TED	6215	6	461		461			
720344	MALVEAUX, PAMELA	6215	6	461		461			
720343	ROBERSON, ANNIE	6215	6	461		461			
720346	SHANNON, DIANNE	6215	6	461		461			
720345	TAYLOR, KYMBERLY	6215	6	461		461			
720335	WILSON, ERIC	6215	6	465		465			
720348	GATES, WILLIAM E.	6218	6	109	109				
720347	NOVARK, DARRELL W.	6218	6	108	108				

Badge#	Delegate Name	Local	District	Totals	-----Votes-----		Not	Alternate Name	Proxy Local
					Yes	No			
<b>District 6</b>									
720350	CUMMINGS JR., CLAUDE	6222	6	428	[ ]	[ ]	428		
720349	FLORES, STEVEN	6222	6	427	[ ]	[ ]	427		
720352	HENNY, JAMES	6222	6	427	427				
720351	JOHNSON, CLYDE	6222	6	427	427				
720354	KELLEY, ANNETTE	6222	6	427	427				
720353	MANSFIELD, BESSIE	6222	6	427	427				
720356	MATTHEWS, ALBERT	6222	6	427	427				
720355	RODRIGUEZ, RAY	6222	6	427	427				
720358	SMITH, EVELYN	6222	6	427	427				
720357	WILKINS, ERIC	6222	6	427	427				
906228	IHFE, LARRY E.	6228	6	80		80			
720362	CANTU, JOSE N.	6229	6	155		155			
720359	RAMIREZ, PHILLIP A.	6229	6	155		155			
720361	ROWE, RODNEY L.	6290	6	97		97			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 6</b>									
720363	ANDERSON-DUNBAR, VIRGINIA	6300	6	579	579				
720366	BEARD, LEOLA	6300	6	579	579				
720365	COMPTON, DANNY	6300	6	579	579				
720368	EBELING, JOHN	6300	6	579	579				
720367	GHOLSTON-BYRD, SONJA	6300	6	579	579				
720364	KUJAWA, KEVIN	6300	6	581	581				
720370	MUNFORD, RON	6300	6	579	579				
720369	TURNER, CLIFFORD	6300	6	579	579				
720371	ALDERMAN, BARBARA	6301	6	191		191			
720372	GROGAN, SANDRA	6301	6	192		192			
720374	HORN, RON L.	6311	6	98		98			6314
720373	BILLEDO, JAMES R.	6312	6	166		166			
721117	DODD, PAT A.	6312	6	166		166			
720378	GUARINO, DANIEL J.	6313	6	163		163			
720375	KOLLMEYER, JOHN K.	6313	6	164		164			
720377	LINDLEY, MATHEW I.	6313	6	163		163			
906314	HORN, RON L.	6314	6	95		95			
720380	HALL, ERIN R.	6316	6	190		190			
720379	LONG, JOHN A.	6316	6	189		189			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 6</b>									
720382	SESSION, ANETRA M.	6327	6	472		472			
720381	HORN, SIDNEY F.	6350	6	196		196			
720384	HARMON, BRADLEY	6355	6	1,315	1,315				
720386	BLANCO, JOSEPH	6360	6	292		292			
720385	MCVEY, JAMES	6360	6	292		292			
720383	NESLER, LINDA	6360	6	295		295			
720388	TROUTMAN, MARK	6360	6	292		292			
720387	NESLER, RALPH	6372	6	188		188			6374
906374	NESLER, RALPH	6374	6	71		71			
722567	BREIDENBACH, THOMAS W.	6390	6	38		38			7090
720390	RICE, JOE	6391	6	13		13			
720389	BURNS, JASON P.	6401	6	148		148			
720392	CORDERO, CHARLES S.	6401	6	147		147			
720391	CONLEY, MICHAEL	6402	6	269		269			
720393	SCHAFFER, RORY K.	6407	6	51		51			
722578	MORRIS, J. R.	6411	6	48		48			
720396	DOWNING, COLLEEN M.	6450	6	227		227			
720395	MOFFETT, BILLY D.	6450	6	226		226			
720398	WILLIAMS, BRENDA J.	6450	6	226		226			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 6</b>									
720397	HOPKINS, MARYANN	6502	6	244		244			
720400	KOLLER, MICHAEL D.	6503	6	140		140			
720402	ENOCH, SHERRY	6507	6	149		149			
720399	MURRAY, GERALD	6507	6	150		150			
720401	WHITE, ROBERT	6507	6	149		149			
720403	ANDREWS, TIM	6508	6	181		181			
720406	PEVEY, TOM	6508	6	181		181			
720404	WEST, GEORGE S.	6508	6	181		181			
720408	HUERTA JR., TOMAS R.	6733	6	355		355			
720407	MCCORMACK, SHARON L.	6733	6	355		355			
720405	SEARCY, SIDNEY H.	6733	6	356		356			
720271	KINSELLA, MICHAEL J.	14620	6	156	156				
720272	METZ, JAMES F.	14620	6	156	156				
720274	KRAMER, RAY	16600	6	1	1				
722688	BARROW, ROBERT	26052	6	536		536			
722530	DUFFY, SHANNON	36047	6	304	304				
720276	HAMMOND, DONALD D.	86116	6	197		197			
720275	JONES, VIVIAN	86116	6	197		197			
720273	SCHAFFER, GREG	86116	6	199		199			



Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 6</b>									
720410	FLORES, DAVID E.	86122	6	97		97			
722657	ALLEN, CLARETTA	86782	6	905	905				
<b>Totals For District 6</b>				<b>52,623</b>	<b>17777</b>	<b>33,991</b>	<b>855</b>		

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 7</b>									
720181	CASTANEDA, PAUL	7019	7	1,780		1,780			
720183	ERCANBRACK, SHAD E.	7026	7	206		206			
720184	ORTIZ, JOE A.	7026	7	206		206			
720186	JANUSEWSKI, STEPHEN	7032	7	147	147				
720185	SALAZAR, MICHAEL	7037	7	102		102			
720188	BLACKBURN, DAVID	7050	7	60		60			
720187	GARCIA, VALENTINO	7070	7	498		498			
720189	ESPINOZA, THOMAS R.	7076	7	527		527			
720190	LEWIS, MICHELLE	7076	7	528		528			
720192	SECRIST, DANIEL J.	7076	7	527		527			
720191	EBRATT, LUIS	7077	7	8,186		8,186			
907090	BREIDENBACH, THOMAS W.	7090	7	29		29			
720194	RENTSCHLER, SCOTT	7101	7	170		170			
720193	DAWSON II, DON E.	7102	7	697		697			
720196	MERTES, KENNETH J.	7103	7	265	265				
722549	ABBOTT, STEVEN	7108	7	100	100				7175
720195	GIUNTA, FRANCIS J.	7110	7	385	385				
722558	JOHNSON, STEVE	7171	7	66		66			
720198	ZEIGLER, WILLIAM F.	7172	7	142	[ ]	[ ]	142		

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 7</b>									
907175	ABBOTT, STEVEN	7175	7	40	40				
720200	CRANE, BRUCE J.	7200	7	379		379			
720197	DANLEY, CINDY L.	7200	7	379		379			
720199	LORENZ, ANN M.	7200	7	379		379			
720202	MULLOY, JOHN	7200	7	379		379			
720201	SAAVEDRA-GEORGE, ANITA AZ200		7	379		379			
720203	KUEHN, CHRISTY L.	7201	7	353		353			
720204	LEWSADER, STEVEN M.	7201	7	353		353			
720206	FINN, JERRY	7203	7	94		94			7212
907212	FINN, JERRY	7212	7	93		93			
720205	NEWMAN, TERRI L.	7214	7	274	274				
720207	SANNES, DEB	7250	7	270		270			
720208	WOJTOWICZ, SHARI	7250	7	271		271			
720210	ROTHER, DENISE	7270	7	123		123			
720209	TURNQUIST, CARSON	7270	7	123	123				
722579	HOLZER, DAVID	7272	7	143		143			
720212	COFFMAN, PAUL S.	7290	7	36		36			
720211	WOLF, GENE	7301	7	92		92			
720214	NYGAARD, MICHAEL P.	7303	7	211		211			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 7</b>									
720216	BRAND, RENEE	7304	7	204		204			
720215	MOE, LOREN	7304	7	204		204			
720218	MOEN, KATHY	7304	7	204		204			
720213	ROCK, DAVID G.	7304	7	204		204			
720217	MARTINES, RICHARD M.	7400	7	568		568			
720220	OGG, ALAN R.	7401	7	110	110				7471
720222	AKSAMIT, RICKY D.	7470	7	110	110				
720219	ARNOLD, MICHAEL J.	7470	7	110	110				
907471	OGG, ALAN R.	7471	7	32	32				
720221	REA, MICHAEL	7601	7	107		107			
720224	DUVALL, DAVID B.	7603	7	591		591			
720223	MARSDEN, RONALD D.	7621	7	382		382			
720226	MOORE, DAVID	7670	7	239		239			
722706	LEE, MICHAEL	7700	7	155		155			
720228	AVILA, LISA	7704	7	553		553			
720225	CUNNINGHAM, ANNETTE	7704	7	554		554			
720227	LINFORD, LEE B.	7705	7	237		237			
722651	COSTELLO, THOMAS	7717	7	67		67			
720230	LOKKER, STEVE P.	7743	7	129		129			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 7</b>									
720229	BLOCK, MARILYN	7750	7	144		144			
720232	MASELL, MICHAEL J.	7750	7	144		144			
720231	BOLTON, LISA M.	7777	7	820		820			
720234	FELLER, DALE E.	7777	7	818		818			
720233	GOMEZ, TOMAS M.	7777	7	818		818			
720236	MITCHELL, CHARLES L.	7790	7	58		58			
720238	DAMERON, CRAIG N.	7800	7	570		570			
720235	LYNCH, MICHAEL D.	7800	7	570		570			
720237	STEWART, JEANNE M.	7803	7	632		632			
720240	WILLIAMS, JACOB L.	7804	7	159		159			7810
907810	WILLIAMS, JACOB L.	7810	7	94		94			
720242	BECK, MARSHA I.	7818	7	219		219			
720239	GOULET, WALLACE R.	7818	7	220		220			
720241	DIGMAN, JOSEPH L.	7901	7	703	703				7908
720243	MCPMAHON, PATRICK	7906	7	175	175				
720244	SAETHER, KENNETH J.	7906	7	175	175				7970
907908	DIGMAN, JOSEPH L.	7908	7	74	74				
720246	HARVEY, STEVEN S.	7911	7	469	469				
907970	SAETHER, KENNETH J.	7970	7	77	77				

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 7</b>									
722573	COURT, MICHAEL	7990	7	53		53			
720245	FRIES, JUDY	16700	7	1	1				
720248	PEIRCE, BRAD	27009	7	1,030	1,030				
720247	TUCKER, ADELIA D.	27010	7	297		297			
722717	JOHNSON, RICK	27019	7	1,296	1,296				
722712	BOTTINI-STRAIT, JANICE	27030	7	123	[ ]	[ ]	123		
720250	COUCKUYT, STEPHEN W.	27030	7	123	123				
720249	HILL, DEANNA L.	27039	7	269		269			
720252	PHILLIPS, JUSTIN T.	27056	7	229		229			
720251	LECARRE, LISA D.	27066	7	1,041		1,041			
720254	MCLOUGHLIN, ERIN	27066	7	1,040		1,040			
722669	MAKINGS, RYAN	27088	7	158		158			
720253	RETRUM, BRUCE E.	27095	7	1,676		1,676			
720256	WOLL, SCOTT D.	27096	7	430		430			
720255	BUCSKO, MIKE	37002	7	339	339				
720258	ROYCE, GRAYDON	37002	7	338	338				
720257	FALIANO, LAURIE A.	37074	7	215	215				
720260	RUDOLPH, KATHY	37074	7	215	215				

Badge#	Delegate Name	Local	District	Totals	-----Votes-----			Alternate Name	Proxy Local
					Yes	No	Not		
<b>District 7</b>									
720262	KURAMOTO-EIDSMOE, MARILYN	37082	7	194	194				
720259	SCLATER, DARRYL J.	37082	7	195	195				
720261	FRENCH, LESLIE C.	37083	7	924		924			
720264	MAESTAS II, GIL B.	57052	7	37		37			
720263	BOWRING II, RICHARD W.	57411	7	65	[ ]	[ ]	65		
720266	EARLEY, DENNIS P.	87140	7	869		869			
<b>Totals For District 7</b>				<b>41,848</b>	<b>7315</b>	<b>34,203</b>	<b>330</b>		

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 9</b>									
720085	FROST, MICHAEL J.	9000	9	273		273			
720088	HENDERSON, ROBERT D.	9000	9	273		273			
720087	JOHNSON, CHERYL	9000	9	273		273			
720090	KING-JOHNSON, CLIMMIE	9000	9	273		273			
720086	SANTORA, T.	9000	9	273		273			
720092	COLLINS, GERRY	9110	9	349	349				
722646	GERVASI, PHILIP	9110	9	349	349				
720089	HARGIS, GARY	9110	9	351	351				
722519	BUCKMASTER, CAROLAN	9119	9	831		831			
722520	DARANSKY-KANTER, MARIANNE	9119	9	831		831			
722518	FRIED, CLIFF	9119	9	831		831			
722513	KALMIJN, JELGER	9119	9	833		833			
722511	KERMISH, LISA	9119	9	831		831			
722509	ORR, RODNEY	9119	9	831		831			
722514	ROONEY, KEVIN	9119	9	831		831			
722512	STEWART, PEGGY	9119	9	831		831			



Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 9</b>									
720094	DEGREEK-POTTS, STACY J.	9333	9	238		238			
720093	GORDON, LARRY W.	9333	9	238		238			
720091	JOHNSON, EDNA L.	9333	9	238		238			
720096	WADDLE, PAMELA M.	9333	9	238		238			
720098	COMISKEY, RYAN	9404	9	322		322			
720095	WHICHARD, CAROL	9404	9	322		322			
720097	BISSELL, PEG	9408	9	425		425			
720100	CULWELL, JOSHUA	9408	9	424		424			
720099	CRAWLEY, GAYLE S.	9410	9	303		303			
720102	YEE, LARRY	9410	9	303		303			
720101	CAMERON, COOKIE	9412	9	290	290				
720104	GIBBS, KEITH	9412	9	288	288				
720103	HOERZ, RANDY	9412	9	288		288			
722703	BURRELL, JAMES	9413	9	788	788				
720106	CROOKS, MITCHELL	9414	9	411	411				
720105	ROBINSON, PATRICIA	9414	9	410	410				
720107	HUGGINS, CHRISTINA	9415	9	521	521				
720110	JOHNSON, BONITA	9415	9	521	521				
720108	VENABLE, SALLY	9415	9	523	523				

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 9</b>									
720112	MOE, RICHARD D.	9416	9	191		191			
720109	SUNIGA, PAM	9416	9	192		192			
720114	FOUCHER, PAMELA J.	9417	9	154		154			
720113	KNAPP, PENNY J.	9417	9	154		154			
720111	SCHWAGER, ROBERT M.	9417	9	156		156			
720116	BOOS, PAUL	9419	9	133		133			
720117	LONGER, ROBERT L.	9421	9	567		567			
720120	MACK, DENISE A.	9421	9	567	567				
720115	MERCADO, GUADALUPE V.	9421	9	569	569				
720119	SIMMONS, DARRIN A.	9421	9	567	567				
720121	LEE-TIEH, ROBIN	9423	9	399		399			
720124	LINDBERG, ERIC D.	9423	9	399		399			
720122	OLVERA, STEPHANIE R.	9423	9	399	399				
720123	RODRIGUEZ, DAN	9423	9	399	399				
720126	DELAO, RICHARD	9431	9	225	225				
720125	NIELSEN, JOEL A.	9432	9	59		59			
720128	MELLO, BRENDA D.	9490	9	63		63			
720127	EVELER, ROBERT	9503	9	1,191		1,191			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 9</b>									
720129	GIFFORD, JOAN M.	9505	9	1,005		1,005			
720130	GONZALES, TONY	9505	9	1,006		1,006			
720132	BORUNDA, ROBERT A.	9509	9	2,071		2,071			
720131	WILLIAMS, KENNY	9510	9	2,230	2,230				
720133	ABRIL, JESSE J.	9511	9	228		228			
720136	HANNEMAN, PHILIP G.	9511	9	228		228			
720138	GARDEN, WILLIAM A.	9573	9	165		165			
720137	MACIAS, KAREN D.	9573	9	165		165			
720135	MALDOANDO, STEVE L.	9573	9	165		165			
720140	SHAFER, LISA	9575	9	893		893			
720142	BOUCHARD, BRANDON	9586	9	336		336			
720139	GIBSON, GREGG W.	9586	9	336		336			
720141	GUTIERREZ, LETICIA	9586	9	336		336			
720144	THOMAS, DOUGLAS	9586	9	336		336			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 9</b>									
720146	BERNAL, ROSALINDA C.	9588	9	383		383			
720145	CANO, FELIPE H.	9588	9	383		383			
720148	FLETCHER, RONALD C.	9588	9	383		383			
720147	GOODWIN, DAVID G.	9588	9	384		384			
720150	MINECK, JAY A.	9588	9	383		383			
720149	WILBER, JERRY M.	9588	9	383		383			
721079	LATIMER, CHUCK	16900	9	1		1			
720151	BLACK, CHRISTINE	29011	9	1,150	[ ]	[ ]	1,150		
720154	KIINO, STANLEY	29011	9	1,149	1,149				
722687	SHIROMA, DARREN	29012	9	1,354		1,354			
720153	MORROW, SANDRA L.	29018	9	510		510			
722699	GROTH, JAY	29025	9	190	190				
720156	GONZALEZ, RICK	29038	9	213		213			
720155	WETTERER, TONY	29038	9	212		212			
722715	CLARK, BRETT A.	29097	9	227		227			
720158	MEEKS, LESLIE J.	29098	9	322		322			
720157	TADLOCK, DAVE	29099	9	347		347			
939202	CABANATUAN, MICHAEL	39202	9	30	30				

Badge#	Delegate Name	Local	District	Totals	-----Votes-----			Alternate Name	Proxy Local
					Yes	No	Not		
<b>District 9</b>									
720159	BARDEN, SILVIA	39521	9	365	365				
720160	CABANATUAN, MICHAEL	39521	9	366	366				39202
720162	HALL, CARL T.	39521	9	365	365				
720161	LARIVA, GLORIA	39521	9	365	365				
720163	DJOVIDA, D.	59051	9	200	[ ]	[ ]	200		
720164	HANSELL, JAY	59051	9	200	[ ]	[ ]	200		
720168	BACON, CHERYL L.	59053	9	282	282				
720167	JACKSON JR, LEROY G.	59053	9	282		282			
720165	PETERSON, MICHAEL D.	59053	9	284	284				
720170	ROSS, STEVEN B.	59053	9	282	282				
720169	SINGLEMAN, GARY A.	59053	9	282	282				
720172	CSILLAG, DENNIS P.	59054	9	23	[ ]	[ ]	23		
720171	DASZKOWSKI, RICHARD J.	59057	9	374		374			
720174	ARCHER, WILLIAM M.	89118	9	62	[ ]	[ ]	62		
720173	MCGARITY, JOHN	89177	9	75		75			
<b>Totals For District 9</b>				<b>43,850</b>	<b>13717</b>	<b>28,498</b>	<b>1,635</b>		

Badge#	Delegate Name	Local	District	-----Votes-----			Alternate Name	Proxy Local
				Totals	Yes	No		
<b>District 13</b>								
720001	CRAWFORD, THOMAS P.	13000	13	580	580			
720003	DAVIS, MICHAEL P.	13000	13	580	580			
722544	ENGLEMAN, DON	13000	13	580	580			
720005	GAMBONE, MARY BETH	13000	13	580	580			
720002	GARDLER, JAMES J.	13000	13	580	580			
720008	KINCADE, JOE C.	13000	13	580	580			
720007	LYNCH, JAMES O.	13000	13	580	580			
720010	PAGE, CAROL A.	13000	13	580	580			
720012	REMLINGTON, JONATHAN D.	13000	13	580	580			
720014	SCHWARTZ, ROBERT L.	13000	13	580	580			
720013	WILSON, KEMITT R.	13000	13	580	580			
720016	MARKOWSKI, DIANA	13100	13	167	167			
720015	HUMMELL, JAMES V.	13101	13	234	234			
720018	MARTIN, MARIA	13101	13	232	232			
720017	TAYLOR, SANDRA J.	13101	13	232	232			
720020	WESTBROOK, ROBERT S.	13101	13	232	232			

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
<b>District 13</b>									
720021	COULTAS, CAROL G.	13500	13	462	462				
720024	DALOISIO, JULIA	13500	13	462	462				
720023	HUNT, RICHARD	13500	13	462		462			
720022	KMETYK, SANDRA L.	13500	13	467	467				
720026	MCCALLA, MICHAEL	13500	13	462	462				
720028	TORRES, JAZMIN	13500	13	462	462				
720030	KOERBEL, PHYLLIS K.	13550	13	144	144				
720027	SCHAFFER, MARY L.	13550	13	145	145				
722510	SWANN, SANDRA	13571	13	248	248				
720029	ALLEN, DOUGLAS W.	13590	13	52	[ ]	[ ]	52		
720031	RUCOSKY, JOHN R.	14815	13	37	37				
720034	MCCONNELL, DONALD R.	14827	13	176	176				
720033	HILBERG, CLIFFORD	14830	13	66	66				
720036	STASENKO, STEPHEN A.	14842	13	151	151				
720035	THOMAS, RUSSELL W.	14845	13	170		170			
720038	MYERS, RAY	16800	13	1	1				
722736	NOVISH, ADAM	28003	13	136	136				
720037	MCCORKLE, JOHN	28070	13	2,001	2,001				
720040	ROSS, BILL	38010	13	700	[ ]	[ ]	700		

Badge#	Delegate Name	Local	District	Totals	-----Votes-----		Not	Alternate Name	Proxy Local
					Yes	No			
<b>District 13</b>									
720042	FISHER, KEN	38061	13	102	102				
720039	HUFNAGEL, RICHARD	38061	13	102	102				
720041	DUSKA, TOM	58028	13	87	[ ]	[ ]	87		
720044	GRAZAN JR, JOSEPH P.	58213	13	12	[ ]	[ ]	12		
720043	LAMER, BLAIR T.	88612	13	112	112				
720046	SALER, IRVIN	88612	13	111		111			
720045	LUCAS, WALTER A.	88648	13	158	158				
<b>Totals For District 13</b>				<b>14,965</b>	<b>13371</b>	<b>743</b>	<b>851</b>		



Badge#	Delegate Name	Local	District	-----Votes-----			Alternate Name	Proxy Local
				Totals	Yes	No		
<b>District 30</b>								
720049	CARROLL, RONALD	30111	30	114	114			
720050	LEROUX, MONA	30111	30	114	114			
720051	CRAWFORD, BLAIR	30205	30	112	112			
720052	KIRKUP, LOIS	30205	30	113	113			
720053	D'SOUZA, MICHAEL	30213	30	600	600			
720056	JANES, ELAINE	30213	30	600	600			
720055	KAWAJA, CHERYL	30213	30	600	600			
720054	LAREAU, LISE	30213	30	601	601			
720058	LAROCQUE, SYLVAIN	30213	30	600	600			
720057	LAURIN, MARCPHILIPPE	30213	30	600	600			
720060	PROTEAU, VINCENT	30213	30	600	600			
720059	SAXBERG, BARBARA	30213	30	600	600			
720062	SMYTH, CARMEL	30213	30	600	600			
720061	CAROLAN, CHRIS J.	30223	30	170	170			
930248	RUFO, LUIS M.	30248	30	85	85			
720064	RUFO, LUIS M.	30400	30	202	202			30248
<b>Totals For District 30</b>				<b>6,311</b>	<b>6311</b>			
<b>Grand Totals</b>				<b>391,856</b>	<b>196,100</b>	<b>181,239</b>	<b>14,517</b>	

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**Report of the  
Appeals Committee  
to the  
72nd Annual Convention**



**Communications Workers of America  
July 26-28, 2010  
Washington, D.C.**





## INTRODUCTION

The Appeals Committee convened on July 22, 2010, through July 25, 2010, at the Washington Hilton, Washington, D.C., for the purpose of receiving and disposing of appeals in accordance with the CWA Constitution and the appeals procedure of the Union as established by Conventions and the Executive Board.

The Committee was available to meet with interested parties on Saturday, July 24 and Sunday, July 25, 2010, between the hours of 2:00 p.m. and 6:00 p.m. Outside of these hours, the Appeals Committee was available by appointment. Our recommendations are based on the information in the files, as well as additional information that was provided to the Appeals Committee.

The Committee would like to thank Gail Evans, Administrative Director, District 2, for her support and guidance.

## APPEAL 1

CWA Local 6171 President Allen Whitaker has appealed the Executive Board's decision in a case filed on behalf of Odessa Kirkland. The Executive Board upheld the decision not to arbitrate Ms. Kirkland's promotion bypass grievance.

Ms. Kirkland is employed by Verizon as a Senior Remittance Clerk. Verizon posted a bid for a Customer Relations Specialist. Ms. Kirkland applied for the position but was deemed not qualified for the position. The company notified her that she did not receive the position in May of 2008. In 2006, Ms. Kirkland had applied for, and was offered, a Customer Relations Specialist position, which she declined.

Review of the file in this matter shows that Ms. Kirkland did not possess the necessary qualifications required by the company. The job bid required extensive knowledge in FIOS and DSL packages, two years minimum work experience within the last two years in a customer contact environment and experience with providing high level responses to customer complaints. The local failed to provide any proof that Ms. Kirkland did, in fact, possess such qualifications.

The local simply argues that because Ms. Kirkland had previously been offered the position in 2006, she should have been offered the position in 2008. During the grievance process, the company investigated this issue and asserts that the 2006 offer was made in error. Regardless of whether the offer was made in error, there is no evidence that Ms. Kirkland possessed all of the necessary qualifications.

The Appeals Committee, after careful review, recommends that the Executive Board's decision in this case be upheld and the appeal of Allen Whitaker, on behalf of Odessa Kirkland, be denied.

## APPEAL 2

Kimberly Wolf has appealed the Executive Board's decision concerning CWA Local 9510's Trial Court decision, finding her guilty of violating the CWA Constitution, alleging she brought the local into disrepute and suspending her from membership for 180 days.

Ms. Wolf was charged with turning another member into management causing an investigation to be conducted into the other member's conduct. At the time of this occurrence, Ms. Wolf was an Executive Board member of Local 9510 and the complainant was a longtime steward of the local. Ms. Wolf's appeal to the Executive Board raised several issues concerning the trial procedures and alleges that the charges were not proven.

While there was no direct testimony that someone saw or heard Ms. Wolf reporting to management, there was testimony that a manager told another employee that Ms. Wolf had reported the incident to management. There is no dispute that an investigation was initiated. However, testimony indicated that the nature of the "report" to management consisted of Ms. Wolf calling management to take off the remainder of the day of the incident in question. Furthermore, there was no discipline issued to the complainant. The Executive Board found no merit to her arguments concerning the trial procedures.

The Appeals Committee, after review of this matter, has an issue with the timeliness of the trial. The incident occurred on May 1, 2008. Ms. Wolf was charged on June 17, 2008, and the trial did not occur until July 22, 2009, some 13 months later. Ms. Wolf was found guilty by the Local Trial Court and served her suspension from October 2009 to April 2010.

While the Appeals Committee realizes that the suspension cannot be "undone," we feel that due to the untimeliness of the Trial Court and the lack of direct evidence, the Appeals Committee recommends that the decision of the Executive Board be overturned and the appeal of Kimberly Wolf be upheld.

## APPEAL 3

Leslie Evans, President of CWA Local 2108, has appealed the Executive Board's decision regarding a decision made by Vice President Collins that staff would not handle certain grievances.

In an August 3, 2009, letter to Leslie Evans, Vice President Collins stated that he upheld the decision of the staff representative not to hear the grievances at 2nd step and urged the local to process the grievances through 2nd step. In that letter, Vice President Collins said "the grievances that were returned to you are clearly not grievances that we would be processing to arbitration and thus we feel the local leadership can handle the step 2 hearings."

Vice President Collins reiterated his position in a letter dated September 18, 2009 and again in a letter dated September 30, 2009. Both letters were well within the 60-day time frame that President Evans had to appeal the original August 3, 2009, decision.

President Cohen did not receive a written complaint from President Evans until January 22, 2010. President Cohen and the Executive Board determined that the complaint was untimely. Timeliness is the only issue in this appeal. The Appeals Committee agrees that the complaint filed in January 2010 was untimely.

Therefore, after careful review, the Appeals Committee recommends that the Executive Board's decision be upheld and the appeal of Leslie Evans be denied.

#### **APPEAL 4**

Monazir Khan has appealed the Executive Board's decision regarding a complaint he had filed against CWA Local 1104 President George Bloom and Secretary-Treasurer Edward Connelly.

Mr. Khan's original complaint against President Bloom and Secretary-Treasurer Connelly, dated September 28, 2009, alleged that President Bloom and Secretary-Treasurer Connelly were not paying Mr. Khan properly. Mr. Khan claims that he was entitled to the same amount of pay as former Business Agent-At-Large Chad Pearson. Mr. Pearson was both a Local 1104 Business Agent-At-Large and a Local 1104 organizer. Mr. Khan was elected as Business Agent-At-Large for GSEU, the Education Division of Local 1104, in the fall of 2008. He assumed that position on December 1, 2008. Mr. Khan alleges the position of Business Agent-At-Large of the GSEU pays a weekly stipend of \$634.61 and a monthly stipend of \$1,200.00. While he was paid the monthly stipend of \$1,200.00, Mr. Khan was not paid the alleged weekly stipend. Mr. Khan appealed that decision to District 1 Vice President Shelton.

Vice President Shelton upheld the decision of the local stating Mr. Khan had made an appeal in 2003 regarding the same issue and, therefore, his complaint was untimely. Vice President Shelton, however, also responded to Mr. Khan's appeal on the merits, finding that he was not entitled to the same salary Chad Pearson received since he is not a Local 1104 organizer. President Cohen upheld Vice President Shelton's decision.

Mr. Khan contends that the 2003 appeal was a contractual issue. However, putting the 2003 complaint/resolution aside, Mr. Khan took office as Business Agent-At-Large in December 2008. This complaint was filed September 28, 2009, thus making the complaint untimely. Setting aside the untimeliness and focusing on the merits of the complaint, Mr. Khan raises the issue that Chad Pearson, who preceded Mr. Khan as the Business Agent-At-Large, was paid a monthly stipend of \$1,200.00 and a weekly salary of \$634.61.

Mr. Khan is only being paid the \$1,200 monthly stipend. Chad Pearson was both an organizer for Local 1104 and a Business Agent-At-Large. The organizer position paid \$634.61 a week salary. Mr. Khan does not hold the position of local organizer.

Based on the fact that Mr. Khan is only elected as Business Agent-At-Large and after careful review of the entire file, it is the Appeals Committee's recommendation that the Executive Board's decision to deny Mr. Khan's appeal be upheld.

#### **APPEAL 5**

On January 19, 2010, Thomas E. Vislocky, CWA Local 14170, appealed the decision of the Executive Board regarding his challenge of the decision of Temporary Administrator Larry DeAngelis to rebid certain jobs when one facility was closed. The appeal is timely.

In 2006, the New York Times announced its intention to close the Edison, New Jersey, facility in late 2007/early 2008 and perform all the mailroom work at the College Point mailroom. Mr. Vislocky's appeal challenges Temporary Administrator DeAngelis' decision to have the "bid jobs" rebid. After Temporary Administrator DeAngelis began running the local, he had to address the issue of whether, in light of the Edison plant closing, the membership should have the opportunity to rebid on the "bid jobs" that existed post-closure.

The Edison plant had the senior mailroom members. As you can imagine, there were advocates on both sides of this issue. Mr. DeAngelis spoke to members on both sides, including the Chapel Chairman and Mr. Vislocky during a break in contract negotiations. The Chapel Chairman recommended rebidding the "bid jobs." After taking this issue to the membership, Mr. DeAngelis decided to have the Chapel rebid the "bid jobs" by seniority at the College Point facility. The merger of the two locations and rebidding by seniority was the fairest method of addressing the closure with respect to seniority. The most senior employees received the positions at the College Point facility. Mr. Vislocky got bumped out of his position based on his seniority to another position within the company.

The Appeals Committee, after careful review, recommends that the Executive Board's decision be upheld and the appeal of Thomas Vislocky be denied.

#### **APPEAL 6**

James Allen, Executive Vice President of CWA Local 6215, has appealed the Executive Board's decision concerning a complaint filed by J.D. Williams.

Former President of Local 6215, J.D. Williams filed a complaint against Local 6215 Executive Vice President James Allen in November of 2009. The original complaint alleged that Executive Vice President Allen, as acting President, refused to

authorize reimbursement of certain expenses submitted by J.D. Williams. These expenses dated back years and some were quite old.

At a membership meeting on November 24, 2009, Executive Vice President Allen ruled the complaint out of order as a violation of the law. In a statement filed with District 6 Vice President Milburn, Executive Vice President Allen alleged that payment of these expenses would require the Local "to ignore our fiduciary responsibilities and violate the law." Vice President Milburn's office checked with the U.S. Department of Labor and was advised that the mere payment of "old" expenses, as long as such expenses were otherwise appropriate, would not violate the law.

District 6 Vice President Andy Milburn, President Larry Cohen, and the Executive Board determined that the appropriate body to resolve this complaint is the membership of Local 6215. The Appeals Committee agrees.

Therefore, after careful review, the Appeals Committee recommends that the Executive Board's decision be upheld and the appeal of James Allen be denied.

#### **APPEAL 7**

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 filed on behalf of Julie Mills, a member of his local.

Ms. Mills was employed by AT&T as a Service Representative (NCSD: 7/29/97) working in Fort Worth, Texas. In 2007, the company suspended Ms. Mills without pay for misconduct (customer mistreatment) and terminated her employment on October 15, 2007. Local 6201 filed a grievance which was resolved through a Release and Agreement. Ms. Mills, the Local and the Company executed the Release and Agreement on January 7, 2008. The Release and Agreement reinstated Ms. Mills with certain conditions. She was required to "maintain satisfactory performance in all components of [her] job, including work measurements, safety, attendance/punctuality, customer care and conduct." The Release and Agreement was to be in effect for 18 months.

Ms. Mills returned to work on January 28, 2008. Upon her return to work, Ms. Mills was five minutes late returning from her break on March 26, 2008. She was absent for eight hours on April 28, 2008. She was five minutes late on May 15, 2008.

Ms. Mills was again absent from her entire tour on May 28, 2008, due to a family emergency. According to the record, Ms. Mills was either 13 or 21 minutes late on June 12, 2008, which triggered her suspension and subsequent termination.

Ms. Mills' record shows that the company had taken a number of corrective measures with her attendance as far back as 2000. Ms. Mills' 2006 and 2007 evaluations showed her to be below expectations in attendance and punctuality. In the Release and Agreement, Ms. Mills specifically acknowledged "that even one incident of

failing to maintain satisfactory performance on all components of [her] job, including attendance and punctuality...may result in dismissal."

At her unemployment hearing, Ms. Mills testified that she was on a last chance agreement and also testified that, "if I had one occurrence, I could be fired." Ms. Mills did have several occurrences of absence/tardiness between January and June. In addition, Ms. Mills previously had two performance notices, two written warnings, and two decision making leaves all for attendance.

The Appeals Committee, having fully reviewed the records in this matter, recommends that the Executive Board's decision be upheld and the appeal of T. C. Gillespie, on behalf of Julie Mills, be denied.

### APPEAL 8

On March 15, 2010, (former) President Daniel B. Totten appealed the decision of the Executive Board upholding a TNG-CWA Local 31245 Trial Court decision against him.

On August 18, 2009, Mr. Totten was notified of missing receipts for credit card expenses that he had charged. The charges were more than 20 days old. Mr. Totten promised to turn in the receipts but never did.

On August 24, 2009, Treasurer Patrice Sneyd returned from vacation and was presented with checks to sign. Treasurer Sneyd refused to sign Mr. Totten's paycheck because the credit card receipts were still outstanding and she notified Vice President Steenes of her decision. Vice President Steenes learned that Mr. Totten's paycheck, after deductions for missing receipts, would have amounted to \$18.57, so he gave no instruction to cut a new check.

On September 11, 2009, Mr. Totten notified Treasurer Sneyd that he would pull together the receipts and submit them all on Monday and if he couldn't come up with them he would be satisfied with them being deducted from his pay.

On September 15, 2009, Treasurer Sneyd learned the unsigned check was missing. After checking with the bank she found that the check was cashed and cleared with Mr. Totten's and Vice President Steenes' signatures. During the course of the investigation, Mr. Totten admitted to forging Vice President Steenes' signature.

On October 2, 2009, Treasurer Sneyd filed charges against Mr. Totten for allegedly forging another officer's signature on his pay check and failure to comply with the local's policy on usage of the local's credit card. On October 7, 2009, Mr. Totten was notified of the charges against him.

On November 17, 2009, the U.S. Department of Labor did find that Mr. Totten used the local's credit card for personal expenditures.

A Trial Court was held on December 1 and 2, 2009. The Trial Court found Mr. Totten guilty of violating the policy on the local's credit card and forging another officer's signature. The Trial Court expelled Mr. Totten from membership. At the time of the DOL report, and at the time of trial, Mr. Totten still had not reimbursed the local in the amount of \$254.00.

On February 15, 2010, after an appeal by Mr. Totten to the Executive Board, the Executive Board modified the Local Trial Board's decision on expulsion from the union to suspension from membership for a period of one year from the date of the Trial Court decision until December 2, 2010. Further, the suspension shall continue until such a time Mr. Totten has paid the fine of \$254.00 imposed by the Trial Court.

The Appeals Committee, after careful review, recommends that the Executive Board's decision be upheld and the appeal of Daniel B. Totten be denied.

### **APPEAL 9**

Carol Whichard, President of CWA Local 9404, has appealed President Cohen's decision upholding District 9 Vice President Jim Weitkamp's decision not to arbitrate a grievance on behalf of Local 9404 member Mike Zeller. Mr. Zeller was suspended for one day on May 22, 2009, for two days on June 17, 2009, and placed on a Warning of Performance Improvement Plan (PIP).

The local argues that Mr. Zeller has a good work record, has caused the company no harm, and his only issue is his inability to "work faster." Mr. Zeller's work file indicates the company has coached Mr. Zeller and given him all requested training and tools. The company has also made several suggestions on techniques which would improve his ability to "work faster." The company also performed many ride alongs.

The Committee finds no evidence to suggest in any way that Mr. Zeller is not a stellar employee. However, based on the overwhelming training and coaching provided by the company, the Committee feels it would not be enough to persuade an arbitrator that the company's actions were without cause regarding Mr. Zeller's very low jobs per day.

Therefore, after a thorough review of the facts, the Appeals Committee upholds the Executive Board's decision to deny President Whichard's appeal on behalf of Mike Zeller.

### **APPEAL 10**

CWA Local 6215 President Eric Wilson, Treasurer Ted Levee, and Executive Vice President James Allen, have appealed the Executive Board's decision regarding the Local 6215 election of officers.

Local 6215's election was conducted during September and October 2008 and the ballots were counted on October 10, 2008. The Election Committee originally completed a "Final Certification of Results," and later realized its error and corrected the "Final Certification" to a "Tentative Certification."

Based on a timely appeal by J. D. Williams and Darren Fendley, the Election Committee refused to issue a "Final Certification" for the position of President and Treasurer. Instead, the Election Committee ordered a rerun election for those two positions. In the interim, however, James Allen filed an appeal with Vice President Milburn seeking a rerun election for the position of Executive Vice President. One of the issues raised by Mr. Allen in his appeal to Vice President Milburn was that some ballots had been returned as undeliverable and no attempt was made to obtain better addresses or to re-mail those ballots in violation of the DOL guidelines. Vice President Milburn's investigation showed that there were 196 undeliverable ballots. Accordingly, Vice President Milburn ordered a rerun election for any position which could have been affected by those 196 ballots.

Based on his decision on Mr. Allen's appeal, Vice President Milburn declined to rule on the appeals by J. D. Williams and Darren Fendley since those appeals sought the same remedy – a rerun election.

Vice President Milburn also issued a decision concerning who should hold office pending the rerun election based on the language in Article XV, Section 4(c), of the CWA Constitution as well as two prior Executive Board interpretations on this issue.

Local 6215 entered into an agreement with the DOL to rerun its entire election under the supervision of the DOL. The election was conducted and the votes counted on May 21, 2009. Eric Wilson, Ted Levee, and James Allen, won the DOL-supervised election and are currently holding office.

On June 30, 2009, the Executive Board determined the appeals were moot and due to the outcome of the DOL-supervised rerun election, there was no further action to be taken.

The Appeals Committee, after careful review, recommends that the Executive Board's decision be upheld and the appeals of Eric Wilson, Ted Levee, and James Allen be denied.

Respectfully submitted,

Valeri Dossett, Executive Vice President, CWA Local 7019, Chair  
Anetra Session, President, Local 6327  
Louie Scinaldi, President, Local 2202  
Mike Smith, President, Local 4103  
Don Trementozzi, President, Local 1400



**Report of the  
CWA National Committee on Equity  
to the  
72nd Annual Convention**



**Communications Workers of America  
July 26-28, 2010  
Washington, D.C.**

## INTRODUCTION

The Communications Workers of America National Committee on Equity remains determined to speak out responsibly for the rights of those within our union who seek to be heard on topics of critical importance relating to civil and human rights. This 2010 COE Convention Report shares the Committee's view on a number of current issues that are shaping the national dialogue relative to civil and human rights protections. CWA is proactively engaged in several national campaigns designed to re-draw political lines and energize the progressive debate. This report takes a look at the change in the political discourse across the country and the challenges we face to regain our political and economic footing. The virulent ultra conservative political debate in this country sincerely raises the question, is America truly ready to embrace change?

In our effort to redefine and strengthen our relationships with members and people from all walks of life, the CWA Human Rights Department with the help of CWA Leadership, has reached out in a strategic way to major civil and human rights organizations that have historically made a difference in the lives of minorities in America. No longer will our union continue with business as usual. President Cohen has engaged in strategic dialogue with nationally recognized leaders such as Benjamin Jealous, President and CEO of the National Association for the Advancement of Colored People. CWA continues merging ideas, strategies, and philosophies with Wade Henderson, President of the Leadership Conference on Civil Rights. Each of these organizations has embraced our agenda helping to promote key telecommunications, broadband, and organizing battles in unprecedented ways, infusing their resources and human capital into the fight for justice for workers and in particular people of color.

Likewise, our Human Rights Department is now strategically retooling relationships we have maintained over the years with AFL-CIO constituency groups, merging our respective programs, membership and resources to effectively bring more activists into the fight.

The hard fought battle over healthcare led by CWA Executive Vice President Annie Hill has made it clear that access and quality of care for CWA workers, minorities and others remains on the front burner. The 2010 Committee on Equity Convention Report on this issue clearly defines how the new healthcare reform legislation benefits us all. The 2010 Census remains critical to the equitable infusion of federal resources into the communities we live in and our COE Census report makes that clear. Broadband remains in this time of economic uncertainty the one factor that can bring communities together. Closing the digital divide will bring economic and educational prowess to those utilizing the power of information delivered at the fastest speeds possible. Many minorities remain the losers in this struggling economy as the new administration looks to empower children, women and those who for many years have needed greater protections at the federal level. As the number of LGBT families grows larger and more states sanction civil marriages, these communities, often comprised of our brothers and sisters in union workplaces, need our support as they continue to build coalitions and strategic alliances that will, in the long run, allow these families to fully engage in the political debate while advancing their principle agenda to lead productive lives. The historic contributions of CWA members to our own civil and human rights program are not overlooked while Immigration and political organizing round off this report. The report calls on our union to remain proactive in the struggle for equality faced by

many of our own members.

The CWA National Civil Rights and Equity Conference will take place September 24th through the 26, 2010 in New Orleans, Louisiana. New Orleans is a fitting location for a number of reasons. Aside from a wealth of civil rights history, the city remains the one location in America where minorities have yet to recover from and continue to be challenged by catastrophic disasters. Our CWA brothers and sisters in the state have and continue to fight to rebuild and reestablish a sound community, while erecting a strong moral, political structure for all families that once called this major American city home.

The National Committee on Equity is pleased to be in a position to help make a difference for our union. Working with the CWA Minority Caucus, the CWA National Women's Committee, CWA leadership, the CWA National Ad Hoc Diversity Committee, our members, Local equity committees, and staff, we hope to bring every facet of our union together venturing forward toward a brighter future for CWA and for America. Our cause is just and our path is true. The Committee extends its thanks for your support as we gear up to march toward civil and human rights victories in the coming months and years.

## **BROADBAND THE DIGITAL DIVIDE CONTINUES IN 2010**

It is ten years into the new millennium and the United States still ranks 15th behind other industrialized countries in high speed Internet adoption and 28th in Internet speeds.

High speed internet is needed for our homes, schools, hospitals and workplaces. America falls far short of our industrialized peers in advancing broadband services, at a time when we should be aggressively pushing competitiveness in this industry with the rest of the world.

What is even more disturbing is although the U.S. ranks behind other nations in access to high speed internet service, when it comes to which community you live in, the lack of access is even more astounding. Only 50 percent of rural Americans subscribe to broadband compared to 68 percent in urban areas, and only 40 percent of households earning less than \$20,000 per year subscribe compared to 93 percent of those earning over \$75,000 per year. Broadband penetration rates trail the national average for African Americans (59 percent), Hispanics (49

percent), older Americans (35 percent), and people with disabilities (42 percent). The lack of high speed access in our homes, schools, libraries and hospitals hinders economic growth in these communities as well as in this nation.

Access to broadband is essential to individual well-being and community economic prosperity. The results of the 2009 speedmatters.org survey show that most Americans continue to be locked into slow Internet, while few have access to truly high-speed two-way connections. Studies show that each additional \$5 billion investment in broadband creates 250,000 jobs. With unemployment percentages at double digits, and lay-offs in the telecom industry, increasing broadband access should be a no brainer.

One-third (35 percent) of Americans have no broadband service. Also according to the FCC, the average download in the US occurs at about half the advertised speed. Meanwhile the poor, the elderly and other vulnerable groups remain cut off from broadband

technology, and therefore lack governmental online services, medical research, job searching capacity-data, and access to the unlimited information on the Internet for themselves and their children.

The good news is the Federal Communications Commission's National Broadband Plan sets goals to get universal affordable access to broadband. It has set a goal of having high-speed connections (capable of 50 mbps downstream 20 mbps upstream) to most of America by 2015. The broadband strategy also calls for getting very high-speed capacity of 1 gigabyte to our schools, hospitals, libraries, and government agencies.

The bad news is the United States is behind in building the physical systems to support the transformation. This will require federal money, incentives to private telecom providers, and the proper regulatory environment.

Unfortunately, as a result of a recent court case, FCC authority to implement the National Broadband Plan to close the digital divide and protect consumers has been questioned. Therefore, it is imperative that Congress step in to reaffirm FCC authority in these areas. CWA has joined with the NAACP, The National Urban League, the League of United Latin American Citizens (LULAC), the Sierra Club, and the AFL-CIO to urge Congress to pass targeted legislation to clarify that the FCC has authority to use universal service funds to support broadband and to protect an open Internet.

In changing the way we look at broadband we must not forget our communities that already suffer from lack of access to the internet. We must support groups such as the Alliance for Digital Equality. As part of its

mission to educate and empower communities, the ADE has developed innovative digital education and training programs for deployment across the nation. Their Learning Without Walls (LWOW) program is a resource for teachers and students to communicate to each other using necessary tools to help promote coaching and workforce development as well as college preparation through the use of the internet.

We must support programs like Latinos in Information Sciences and Technology Association (LISTA) who are advocates for Latinos in the science and technology fields.

We must support Senator John Kerry's bill and Representative Edward Markey's bill that would require technology companies, phone manufacturers and Web vendors to adapt their products for deaf or blind customers. This is part of the Equal Access to 21st Century Communications Act. "Technology and the Internet have broken down barriers, and no one should be or has to be excluded from modern communications and the new economy because of a disability", according to Senator Kerry.

Finally, we must push Congress to allocate funds and monitor the FCC to ensure that equal access to broadband is available to every community and affordable to all across the United States. We must support targeted legislation to clarify the FCC's authority to protect consumers and spur universal, affordable broadband deployment and adoption. We must support the CWA campaign to get 1 gigabyte high-capacity internet to our schools, libraries, and health centers as a gateway to high-speed in all our communities.

## **National Committee on Equity to National Civil Rights and Equity Committee**

The national Civil Rights movement had many milestones that shaped the culture of our country and our union. Many would say that the civil rights movement and the labor movement parallel in many ways. For either to be successful, a similar triangle that includes Organizing, Representation and Community/Political Action was and is necessary. This was not always so obvious in CWA or our nation until the media placed a spotlight on some of the horrible acts and rising heroes of the movement. Many of us can only imagine the horror in Jackson, Mississippi with the murder of Medgar Evers or the brutal treatment of black protesters in Birmingham Alabama when the TV lights didn't stop the use of fire hoses, police dogs and night sticks. Imagine the thrill when over 200,000 congregated at the Lincoln Memorial and listened to Dr. Martin Luther King deliver his famous "I Have a Dream" speech or the sigh of relief so many must have felt when President Johnson signed the "Civil Rights Act of 1964", only to realize that there was still much more work to do.

In truth, the 60's brought on a call for equality that grew inside and outside of the workplace. Even as the nation pushed to achieve integration of public schools our membership still experienced segregation in the workplace. As Congress pushed the Voting Rights Act of 1965 our membership still felt the sting of not having a voice not only in the workplace but in their union as well. In 1973 the establishment of the Blacks and Other Minorities Structure Study Committee as well as the Female Structure Committee begun extensive discussions to find ways CWA could deal with the problems of its minority and female membership. These committees were charged with recommending to the President

and Executive Board, ways to involve our minorities and women in our union. As the minority membership increased, minorities began to express concerns that their interests should be better represented at a policy level.

The COE was initially created by President Glenn Watts as an advisory body to assist the Ethnic Affairs (i.e. Civil Rights/Fair Practice) staff person to identify issues, as well as to recommend specific courses of action to the Executive Board. And then in 1974 the Executive Board authorized a program for the national COE to encourage Local COE's. The COE membership is currently comprised of rank and file members representing each of the CWA Districts. COE members are appointed by the District Vice Presidents to serve a three year term and are usually active in Local and District union affairs. Many COE members hold elected office at the Local level and are members of various standing committees. The COE is committed to the enforcement of the civil rights laws and ensuring that all members are treated fairly and equitably. The COE acts as a resource providing education and information on current equity issues, provides outreach to minority members to increase participation in Union activities and as a vehicle to assist members in joining community and politically-based groups to fight and prevent discrimination. The COE has a rich history from the first National Conference on Minority Concerns in 1982. The implementation of the Minority Leadership Institute in 1983 and the Constitutional Amendment requiring the national COE to report its activities and recommendations to convention in 1991.

In our communities and workplaces, we encounter people of various backgrounds, cul-



tures, religions and races, as well as different genders, ages, sexual orientation, language barriers and those who are physically-challenged. It is necessary to understand these differences so we can live and work together in a harmonious environment. We have to learn to respect and provide a better understanding and appreciation for our diversities in our workplaces and communities. Differences in one's ethnic and/or racial background do not make them inferior or superior to one another. But there are still many people who do not accept or understand this and the COE understands we can no longer tolerate any type of racism.

Since the COE walks a dual path between Equity and Civil Rights a name change has been put forth to the body to incorporate the use of Civil Rights and Equity.

Equity is defined as the "quality of being fair or impartial, something that is fair and just" (a level playing field) according to Webster's Dictionary.

Civil Rights is defined, by Webster's Dictionary, as "the rights belonging to an individual by virtue of citizenship, especially the fundamental freedoms and privileges guaranteed by the 13th and 14th amendments to the U.S. Constitution and by subsequent acts of Congress, including civil liberties, due process, equal protection of the law, and freedom from discrimination."

As the COE has always been devoted to fair and just treatment, as well as ensuring individuals civil rights by securing equal opportunity and equitable treatment for members of the various constituency groups within CWA, thereby walking both paths. With the addition of four diversity seats on the Executive Board and CWA's National Minority Caucus, Civil Rights and Equity issues both nationally as well as locally remain imperative. By working with the many national and local constituency groups, CWA continues to embrace the diversity of its members and workers so the local member sees themselves reflected in our union's leadership. Discrimination in any form has no place in our union!

## **The National Economy – Winners and Losers in the Minority Communities**

The winners in minority communities, in the current recovering economy, are those who are fully employed. However, the basis of economic viability, is the individual's ability to earn and spend. Only a few in minority communities feel the impact of the turnaround in the national economy because it has been essentially a jobless recovery.

Over the past four years, our economy has seen a dramatic downturn. Workers in every part of the job market have been victims of job and investment loss regardless of economic status. Those with less have of course carried

the largest burden. This report looks at those in lower income levels through the middle class who fight everyday to keep their families afloat.

As a part of its mandate, the White House Council on the Middle Class (WHCMC) is charged with identifying cause and effect of the downturn in our economy with a particular focus on those in need of help to move from the lower economic strata of our population into the economic middle class.

The WHCMC continues to review the effects

of the economy on all communities. With help from various government agencies, the Council has examined the effects of several programs that have been critical to recovery. Imbedded in the American Recovery and Investment Act of 2009, was money to help subsidize jobs for low income workers that are eligible for help through the Temporary Assistance to Needy Families Act. The infusion of funds from the Administration is directed to help employers offset the cost of hiring, thereby reducing employment costs and allowing employers to hire more workers. The TANF program is familiar to CWA Public Workers in many states as CWA members service TANF clients in county and state government facilities across the country.

Thus far, this federal assistance has served as a job multiplier for low income citizens caught in the recession. Statistics published by the WHCMC clearly identify the universe of people participating in this program:

- Compared to the general population, the TANF subsidized jobs population has lower income. Almost 90% have family incomes below \$25,000, compared to less than 10% of the total population.
- Women are over-represented in the TANF subsidized jobs population, which is 83% female, compared to 52% in overall population.
- The subsidized jobs population is 37% African America compared to 12% in the general population; Hispanics at slightly over-represented (18% of subsidized jobs population compared to 14% in the total population. Whites are under-represented, 40% of the subsidized jobs population versus 69% of the total.
- The TANF subsidized jobs population is younger, with 60% 20-40 years old, compared to 35% of the total.

The Council defines these subsidized jobs as clerical jobs, health care, auto repair, maintenance, landscaping, internet archiving, catering, dry cleaning, marketing, sales, and many other blue collar and white collar occupation. Many of these jobs are mostly out of the mainstream of jobs found in organized labor. Yet these workers contribute vigorously to the economy.

Overall, the economy generated 431,000 jobs in May 2010, but 400,000 were temporary Census jobs. The unemployment rate is 9.7%, down from 9.9% last month. Nearly seven million Americans have been unemployed for more than six months. For African-Americans, unemployment dropped from 16.5% to only 15.5% last month.

However, the Bureau of Labor Statistics Employment Situation report includes “discouraged workers” -- those working part-time who really want full-time work, and others “peripherally” connected to the labor market. The percentage of discouraged workers reported by the BLS dropped 16.6% for the overall population. For the African-American community that extrapolates to at least 25.6% -- one in four African-Americans is jobless!

Though there are signs of improvement in the economy, job creation remains slow. Many economists believe that the only hope for a full recovery lies in our ability to put more people to work, bringing the jobless numbers down. During this time, Americans in every socio-economic strata who are searching for work in this country still feel the pinch. On July 1, 2010, the House of Representatives passed an Extension of Unemployment Insurance benefits in response to the current crisis. The Senate did not act. Conservatives in Congress that refused to support an extension of jobless benefits for those on long term unemployment prior to the 4th of July congressional

recess placed many Americans still searching for jobs particularly in areas where jobs are scarce, in jeopardy of losing even more. Conservatives in the Senate especially have been labeled insensitive to those trapped in a spiraling cycle of despair. Legislation would, among other things “extend the final date for entering a federal-state agreement under the Emergency Unemployment Compensation (EUC) program through November 30, 2010.” The Senate has not acted on this bill.

CWA’s concern about job creation is second to no other institution concerned about getting Americans back to work. The human consequences of high unemployment are high; and

what it means to become jobless in a culture that says that what you do is who you are can be devastating to proud families searching for an honorable way out of crisis. The CWA National Committee on Equity takes the view that an economic injury to one is an injury to all. Those Americans caught in the spiral of economic uncertainty can be the beneficiaries of our own fight for justice and equality. We ask you our delegates to continue the fight on behalf of workers across the country. Our fight for bargaining rights, living wages and benefits will again become the cause that will lift this country out of economic decline and back to prosperity.

## **HEALTH CARE: THE NEW REALITY**

All of us here at CWA have helped to create a new reality for thousands of Americans. Those of us who know friends and family that did not have any insurance or were denied insurance because of pre-existing conditions now know that we have started down a road that has changed history here in the United States. The reality of hard work from all members across the country engaged in calling, writing, and visiting our legislators proves we can make a difference. Educating our membership on the importance on any issue and how to make a change proves that we can make and create change. The reality that unionism is not only about us in this room, protected by contracts, but about social justice for all Americans.

The immediate effects of The Patient Protection and Affordable Health Care Act provide consumers new rights. One such right declares that an insurance company is not allowed to establish lifetime nor annual

limits on the dollar value of benefits for participants or groups. It also protects consumers from having their health care coverage dropped if they get sick. Another gigantic win for Americans is the guarantee for coverage of preventative health services. This means that health insurance companies must cover immunizations, screenings for children and pregnant women, and breast cancer screenings. Other services that can be covered include: smoking cessation, weight management, stress management, nutrition, heart disease prevention, healthy lifestyle support, and diabetes prevention.

These are just a few of the monumental successes of the passage of this bill. We have fought to have what appears to be common sense. Often the joke is “what is it going to take, an act of Congress?” Yes, undeniably, it did take an act of Congress to move the big business and the insurance industry morally and appropriately in the right direction.



The bill succeeds in making progress toward the goals CWA set out to achieve:

- Cover All Americans – 32 million of the uninsured will be covered; from 83% to 95% of population covered.
- Control Costs – federal deficit reduced \$1.3 trillion over 20 years; estimated to cut employer health care premium trend substantially
- Strong Government Role – rules and standards are established for insurance companies; health insurance exchanges for affordable coverage are established; cost controls and quality oversight will be in place.
- Fair Financing – relies on wealthy, employers and health industry to pay their share
- Improve Health Quality – 100% coverage of prevention; provider payments based on quality & outcomes.

There is much to learn about the new health care reform bill. We have heard testimonials along the way of people we love and care about kicked off insurance, denied insurance for serious health conditions. The new reality is the underserved and often ignored, women, children, poor, and sick will find some relief in the passage of this bill.

But there is something in the bill for those

of use with good plans, too. First, we can keep our negotiated plans. They are exempt from some reform measures, but must comply with others. Some of the good reforms that will apply to our plans include:

- No lifetime or annual limits on benefits.
- Children covered until age 26.
- Preventive care with no deductible or copay.
- Waiting period for coverage limited to 90 days.
- No exclusions for pre-existing conditions.

We, the CWA National Committee on Equity, encourage all CWA leaders and activists to learn more about what's in health care reform. A good source is the CWA website at <http://www.cwa-union.org/issues/entry/c/health-care>. There you can find a powerpoint presentation and some factsheets. Information is updated too as regulations implementing the health care reform law are released. We encourage all of you too share this information and how we achieved this landmark legislation with your members. We often do not share the fruits of our labor, but now is the time to dispel the negativity some are trying to tarnish this great achievement with. Arm yourself and your membership with knowledge you have gained here today.

## **Arizona and the Immigration Debate**

The Arizona Senate Bill 1070 gives law enforcement authorities, among other things, the right to check documentation of suspected illegal immigrants, in the name of a law that some people would find very unjust as

far as a person's civil rights are concerned. This state senate bill has given fuel to or opened the door to other anti-immigrant laws that may also negatively impact a person's civil rights. These new laws include but are

not limited to Oklahoma's statute making it legal for officers to require DNA testing upon arrest of suspected illegal immigrants. Committee on Equity members believe there should be close scrutiny of these laws that appear to be an outright disregard for people's civil rights and more importantly could lead to racial profiling.

The Governor of Arizona met with President Obama at the White House on June 3, 2010 to discuss Arizona's controversial immigration law. The President acknowledged the frustration that Americans are feeling. But he let the Governor know that Arizona SB 1070 is not the way to solve or even attempt to solve the illegal immigration problem. Laws like these can also cause citizens wrongly accused to bring numerous law suits against the state of Arizona. The United States Justice Department on Tuesday July 6, 2010 filed a lawsuit in US District Court in Phoenix, Arizona claiming that the law is unconstitutional and conflicts with federal law. The President believes there should be comprehensive immigration reform that includes: dedicated resources to secure our borders and make our communities safer; hold employers accountable for

hiring illegal workers and also holds them accountable if they exploit these workers. We also need to require those who come here illegally to pay a fine, pay back taxes, and come into compliance with the law.

President Obama's approach is shared by many and may be the best way to resolve this matter, without negatively affecting people's civil rights. As CWA members and proud Committee on Equity members, we want equality for everyone including immigrants who may also need help obtaining civil rights.

At the end of the day a union will help the employee to be the best employee they can be and would help the company be the best it can be. Illegal immigrants do help our economy regardless as to whether Arizona politicians, The Tea Party, and other like minded political organizations admit it or not.

We the Committee on Equity ask you CWA Brothers and Sisters to get involved with your local committee and if you do not have one start one. Remember, you are a part of an organization founded and built by Mothers, Fathers, Sons, and Daughters of Immigrants.

## **One Nation Marching for the Dream Putting America Back to Work Bring America Back Together**

America is a nation in crisis. Over 8 millions jobs lost, unemployment above 10%, underemployment, 1.2 million families have lost their homes, the right to organize has been trampled, schools are closing, teachers laid off, opportunities/doors to higher education closing, the financial crisis continues and the oil spill in the Gulf threatens to turn into the greatest American disaster of all times. The financial crisis and oil spill disaster are direct

results of rolling back regulatory oversight and accountability to the public. Americans are disillusioned.

CWA has joined with the NAACP, La RAZA, other unions, and civil and human rights groups to help organize tens of thousand of activist to march on Washington to help bring back the American Dream. Our goal is to achieve the American dream to have a stable

job, a home of our own, opportunities for our children, a chance to become an American citizen regardless of national origin. CWA is committed to this program and is happy to have the opportunity to work closely with other nationally recognized organizations to affect the October 2nd March in Washington D.C. In keeping with the CWA Committee on Equity principles of reaching out and forging realistic, actionable relationships with these nationally recognized institutions we are helping to guarantee the principles of social justice espoused by our respective organizations for the sake of all American families.

But how does a shrinking labor movement advance political change, particularly bargaining and organizing rights. We can't sit still or our 7% of the private sector with bargaining rights will soon be 6%. We can't sit still or attacks similar to the actions against the public sector in NJ will soon be routs. We all understand that our bargaining is getting harder and harder and all defense. And unfortunately, there is no current path to passage of employee free choice act.

One Nation is only one part of this. We have also broadened our work with the Sierra Club through the Blue Green Coalition. IUE-CWA led our work on blue green with great examples of sustainable manufacturing and conversion to energy efficient production and product. This year we broadened our involvement to a partnership with the Sierra Club focused on 5 states and fulfilling the FCC commitment of 1 gigabit to anchor institutions (school, libraries, and hospitals) in every community. Sierra views our broadband work as an essential element in sustaining rural communities, much like clean water. Sierra is also working with us in NJ fighting Gov Christie and the attack on public services and education. Sierra is a member based institution that is building leadership that will fight

for political change in much the same way as we are with the stewards' army.

We need to work toward a broad coalition as long as we can stay focused on core economic issues and not have a coalition salad bowl where every issue jumps in and out and it looks like everything and nothing. But if we can stay focused on core economic issues as we have done in the past, secure sustainable jobs, health care, retirement security, bargaining and organizing rights positive change is still possible.

The goal is to reset the national political narrative and affect the national climate. We want to win over large segments of the discontented populace. We want to energize and mobilize our base constituencies and strengthen and highlight a strong constituency for the bottom-up regarding economics, public investments, and fair taxation.

Our plan of action is to strengthen the unity and coordination so we can serve as a vehicle and platform for broad progressive populist activity. One Nation will allow us to engage in multi-month organizing as well as mobilization and communications to attract allies and impact public opinion. Like the historic 1963 March on Washington, the One Nation March will serve as a major show of force in terms of our numbers, vision and energy. The project will focus on Get Out to Vote for November elections. It will include a media campaign featuring OP-Eds, talking points for messengers, engaging popular culture leaders. The branding and message dissemination campaign will aim at young, poor, and minority populations.

One Nation: Marching for the Dream-Putting America Back to Work Bring America Back Together is October 2, 2010 in Washington D.C. CWA will be there.

## GLBT Community Faces Issues on Gay Marriage

Same sex couples want the privilege to marry their partner because they are in love and have spent many years together in a committed relationship. The right to marry the person you love is one of the greatest ways to honor your commitment to that person. That honor is not a possibility to men and women in the LGBT (Lesbian, Gay, Bisexual and Transgender) community.

As of now, five U.S. states — Massachusetts (2004), Connecticut (2008), Iowa (2009), Vermont (2009), New Hampshire (2009 vote, 2010 enactment), as well as the District of Columbia (2009 vote, 2010 enactment) recognize marriage equality. Two states, Maine and California, had recognized marriage equality at one point, but passed ballot initiatives rescinding marriage rights for gay and lesbian couples.

Meanwhile, one state recognizes civil unions between same-sex couples — New Jersey — and several states have domestic partner laws that grant certain benefits to same-sex couples. These states include Oregon, Maine, and Washington.

Thirty states have passed constitutional amendments or laws explicitly banning same-sex marriage. According to the National Association of Social Workers, prohibiting marriage protection to same-sex individuals denies them 1,000 federal protections and responsibilities granted to heterosexual individuals. Opponents of same-sex marriage have also been championing Proposition 8 in California, a statewide ballot measure that would rescind marriage rights for GLBT citizens in that state.

There are 1,138 benefits, rights and protec-

tions provided on the basis of marital status in Federal law. Lesbian and gay couples are excluded from all of these.

Currently in the United States, same-sex couples in long-term, committed relationships pay higher taxes and are denied basic protections and rights granted to married straight couples. Among them are:

- *Hospital Visitation:* Same-sex couples can be denied the right to visit a sick or injured loved one in the hospital. On April 15, 2010, President Obama mandated that nearly all hospitals extend visitation rights to the partners of gay men and lesbians and respect patients' choices about who may make critical health-care decisions for them, perhaps the most significant step so far in his efforts to expand the rights of gay Americans.
- *Social Security benefits:* Gay and Lesbian partners receive no Social Security survivor benefits upon the death of a partner.
- *Immigration Laws:* Gay and Lesbian Americans in bi-national relationships are not permitted to petition for their same-sex partners to immigrate. As a result, they are often forced to separate or move to another country.
- *Health Insurance:* Gay and lesbian employees who do receive health coverage for their partners must pay federal income taxes on the value of the insurance. The IRS law states that employers who provide health insurance to beneficiaries other than a tax dependent as defined by the IRS, such as a non-dependent domestic partner, the employer must calculate the estimated fair market value of those health benefits and charge that amount

to the employee as “imputed income” on the employee’s Form W-2. This results in higher taxes paid by Gay and Lesbian partners in a committed relationship.

- *Estate Taxes:* A gay or lesbian taxpayer is forced to pay estate taxes on property inherited from a deceased partner whereas an opposite sex married couple does not.
- *Family Leave:* The FMLA (Family Medical Leave Act) does not apply to a gay or lesbian person to take leave from their job to care for their seriously ill partner. This law only applies to married couples. On June 20, 2007 H.R. 2792 Family and Medical Leave Inclusion Act was introduced. It would have Amended the Family and Medical Leave Act of 1993 to provide for employee leave to care for a same-sex spouse as determined under applicable state law, domestic partner, parent-in-law, adult child, sibling, or grandparent (as well as for a spouse, child, or parent), if such person has a serious health condition. This bill never became law.
- *Nursing homes:* Married couples have a legal right to live together in nursing homes. The rights of elderly gay or lesbian couples are an uneven patchwork of state laws.
- *Homes protection:* Laws protect mar-

ried seniors from being forced to sell their homes to pay high nursing home bills; gay and lesbian seniors have no such protection.

- *Pension:* After the death of a worker, most pension plans pay survivor benefits only to a legal spouse of the participant. Gay and lesbian partners are excluded from such pension benefits from many pension plans.

“The divorce rate in America for first marriage, versus second or third marriage 50% percent of first marriages, 67% of second and 74% of third marriages end in divorce”, according to Jennifer Baker of the Forest Institute of Professional Psychology in Springfield, Missouri.

The Committee on Equity encourages all members of CWA to educate themselves, their members and elected officials on the issues of same sex marriage. The LGBT community wants to be allowed the honor of marrying their same sex partner, to be treated fairly under federal and state law and enjoy the privileges and benefits that are afforded to couples in opposite sex marriages. We at CWA have always been in the forefront for movement of change in civil rights and equity.



**Respectfully Submitted:**

Gloria Middleton, Chair  
Secretary-Treasurer  
CWA Local 1180  
District 1

William Steele  
Vice President  
CWA Local 2222  
District 2

Esther Pond  
Area Representative, AT&T Mobility  
CWA Local 3806  
District 3

Gloria Llamas  
Secretary- Treasurer  
CWA Local 4123  
District 4

Audry Brown  
Vice President, AVAYA  
CWA Local 6016  
District 6

Michael Lynch  
President  
CWA Local 7800  
District 7

Elizabeth Sorenson  
Executive Vice President  
CWA Local 9413  
District 9

Michael Biddle  
Representative at Large  
CWA Local 13100  
District 13



**Report of the  
Defense Fund Oversight Committee  
to the  
72nd Annual Convention**



**Communications Workers of America  
July 26-28, 2010  
Washington, DC**

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## **Report of the Defense Fund Oversight Committee to the 72nd Annual CWA Convention**

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 (RLMRF) and the Strategic Industry Fund (SIF). 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 Fund Oversight Committee met on November 16-17, 2009 and May 17-19, 2010 in Washington, DC. 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**

Prior to the Convention, the DFOC met with representatives of the Marco Consulting Group (MCG) to review investment performance for the Robert Lilja Members' Relief Fund (RLMRF) and the Defense Fund. MCG was selected to serve as investment advisors and co-fiduciaries on these funds effective 6/1/09, after a Request for Proposal was issued for these services in the spring of 2009. MCG first presented an investment analysis to the DFOC at the CWA Convention in June 2009, and subsequently updated the Committee on investment performance at meetings in Washington, DC, on November 16-17, 2009, and May 17-18, 2010. MCG is responsible for monitoring and verifying that fund investments are made in accordance with guidelines established by the President and Secretary-Treasurer, who are trustees of the funds.

As of March 31, 2010, the RLMRF had a value of \$392,681,462. This represents a \$21.8M or 5.9% increase over the fund's \$370,843,313 balance at March 31, 2009. Approximately \$8M of that increase was due to dues contributions that were made to the RLMRF in May, August and September of 2009. According to RLMRF guidelines, when the fund's assets fall below the floor of \$377,494,108, the quarter hour dues that would otherwise be sent to the Strategic Industry Fund are retained by the RLMRF. Once the target floor balance is achieved, the quarter hour of dues is redirected to the SIF and the RLMRF's growth is fueled by investment returns and asset appreciation.

The Defense Fund had a balance of \$12.6M as of March 31, 2010, a \$649,179 or 4.9% decrease from its \$13.3M balance as of March 31, 2009. While the fund experienced \$4.8M in gains during the 12-month period, \$5.5M in distributions were issued.

**THE ROBERT LILJA MEMBERS' RELIEF FUND**

The balance of the RLMRF as of March 31, 2010 is **\$392,681,462.**

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

Mortgage loans held by the RLMRF as of March 31, 2010 are:

<b>LOCAL</b>	<b>AMOUNT</b>
1033	\$ 50,008.27
1040	\$ 1,053,346.50
1107	\$ 177,411.34
1109	\$ 501,162.42
1118	\$ 212,644.79
1133	\$ 942,321.45
2108	\$ 660,533.84
2222	\$ 157,368.00
3112	\$ 20,856.32
3314	\$ 51,240.25
3406	\$ 78,406.26
3407	\$ 21,472.56
4100	\$ 331,631.95
4123	\$ 145,348.36
4340	\$ 961,194.68
4501	\$ 112,103.60
6222	\$ 3,936,478.94
7704	\$ 76,287.18
7708	\$ 192,736.64
7803	\$ 164,183.90
9415	\$ 26,418.33
9423	\$ 1,015,479.23
9503	\$ 104,549.59
9509	\$ 828,212.13
39521	\$ 86,971.35
<b>TOTAL</b>	<b>\$ 11,908,367.88</b>

**THE ROBERT LILJA MEMBERS' RELIEF FUND EXPENDITURES  
APRIL 1, 2009 - MARCH 31, 2010**

**STRIKE RELATED:**

LOCAL 33225 - UPAGRA

\$ 773,600

## DEFENSE FUND (DF)

The balance of the Defense Fund as of March 31, 2010 is **\$12,606,835**.

## DEFENSE FUND EXPENDITURES

April 1, 2009 – March 31, 2010

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

LOCAL	ALLOCATION	AMOUNT SPENT	BALANCE
State of NJ Public Workers	\$ 1,250,000	\$ 1,073,584	\$ 176,415
AFA-CWA Northwest Airlines	\$ 590,000	\$ 397,191	\$ 192,808
TNG-CWA Local 39117 Hawaii- Tribune Herald	\$ 50,000	-	\$ 50,000
TNG-CWA Local 33225 - UPAGRA	\$ 95,285	\$ 45,981	\$ 49,303
NBC Universal Locals 51011, 52031, 54041, & 59053	\$ 174,940	\$ 143,991	\$ 30,948
UPTC-CWA Local 9119	\$ 161,840	\$ 95,100	\$ 66,740
ACS E-Z Pass-Local 1102	\$ 185,000	\$ 53,779	\$ 131,220
Local 1180	\$ 500,000	\$ 500,000	-
TNG-CWA Times Local 30134	\$ 100,000	\$ 55,057	\$ 44,942
Whirlpool Local 84808	\$ 101,000	\$ 39,782	\$ 61,217
<b>TOTAL</b>	<b>\$ 3,208,065</b>	<b>\$ 2,404,465</b>	<b>\$ 803,593</b>

## STRATEGIC INDUSTRY FUNDS (SIF)

The balance of the Strategic Industry Fund as of March 31, 2010 is **\$44,650,842**.

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 12 active SIF campaigns.

All SIF campaigns continue to stay well within their budgets.

## SIF BUDGET AS OF 3/31/10

<b>CAMPAIGN</b>	<b>BUDGETED</b>	<b>EXPENSE</b>	<b>BALANCE</b>
Verizon SIF	\$ 6,330,000	\$ 5,909,928	\$ 420,071
Speed Matters SIF	\$ 8,275,000	\$ 2,921,821	\$ 5,353,178
Alcatel-Lucent	\$ 550,000	\$ 169,774	\$ 380,225
Telecom Industry	\$ 5,900,000	\$ 2,780,576	\$ 3,119,423
Telecom Organizing Institutes	\$ 1,075,000	\$ 26,546	\$ 1,048,453
Internal Organizing of Non-Members	\$ 1,230,000	-	\$ 1,230,000
Windstream	\$ 271,000	-	\$ 271,000
MediaNews	\$ 997,802	\$ 857,475	\$ 140,326
News Industry Jobs	\$ 459,591	\$ 232,079	\$ 227,512
Canadian SIF	\$ 573,000	\$ 193,729	\$ 379,270
PPMWS SIF	\$ 132,250	\$ 45,427	\$ 86,822
Healthcare Workers (completed)	\$ 101,181	\$ 67,836	\$ 33,345
GE Lighting	\$ 360,500	\$ 195,826	\$ 164,673
Lean/High Performance	\$ 1,413,000	\$ 503,823	\$ 909,177
Green Jobs	\$ 1,182,500	\$ 184,384	\$ 998,115
Automotive Bankruptcy	\$ 1,100,000	\$ 656,403	\$ 443,596
Health Care For All	\$ 12,000,000	\$ 10,313,769	\$ 1,686,230
Building a Political Movement	\$ 5,695,000	\$ 185,300	\$ 5,509,700
Employee Free Choice Act	\$ 8,400,000	\$ 4,579,571	\$ 3,820,428
Financially Distressed Employers	\$ 1,493,750	\$ 610,869	\$ 882,880
<b>TOTALS</b>	<b>\$ 57,539,574</b>	<b>\$ 30,435,145</b>	<b>\$ 27,104,429</b>

<b>TOTAL SIF INCOME</b>	<b>\$54,982,029</b>
<b>TOTAL SIF EXPENSE</b>	<b>\$10,331,186</b>
<b>TOTAL SIF BALANCE</b>	<b>\$44,650,842</b>
<b>BALANCE SIF BUDGETED</b>	<b>\$27,104,429</b>
<b>TOTAL SIF UNBUDGETED</b>	<b>\$17,546,413</b>

## SIF CAMPAIGNS

Two SIF campaigns were closed out this year - Health Care for All and Employee Free Choice. The 12 active Strategic Industry Fund Campaigns are listed below. All telecom related campaigns are now grouped under the Telecom SIF.

1. **Telecom SIF:** The Telecom SIF includes numerous telecommunications campaigns including Speed Matters, Verizon Frontier campaign, Century Link/Qwest Campaign, T-Mobile Campaign, AT&T Protecting Growing Jobs, Windstream Campaign, Internal organizing and others.
2. **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.
3. **GE Lighting:** Seeks to educate IUE-CWA and CWA members, the public and elected officials on the fact that all GE energy efficient light bulbs are manufactured in China and pressure GE to manufacture "green" in the United States.
4. **Media News:** A campaign to build union power and ultimately create a global collective bargaining strategy at Media News.
5. **Lean Manufacturing:** Developing a corp of IUE-CWA lean manufacturing experts who can train and implement the program in order to save and grow jobs.
6. **PPMWS Union Label:** Seeks to assert and promote the CWA label.
7. **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.
8. **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.
9. **Green Jobs:** Push new industrial policy and 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.
10. **Automotive Bankruptcy:** Campaign to improve members' status in bankruptcy including forming coalitions with other affected unions, educating elected officials and using political leverage.
11. **Building A Political Movement:** Campaign to strengthen and increase our Legislative Political Action Teams (LPATs) and improve our leadership capacity in legislative and electoral work.
12. **The Role of the Union in Media:** Campaign to reach out to allies and create alternative approaches and organization that deal with the significant changes and pressures in the news media.

## SIF CAMPAIGN SUCCESSES

- **Speed Matters:** Achieved CWA's Speed Matters goals of universal high-speed broadband goals into FCC's National Broadband Plan (released March 2010). These include benchmarks of 50 megabits per second (mbps) downstream, 20 mbps upstream to 100 million households by 2015 and 1 gigabyte to community anchor institutions. Also, launched a campaign with Sierra Club in 5 pilot states to expand 1 gigabyte high-capacity networks to schools, libraries, and health centers as well as built national coalition of labor, civil rights groups, environmentalists and others in support of "middle way" open internet policies that are consistent with jobs and investment.
- **Lean Manufacturing:** Will gain 300 new jobs as production of hybrid hot water heaters is brought from China to General Electric's Appliance Park where Local 83761 members in Louisville, Kentucky, are a key part of the team which cut hundreds of thousands of dollars out of production costs thanks to Lean Manufacturing training. Analysis of the savings that could result from lean implementation freed up money to settle the contract for Local 88648 in Sharon, Pennsylvania, where the contract had been rejected twice and a strike was looming.
- **Healthcare:** 179 State and CD Campaign Coordinators recruited 1,296 LPAT members from 22 states. They generated 35,318 calls and 7,372 letters to Members of Congress through worksite phone actions plus held 185 meetings in their home districts (not including the 207 meetings held during the Legislative Conference and the two fly-in events). At the 2009 LP Conference, CWA organized the largest turnout of any organization to the National Lobby Day for Health Care Reform sponsored by Health Care for America Now with 54 busloads of members. And, when groups opposing reform began hijacking Congressional town hall meetings, coordinators organized groups to attend the meetings to speak in support of reform. In August, 2009, CWA sent teams to 124 town hall meetings across the country - with 1,100 CWA members in attendance. A partial victory came when CWA fought taxation of healthcare plans that resulted in monumental legislation passing in early 2010.
- **CWA/SCA:** In the second year of its multi-use SIF project, CWA/SCA Canada waged a public campaign to protect free over-the-air television when the country shifts to digital transmission, held two successful mobilization courses for present and future local leaders, and launched an internet outreach program for workers not presently affiliated with unions.

- **Employee Free Choice Act:** CWA generated over 10,000 calls and over 5,000 hand-written letters to targeted members of Congress since the 2009 Convention. We assisted and mobilized 4 workers - Sarah Steffens, John Pezzana, Joe Bordelon, and Chinazo Okolo to be part of the "Faces of the Employee Free Choice Act" photo campaign, DC lobby day and state-based actions associated with American Rights at Work (ARAW); our members accompanied celebrities on lobby visits and spoke with national press outlets. Over 15 banners were created and hung over overpasses in Florida, New York, New Jersey, Pennsylvania, and California. Many were displayed at the 2009 Convention. In Pennsylvania, CWA members posted 10,000 yard signs in targeted communities where Senator Specter could easily view them. Over 116,000 CWA members signed postcards in support of the Employee Free Choice Act, as part of the Million Member Mobilization. When the legislation did not reach the Senate floor, CWA focused efforts on defeating a previous EFCA co-sponsor, Senator Blanche Lincoln. Arkansans forced Lincoln to a run-off election with their support of Bill Halter. Labor's support of a new pro-labor candidate reverberated throughout the halls of Congress.
- **MediaNews:** This SIF has been instrumental in creating and upholding workplace standards throughout the troubled company, which filed for bankruptcy this year. We implemented the first-ever contract at the Bay Area News Group-East Bay, including a pay minimum that brought substantial raises to some of the unit's most underpaid workers. Thanks to the SIF campaign, some photographers in the Los Angeles News Group are about to receive their first new equipment from the company in seven years. And later this month, we will launch a redesigned MediaNewsMonitor site as a central hub of information for union members nationwide.
- **Auto:** In a huge victory for retiree rights, a three-judge panel of the U.S. Court of Appeals for the Third Circuit found that Visteon unlawfully terminated retiree health and life insurance benefits promised to IUE-CWA represented retirees. With SIF assistance, workers were mobilized and educated on these issues affecting retirees and now with the court decision, the company must restore benefits to retirees.

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

The DFOC recommends that there be an evaluation of the current mortgage rate to consider if it should be lowered in 2011.

The Defense Fund Administrator is to review all mortgages and

- 1 - Perfect all liens.
- 2 - Appraise all properties.
- 3 - Determine the debt to income ratio of the mortgage holder.

Respectfully Submitted,

The Defense Fund Oversight Committee

Terry Daly, District 1  
John Wills, District 2  
Mark Ledford, District 3  
Edwin Phillips, District 4  
James Allen, District 6

Cecilia Valdez, District 7  
Joan Gifford, District 9 – Vice Chair  
Sandy Kmetyk, District 13  
Arthur Cheliotas, Public Workers - Chair  
John Lewis, IUE-CWA



specific organizing institutes to address the needs of new activists.

**ACTION:** CWA will incorporate training on how to mentor new leaders into existing leadership education programs.

**CONCLUSION:** The Next Generation Committee has spent the past few months researching existing programs at CWA and developing our recommendations. Because we did not begin until March, 2010, we feel that we need more time to complete our work. In particular, some Districts have already sent out Next Generation type surveys and we believe that undertaking something similar at the International level would enlighten us to new members' ideas and make them aware of CWA's intention to broaden its scope and commitment to cultivating new leaders and activists.

**ACTION:** The Next Generation committee will

set up a web page to serve as a clearing house for information. The Next Generation committee will also create a toolkit which will provide educational materials for locals to use with new members and examples of Next Generation Committees to serve as models for locals.

**ACTION:** The Next Generation Committee will conduct a survey of newer members to identify what would motivate them to become involved.

**ACTION:** CWA will establish a Next Generation SIF in order to fund the survey, scholarships, and related outreach efforts.

**ACTION:** The Next Generation Committee will complete its work within the next 12 months and transition ongoing activities to locals and the appropriate district and national staff. The Committee will present a final report on its work to the 2011 National Convention.



Respectfully submitted, Next Generation Committee Members:

Greg Sampo	Steward, Local 1118
Vera Mikell	Secretary-Treasurer, Local 2205
Maurice Whitehurst	Executive Board Member, Local 52031
Raymond Mehaffey	Secretary-Treasurer, Local 3805
Karly Safar	Organizer, Local 3865
Kari Bienias	Secretary-Treasurer, Local 14156
Tim Strong	President, Local 4900
Bob Hardy	President, Local 84963
Jason Burns	President, Local 6401
Kevin Kimber	Steward, Local 6016
Sara Steffens	Organizer, Local 39521
Jeff Reamer	Vice President, Local 13000
R. J. Hufnagel	President, TNG-CWA Local 38061
Dante Harris	Member, AFA Council 12/LAX
Jean Broughton	Staff, Canadian Media Guild
Ann-Margaret Sanchez-Tovar	Staff Representative, District 6, Dallas, Tex.
Susan McAllister	Staff Representative, District 7, Kent, Wash.
Beth Allen	Electronic Communications Coordinator
Bill Bates	National Telecom Director

## Report of the CWA Next Generation Committee to the 72nd Annual Convention



**Communications Workers of America  
July 26-28, 2010  
Washington, D.C.**

CWA's 2009 Convention passed a resolution establishing the Next Generation Committee.

The Committee began work in March, 2010, met twice in Washington, D.C., and held several conference calls to research the challenges facing our union and to discuss how best to address these issues.

The Committee found that with the challenges facing our union there is an increasing need for members to assume leadership roles - in organizing, legislative-political, and Strategic Industry Fund work. Many of today's leaders have provided years of service to our union and have developed unique expertise. It is imperative that these leaders mentor, engage, support, and nurture new activists to ensure that our union not only survives but thrives.

The resolution establishing the Next Generation Committee directed the committee to address the following issues.

**ISSUE:** 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 that the union operates.

**FACTS:** As traditional workplaces are dismantled, managers often fill the gaps with independent contractors and other workers that traditionally have not been represented by a union. The federal GAO estimates that freelancers, temps, day laborers and other contingent workers now make up a third of the U.S. workforce.

Meanwhile, union representation has sunk to a mere 12.3 percent overall and only 7.2 percent in the private sector – even though at least half of young workers think they would be better off with unions (AFL-CIO's Lost Decade report).

These same young workers are often the first in line for layoffs and other job cuts; to survive, many turn to temporary or freelance jobs to survive the gap between full-time positions. Combined, these realities call for a new way of thinking: organizing workers, not unionizing employers.

Federal law currently prevents organizing or bargaining on behalf of freelancers and other self-employed people. Still, information-sharing, solidarity and pooling of resources can measurably improve working conditions, in both the short-term and over the decades to come. And freelance unions eventually could become a platform to lobby for overturning the federal exemption that robs independent contractors of organizing and collective bargaining power.

Not only will freelance organizing help create younger and newer union activists, including students, it also will help address 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.

In addition to freelancers, many young workers move frequently between employers in the same industry. For example, a call center worker may begin work at AT&T Mobility, then work at T-Mobile. CWA currently has programs such as WashTech, TU(T-Mobile), Alliance@IBM and the Association of Passenger Service Agents that serve employee groups. Expanding these models will lay the foundation for long-term organizing at employers in industries in which CWA already has expertise.

**ACTION:** CWA will create and expand programs to serve workers who are not connected to traditional bargaining units. These programs will provide networking opportunities, access to professional training and support through CWA/NETT, and a forum for shared political action, while promoting the health, safety and economic well-being of workers. CWA will also explore existing and new models for offering portable benefits and support to independent members. Ideally this moves us toward a system where union membership and benefits stay with the independent member as he or she moves from job to job.

**ISSUE:** New organizing and mobilizing opportunities for the union through social networking (Twitter, Facebook, MySpace, blogs, texting, and other online networks and new media).

**FACTS:** With its recent website redesign, CWA has

taken steps to deepen its online engagement with its membership. CWA has also established a presence on Facebook and Twitter.

These tools are important for reaching all members, and particularly younger members. The Pew Internet and American Life Project found that 47% of U.S. adults use social networking sites and that Facebook is by far the most popular of these sites (73% of social networking users have Facebook accounts). Almost three-quarters of young adults aged 18-30 use social networking sites while only 39% of adults over 30 use them. These results are similar to those from a CWA survey of AT&T Mobility members, which found that 49% of Mobility members use Facebook regularly or occasionally.

**ACTION:** CWA will continue to expand its use of online and social networking tools to communicate and stay connected with membership and to build its list of member e-mail addresses. In addition, as part of an online toolkit established and maintained by the union, CWA will provide local leaders and membership with training resources and guidelines that will help their locals benefit from using this new technology.

**ISSUE:** Getting the word out to future officers and activists about the union's resources and opportunities on training, mentoring and communications. These include but are not limited to organizing institutes, leadership schools, higher-education programs, and the Minority Leadership Institute. Recruiting and training of younger and newer activists for CWA's expanded organizing programs.

**FACTS:** Currently, the CWA's Leadership Schools are structured by the Districts, who develop the curriculum and facilitate the logistics. The curriculum is typically top-notch, involving many accredited higher education institutions as partners and teachers. We have identified issues in accessibility—members are not often aware of the program. Some Locals cannot afford to send anyone. A standardization of the application process may be helpful, especially in light of the strong reputation of the programs. SIF monies or scholarships could be utilized to enhance affordability.

CWA's Organizing Institutes are currently delivered by Districts as well. The OIs have become increasingly more specific to certain industries and while that is appropriate for some Sectors it may bar the participation of new members who may benefit from a more generalized program. This broader scope in terms of organizing training and its importance will foster leadership. Several times CWA has led the way with "young worker" OIs. This is a model for U.S. labor and should continue. A consideration as to the role of technology in organizing should be included in the curriculum as we believe new members and potential members respond better, at least initially, to social networking type communications as opposed to some of the traditional organizing methods. The curriculum can provide insight about organizing and technology that can be brought back to the Locals for use in training, websites, etc.

The Minority Leadership Institute is a prestigious honor requiring selection by the national. Continuing the recent initiative to disseminate the goals and successes of the program will inspire new activists.

The AFL-CIO's Organizing Institute, with leadership from CWA, offers a training and placement program that matches individuals who want to be organizers with a three-day training course, as well as campaign-specific organizing training tailored to a specific union. They also open their program up to both union and non-union members. This open approach to recruitment might also be useful.

**ACTION:** CWA will establish scholarships for one person per eligible district and sector to participate in CWA's Organizing Institute and one person per eligible district and sector to participate in Leadership School each year. CWA will also create a member internship program to support the work of committees at the National Convention. These scholarships and internships will be for new activists who have not attended similar programs or the National Convention in the past. CWA will expand communications to encourage local participation for new leaders in training programs.

**ACTION:** CWA will continue Next Generation



# **CWA Women's Committee Report, 2010**

Communications Workers of America, AFL-CIO  
501 Third Street, NW  
Washington, DC 20001  
[www.cwa-union.org](http://www.cwa-union.org)

July 2010

# Introduction

The National Women's Committee is deviating from our usual reporting format this year to celebrate and acknowledge two historic anniversaries in the women's suffrage movement.

First, this year marks the 90th anniversary of the passage of the 19th Amendment to the Constitution, granting women full voting rights.

The committee members are wearing gold, white and purple sashes like the ones worn by the suffragettes in parades and demonstrations. The color gold signifies coming out of darkness into light, white stands for purity and purple is a royal color which represents victory.

The committee members will now introduce you to six courageous women who fought to obtain equal rights and one which continues that fight today.

# Shirley Anita St. Hill Chisholm



November 30, 1924 – January 1, 2005

Shirley Anita St. Hill Chisholm was born November 30, 1924, in Brooklyn, New York, to Barbadian parents. Chisholm was raised in an atmosphere that was both political and religious. Chisholm received much of her primary education in her parents' homeland, Barbados, under the strict eye of her maternal grandmother. Chisholm, who returned to New York when she was ten years old, credits her educational successes to the well-rounded early training she received in Barbados.

She attended Girls' High School in Bedford-Stuyvesant, a section of the city with a growing poor black and immigrant population. She won tuition scholarships to both Oberlin and Vassar, but at the urging of her parents decided to live at home and attend Brooklyn College. While training to become a teacher she became active in

several campus and community groups where she developed a keen interest in politics.

After graduating cum laude from Brooklyn College in 1946, Chisholm began to work as a nursery school teacher and later as a director of schools for early childhood education. In 1949 she married Conrad Chisholm, a Jamaican who worked as a private investigator. She continued to teach but her political interest never waned. After a successful career as a teacher, Chisholm decided to run for the New York State Assembly in 1964 and won the election.

Chisholm served in the Assembly until 1968 and then decided to run for the U.S. House of Representatives. Her opponent was the noted civil rights leader James Farmer. Possibly because Chisholm



was a well-known resident of Bedford-Stuyvesant and Farmer was not, she won easily. Thus began her tenure as the first black woman to serve in the United States Congress. Always considering herself a political maverick, Chisholm attempted to focus as much of her attention as possible on the needs of her constituents.

Chisholm protested the amount of money budgeted for defense while social programs suffered. She would not agree that money should be spent for war while Americans were hungry, ill-housed, and poorly educated.

Early in her career as a Congresswoman, she supported legislation legalizing abortions. Chisholm worked to expand the career choices for women beyond the traditional female professionals of secretaries, teachers, and librarians. She argued that women were capable of entering many other professions and they should be encouraged to do so. Black women, too, she felt, had been shunted into stereotypical maid and nanny roles from which they needed to escape both by legislation and by self-effort. Her antiwar and women's liberation views made her a popular figure among college students, and she was besieged with invitations to speak at college campuses.

She served as the representative for the 12th District of New York from 1969 until 1982. In 1972, she became the first black woman to actively run for the presidency of the United States. George McGovern won the presidential nomination at the Democratic National Convention, but Chisholm captured ten percent of the delegates' votes. As a result of her candidacy, Chisholm was voted one of the ten most admired women in the world.

After her unsuccessful presidential campaign, Chisholm continued to serve in the U.S. House of Representatives for another decade. As a member of the Congressional Black Caucus she was able

to watch black representation in the Congress grow and to welcome other black female Congresswomen. In 1982, she announced her retirement from the Congress.

From 1983 to 1987, Chisholm served as Purington Professor at Massachusetts' Mt. Holyoke College, where she taught politics and women's studies. In 1985, she was the visiting scholar at Spelman College. In 1987, she retired from teaching altogether.

In 1993, President Bill Clinton nominated Chisholm as Ambassador to Jamaica, but due to declining health, she withdrew her name from consideration.

Chisholm says she didn't want to be remembered only for being the first black Congresswoman, or the first woman and black to seek a major party's presidential nomination, but as a black woman who lived in the 20th century and dared to be herself. She said, "I want to be remembered as a catalyst for change in America."

Chisholm died after suffering a series of strokes on January 1, 2005, in Ormond Beach, Florida. She was 80.

Before Hillary and Barack in 2008, there was Shirley in 1972. Let no one ever forget the path that Shirley blazed.

**ACTION:** Trailblazers and the progress and change they bring about remind us that we must not let the rights we fought for yesterday go unnoticed. We still need change and must continue to speak out on issues everyday to help support our women and working families. Our struggle continues, we must mobilize and utilize our political resources to let our voices be heard.

# Dorothy Height



March 24, 1912 – April 20, 2010

A powerful voice in American culture, who had the ear of Presidents, Dorothy Height was a freedom fighter for all of us. As the “God Mother of Civil Rights,” she sat through tense Whitehouse meetings and witnessed every significant victory in the struggle for racial equality. Yet, she was the sole woman among powerful, charismatic men, and was someone whose personal ambition was always secondary to her passion for her cause.

Dorothy Irene Height was born in Richmond, Virginia, on March 24, 1912, to Fannie Burroughs and James Height. At an early age, she moved with her family to Rankin, Pennsylvania, where she attended integrated schools. Although she taught bible stories to white children, she was told that she could not play with them be-

cause she was black. As a high school student, Height made a speech about slavery amendments to the U.S. Constitution that won her a scholarship to the college of her choice. Height was admitted to Barnard College in New York City. Upon arrival at Barnard, she was denied entrance because the school had an unwritten policy of admitting only two black students, and the college had met that quota. Height then enrolled at New York University, where she earned a Bachelor’s degree in social sciences and a Master’s degree in education psychology.

Following Heights graduation, she became a welfare caseworker for the New York Welfare Department. At the age of 25, she began a career as a civil rights activist when she joined the National Council of Negro Women; where she

became President and held that position for 40 years. She also served as National President of Delta Sigma Theta sorority from 1946 to 1957.

Height remained active throughout her life. She fought for civil rights for both African American women and women in general. By the 1960's, she was in the forefront of the Civil Rights Movement. In 1965, Height founded the YWCA Center for Racial Justice and directed it for 12 years.

Following major civil rights victories in the 1960's, Dorothy Height served on many commissions and boards connected to women and civil rights. Most recent was the Executive Committee of the Leadership Conference on Civil Rights, the largest civil rights organization in the USA.

In 1993, Height was inducted into the National Women's Hall of Fame. Her accomplishments include receiving more than 20 honorary degrees. She once told people, "I want to be remembered as someone who used herself and anything she could touch, to work for justice and freedom. I want to be remembered as one who tried."

**ACTION:** The work for justice and freedom takes many paths. Many potential leaders and unsung heroes are in our midst. CWA is an organization that can continue to lift up the voices of women and minorities and promote their leadership at every level of the union.



# Rose Schneiderman



April 6, 1882 – August 11, 1972

Rose Schneiderman was a Polish immigrant in New York's Lower East Side whose enormous passion and organizing talents changed the lives of American workers.

At a young age, she took a job in the garment industry as a cap maker making \$5 a week. Distressed by the lack of pay and working conditions, Rose organized the first female local of the United Cloth Hat and Cap Makers' Union and emerged as a promising organizer and labor leader.

She joined the Women's Trade Union League (WTUL), an organization dedicated to unionizing women and lobbying for protective legislation, which she later referred to as "the most important influence in my life." She had a long career in the WTUL and the International Ladies' Garment

Workers Union (ILGWU), holding a variety of leadership positions in both.

Rose was instrumental in the "Uprising of Twenty Thousand," a general strike of garment workers from 500 sweatshops in New York. Women demanded dignity, living wages, shorter work hours, and union recognition. Strikers protested at the Triangle Shirtwaist Factory months before the horrific fire broke out killing 146 workers, who were mostly women. There was no longer any question about what the strikers had meant when they talked about safety and sanitary reform, and about social and economic justice.

In a speech, Rose expressed her anger that the lives of working people were not valued and that those responsible for the poor conditions of

workers' lives were not held accountable. Responses to the fire ultimately spurred the creation of more effective fire and safety regulations for the workplace and raised awareness within Rose that nothing and no one would help working women but a strong union.

She continued to organize women workers in New York City and devoted energy to matters concerning protective legislation for women, particularly eight-hour and minimum-wage laws. Rose also lent her voice to suffrage, which she saw as a fight for economic rights.

When a state legislator warned in 1912 that "Get women into the arena of politics.... and you emasculate women," she replied:

"....Surely these women won't lose any more of their beauty and charm by putting a ballot in a ballot box once a year than they are likely to lose standing in foundries or laundries all year round...."

Rose became a nationally-known figure and was a personal friend and political influence to Franklin and Eleanor Roosevelt, serving as the only woman on the National Labor Advisory Board. She was regularly consulted on labor and women's issues, helping to shape much of the New Deal legislation. She later served six years as Secretary of Labor for the State of New York, enacting and enforcing further protections for workers.

Rose Schneiderman sought to improve the lives of working-class women through education, the vote, and legislative protection such as the eight-hour day and minimum-wage laws. She left a lasting legacy of legislation that protects workers and clearly articulated ideals such as comparable worth laws.

**ACTION:** The CWA National Women's Committee strongly recommends that delegates commit individually and collectively to continue the work of Rose Schneiderman by ensuring their local women's committees focus on improving the lives of women through education and legislative protections such as the Paycheck Fairness Act S.182/H.R.12. We further recommend delegates contact their respective Senators to ensure their support with this important legislation.

# Alice Paul



January 11, 1885 – July 9, 1977

Alice Paul spent the majority of her life fighting for women's rights. Born to Quaker parents in New Jersey, her mother was a member of the National American Woman Suffrage Association (NAWSA) and brought Alice to association meetings and held gatherings in their home. Her parents made Alice's education a priority. She attended Swarthmore College from 1901-1905, and after earning her Masters Degree in 1907, traveled to England to work on her PhD.

While overseas, Alice met Lucy Burns and together were jailed several times in England and Scotland while fighting for women's rights. After returning to the United States in 1910, Alice immediately became active in the fight to obtain Women's Right to Vote.

In 1912, Alice was appointed by NAWSA to chair

the Congressional Committee in Washington, which was to work for the passage of the amendment that Susan B. Anthony helped draw up. Alice and Lucy were instrumental in mobilizing an estimated 10,000 women in support of suffrage, from all over the country, to march from the Capitol to Constitution Hall in 1913, one day prior to President Wilson's inauguration. It was the largest action of its kind, and though discussed at the 1912 suffrage convention, most believed it could not be done. The women traveled great distances at their own expense, and were able to organize the event through U.S. mail and word of mouth. A subsequent march was held the same year in New York.

Alice and Lucy severed their ties with NAWSA altogether in 1916 and formed the Women's National Party (NWP). NAWSA believed the vote

for women should be won state by state, while NWP moved forward more vigorously with their work on a Federal Amendment.

After being jailed in Virginia on bogus charges for picketing the President, Alice began a hunger strike for better conditions and food for herself and the other suffragists in jail. Alice and others were force fed, which was leaked to the public; this drew much needed attention, sympathy and support for the 19th Amendment. Soon thereafter, President Wilson called for the release of the women, and began to speak in favor of giving women the vote, stating that women's suffrage was urgently needed as a "war measure." The 19th Amendment to the Constitution was passed on August 26, 1920.

It took 72 years from the 1848 Seneca Falls Convention to the passage of the 19th Amendment giving women the right to vote. In 1923, Alice authored the "Lucretia Mott Amendment" calling for absolute equality stating "Men and women shall have equal rights throughout the United States and every place subject to it's jurisdiction." The Equal Rights Amendment (ERA) was introduced in every session of Congress from 1923 until it passed in 1972 and went to the states for ratification.

Alice worked tirelessly for the ERA in the United States & internationally. She led a coalition that was successful in adding a sexual discrimination clause to Title VII of the 1964 Civil Rights Act.

Though the ERA only passed in 35 of the 38 states needed for ratification by 1982, it is still not a Federal Law today; Alice Paul never stopped working toward truly equal rights for women until she died in 1977, only a few miles from where she was born.

Ms. Alice Paul is just one of many women that helped get us where we are today. We still use many of her basic organizing, mobilizing & lobbying/political action skills today in our

work in CWA, in fact those are two of the three founding principles that our CWA triangle is built on.

Since the passage of the 19th Amendment, the percentage of women voters has continued to increase with every Presidential election. According to the census bureau, 52 percent of US Citizens over age 18 eligible to vote in the 2008 elections were women; 72.8 percent of those women are registered to vote (compared to 69.1 percent of men); 90.19 percent of those women registered exercised their right to vote (compared to 88.99 percent of men); 53.69 percent of all votes in 2008 were cast by women.

*CWA Historical Note:* Though many unions feared the ratification of the ERA would jeopardize contract language, CWA strongly supported ERA by passing several motions during Executive Board meetings and Conventions including: February 1978 – Moved that CWA Conventions be held in states that ratified the Equal Rights Amendment to the Constitution of the United States of America, and that the President of CWA give due consideration to the ratification situation as other meetings of CWA are planned. (meaning to boycott states where ERA was not ratified) and again January 1979 – Moved that CWA Conventions be held in states that ratified the Equal Rights Amendment to the Constitution of the United States of America, and that the President of CWA give due consideration to the ratification situation as other meetings of CWA are planned. CWA continued to lobby in attempts to move at least 3 additional states from June of 1972 until 1982.

**ACTION:** CWA National & Local Women's Committees must continue to ensure our members are registered to vote and participate in campaigns to make sure all Union members vote in Federal, State & Local elections.

We must also recognize the individual talents and interests of each of our members and actively encourage them to participate in mobilizing, organizing, & political action like lobbying for workers' rights and contributing to COPE.

# Doris Stevens



October, 26 1892 – March 22, 1963

Doris Stevens was an American suffragist and the author of “Jailed for Freedom.”

Born in Omaha, Nebraska, Doris Stevens graduated from Oberlin College in 1911. She worked as a teacher and social worker in Ohio and Michigan before she became a regional organizer with the National American Woman Suffrage Association (NAWSA).

Doris Stevens joined with Alice Paul, Lucy Burns, Mabel Vernon, Olympia Brown, Mary Ritter Beard, Belle Lafollette, Helen Keller, Maria Montessori, Dorothy Day, and Crystal Eastman to form the Congressional Union for Women Suffrage (CUWS) in 1913.

In 1914, Stevens became a full-time organizer,

as well as executive secretary, for the CUWS in Washington, D.C. After working on the East Coast, including Newport, Rhode Island, in 1913-14, she moved west to Colorado (1914), and then to California (1915). In 1916, the CUWS became the National Woman’s Party (NWP). She organized the first convention of women voters at the Panama Pacific Exposition in San Francisco in 1915 and the NWP election campaign in California in 1916.

Over the years, Stevens held several important NWP leadership positions, including membership on the executive committee. She served as vice chair of NWP’s New York branch, spearheaded the NWP Women for Congress campaign in 1924, and worked in states where female candidates were contenders for office. She also



served as Alva Belmont's personal assistant.

Stevens, arrested for picketing at the White House in the summer of 1917, served three days of her 60-day sentence at Occoquan Workhouse before receiving a pardon. She was arrested again in the NWP demonstration at the Metropolitan Opera House in New York in March 1919. Stevens published the quintessential insider account of imprisonment of NWP activists, "Jailed for Freedom," in 1920.

Stevens continued to be a member of the NWP for the next thirty years and served the party in various capacities: as a vice president, as chair of the Committee on International Action, and as a member of the National Council. From the mid-1920s until her death, Stevens's main residence was in Croton, New York, a bohemian colony of artists and activists. From 1928 to 1939, Stevens served as chair of the Inter-American Commission of Women, an advisory group created by the Pan American Union (later the Organization of American States).

Stevens's personal life, richly documented in her papers, shows extensive correspondence with a lover and her two husbands, illustrating changing social mores of heterosexual relationships in the first decades of the twentieth century.

**ACTION:** Encourage all CWA members to educate their membership about how hard women fought to obtain the right to vote. Educate women about the importance of organizing and mobilizing within their locals on issues that affect women and their families. Support all women's committee activities that embrace registration of voters involvement in legislative action, participation in COPE, GOTV, phone banking and walking precincts.

# Amelia Earhart



July 24, 1897 – January 5, 1939

## *Amelia Earhart Remembered For Her Strength*

Amelia Earhart was a strong, successful woman and a real pioneer.

As most everyone knows, Amelia is known for her dedication to flying and her final flight. The last flight she ever took was attempting to fly around the world. She knew that no one had ever successfully done it, and she wanted to be the first. She disappeared during her trip never to be heard from again, but that single attempt made her a role model for young girls for years to come.

In 1932, she was the first woman to ever fly solo across the Atlantic Ocean. In addition, she was the first female ever to receive the Air Force Distinguished Flying Cross. Only a few women preced-

ing her had been able to receive the same honor.

Amelia is easy to identify with her cropped hair, which was almost unheard of at the time, her tomboy appearance, and usually always pictured around an airplane or a runway. She also always had on a leather flight jacket which would keep her warm during flights in her small aircraft.

Airstrips, also know as runways, were not the only thing she was known for during that time period. Amelia was in the news for more than her flights. She appeared in fashion spreads, was pals with Eleanor Roosevelt, and even hawked her own line of clothing and, unlike today's celebs with fashion labels, actually made it on her own sewing machine.

Her clothing line was a complete failure, and she began selling personal items that she had used, or at least claimed to have used, to her fans. People could not get enough of her memorabilia, even before her incredible attempt at flying around the world.

She was very aware of the “power of publicity” and understood that flying alone wasn’t going to keep her in the public eye. Clearly Amelia Earhart’s legend is not just in her mysterious disappearance, but in her stylish appearance, too. Before World War II, most flying was done in three-quarter length jackets. The World War II fighter planes had smaller cockpits, so jackets became cropped. Long coats would bunch up and prevent pilots from flying the planes correctly.

Amelia Earhart made it three-quarters of the way around the world by herself. She set the stage for women to follow their dreams; not only in the aviation field, but in all fields. She made women realize that if they are determined and confident, they need not listen to all the “NO’s,” but only to their own personal determination to say “YES.”

**ACTION:** Support and encourage those with huge dreams. Only through seeing possibilities will we develop the agents of change who will build up the union’s future; it takes mavericks to chart a brave new course for modern day social change. We must embrace new ideas that may guide workers in the struggle for justice and equality.



# Sonia Sotomayor



**Born June 25, 1954**

Sonia Maria Sotomayor is the first Latina Supreme Court Justice and only the third female Justice. Her parents were immigrants and her first language is Spanish. She was born and raised in Bronx, New York, and was diagnosed with type-one diabetes at the age of eight. She became fluent in English and read Nancy Drew books and watched Perry Mason. She knew by the time she was ten that she wanted to be a lawyer.

Sonia was the Valedictorian of Cardinal Spellman High School. This won her a full scholarship to Princeton University. There were very few women and fewer Latinos at Princeton. She became the co-chair of the “Accion Puertorriquena” organization, which looked for more opportunities for Puerto Rican students. She

focused on the hiring of Latino faculty and Latino curriculum, wrote a letter to the President of Princeton University, and filed a formal complaint alleging the school was discriminating in hiring and admission practices. Soon afterwards, the University began to hire Latino faculty and began to teach Latino seminars.

She began Yale Law School in 1976 where there were very few Latino students. She was the co-chair of a group of Latin, Asian, and Native American students and advocated for the hiring of more Hispanics to the law school faculty.

Sonia began her career as an Assistant District Attorney in New York. She soon went to work in private practice and began to get involved in public service roles. She was appointed to many

positions from both Democrats and Republicans and is labeled an Independent.

Sonia was nominated to be a Federal Judge by President George H. W. Bush in 1991, and became the first Hispanic Judge in New York State. She was nominated by President Bill Clinton to the Court of Appeals in 1997.

Sonia has been involved with some interesting cases:

- She upheld the Bush Administration's right to have the United States no longer contribute to separate nongovernmental organizations which perform and actively promote abortion as a method of family planning in other nations.
- She dissented in a free speech case where a desk employee of the police department sent racist materials through the mail on their personal time. She argued that no matter how offensive the material was, it was protected by the first amendment.
- Sonia allowed an employer to search an employee's computer.
- She was involved in the 1995 Baseball dispute and her decision ended the strike. She issued a preliminary injunction against Major League Baseball, preventing it from unilaterally implementing a new collective bargaining agreement and using replacement players.
- She was also involved in a high profile discrimination case involving promotion tests that were overturned by the Supreme Court right before she became a member.

During her time as a judge, she has given almost two hundred speeches. She attributes some of her

success to affirmative action. Her most controversial quote is "I would hope that a wise Latina woman with the richness of her experiences would more often than not reach a better conclusion than a white male who hasn't lived that life." She clarified this during the confirmation by stating "while life experience shapes who one is 'ultimately and completely,' a judge follows the law regardless of personal background."

**ACTION:** CWA Local and National Women's Committee's will encourage the confirmation of women to Supreme Court positions as well as all women to positions that make and impact our laws.

Respectfully submitted,

Kathleen Hernandez, Chair  
Executive Vice President  
CWA Local 1031

Claudia Cole, Vice President  
CWA Local 2336

Kim Ball, Vice President  
CWA Local 3204

Angie Miller, Executive Vice President  
CWA Local 4108

Virginia Anderson-Dunbar, Treasurer  
CWA Local 6300

Shari Wojtowicz, President  
CWA Local 7250

Gayle Crawley, President  
CWA Local 9410

Mary Behling, Vice President  
CWA Local 13301

**Report of the  
Resolutions and Rules Committee  
to the  
72nd Annual Convention**



**Communications Workers of America  
July 26-28, 2010  
Washington, DC**

**Report of the  
Resolutions and Rules Committee  
to the  
72<sup>nd</sup> Annual Convention**

The Resolutions and Rules Committee met in the City of Washington, D.C. beginning on July 22, 2010, for the purpose of reviewing and considering any proposed amendments to the Permanent Rules Governing the Conduct of CWA Conventions, which can be found printed in your CWA Constitution beginning on page 23 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 72<sup>nd</sup> Annual CWA Convention recommends no changes be made in the Permanent Rules.

## **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 72<sup>nd</sup> Annual CWA Convention shall be as follows:

On Monday July 26, 2010, the Convention shall be called to order at 9:00 a.m. The Convention shall be in recess for one and one-half hours beginning at approximately 12 noon and shall continue until the business of the day has been concluded.

On Tuesday July 27, 2010, 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 noon and shall continue until the business of the day has been concluded.

On Wednesday July 28, 2010, the Joint Convention/LP Conference shall reconvene at 8:00 a.m. The Convention/LP Conference shall continue until all business has been concluded, but not later than 1:00 p.m.

Respectfully Submitted,

Art Gonzalez, Pres., Local 9511, Chair  
Brenda Savoy, Sec'y-Treas., Local 2336  
J.C. Smith, EVP, Local 3204  
Jim Marshall, Shop Steward, TNG-CWA Local 31003  
Sheldon Neeley, Pres., NABET-CWA Local 54046/N46

**Report of the  
Retired Members' Council  
to the  
72nd CWA Convention**



**Communications Workers of America  
July 26-28, 2010  
Washington, D.C.**

The CWA Retired Members' Council is bigger than ever and still growing. The Council is not only a strong voice for issues affecting seniors and retirees, it is an essential part of CWA. Our members play a vital role in bargaining, mobilizing and legislative campaigns.

### **Since the 2009 Convention**

- We have added 2,300 Lifetime Members, bringing total RMC membership to more than 44,000.
- Working with CWA locals, we created eight new RMC chapters, from Washington, D.C. to Washington State. We now have 190 chapters across the country, in nearly every state and sector.
- We report, with much sadness, that our past president, Bobby Brown, died shortly after the 2009 convention. He is greatly missed.

### **Health Care Battle**

RMC members were on the front lines in the fight for health care reform:

- Retirees attending the 2009 convention and legislative conference joined with CWA members and thousands of allies outside the U.S. Capitol for a massive health care reform rally.
- We attended rallies and other events in our communities, including contentious town hall meetings.
- We collectively made hundreds of phone calls to our members of Congress, and wrote letters to the editor supporting reform.

### **Haiti**

Our compassionate giving over the last year included answering the CWA's call for members to donate to Haiti earthquake relief through the respected, union-friendly charity Save the Children. RMC chapters nationwide raised more than \$5,000 early and donations are still being made. A special acknowledgment goes to Local 1180's RMC chapter for raising \$1,000.

### **Goals for the Coming Year**

We will continue to add members and chapters, strengthening our voice as we fight for pro-work-er, pro-union candidates in this election year:

- We encourage locals to give the gift of lifetime RMC membership to retiring members for a one-time payment of \$25. Contact Helen Gibson at [hgibson@cwa-union.org](mailto:hgibson@cwa-union.org) for more information.
- We will work to double COPE giving to support working family candidates and issues. A new program makes it easy for members and retirees to donate through direct debit and credit card payments.



## Chapters of the Retired Members' Council

<b>District 1</b>			<b>District 2 Continued</b>			<b>District 4 Continued</b>		
1022	BORDENTOWN	NJ	2275	ZUNI	VA	4320	GROVE CITY	OH
1032	HARMONY TWP	NJ	2336	WASHINGTON	DC	4321	ZANESVILLE	OH
1036	TRENTON	NJ	20901*	NORTON	VA	4322	XENIA	OH
1039	EAST WINDSOR	NJ	<b>District 3</b>			4340	EUCLID	OH
1040	MANALAPAN	NJ	3060	WINSTON SALEM	NC	4603	GERMANTOWN	WI
1085	SWEDESBORO	NJ	3104	POMPANO BEACH	FL	4621	APPLETON	WI
1089	FAIR LAWN	NJ	3106	JACKSONVILLE	FL	4640	EAU CLAIRE	WI
1101	WAPPINGER FALLS	NY	3108	ORLANDO	FL	4690	MUSKEGO	WI
1102	STATEN ISLAND	NY	3109	PENSACOLA	FL	4900	INDIANAPOLIS	IN
1103	THORNWOOD	NY	3111	FT PIERCE	FL	<b>District 6</b>		
1104	FARMINGDALE	NY	3112	WEST PALM BEACH	FL	6016	NORMAN	OK
1106	WEST BABLOON	NY	3201	LEESBURG	GA	6127	MIDLAND	TX
1108	MEDFORD	NY	3212	FORTSON	GA	6132	AUSTIN	TX
1109	BROOKLYN	NY	3220	CLAXTON	GA	6137	CORPUS CHRISTI	TX
1118	SCOTIA	NY	3263	FLOWERY BRANCH	GA	6139	NEDERLAND	TX
1122	LOCKPORT	NY	3310	LOUISVILLE	KY	6143	LIVE OAK	TX
1123	SYRACUSE	NY	3402	ALEXANDRIA	LA	6171	SAN ANGELO	TX
1126	YORKVILLE	NY	3603	CHARLOTTE	NC	6200	IOWA PARK	TX
1150	STATEN ISLAND	NY	3802	HARRISON	TN	6201	FORT WORTH	TX
1170	ROCHESTER	NY	3805	KNOXVILLE	TN	6218	SAN AUGUSTINE	TX
1180	SOUTH OZONE PK	NY	3808	NASHVILLE	TN	6222	HOUSTON	TX
1190	CORAM	NY	3902	BIRMINGHAM	AL	6229	MISSION	TX
1298	LAKEVILLE	CT	3904	RAINBOW CITY	AL	6290	ENNIS	TX
1365	SALEM	NH	30901*	ATLANTA	GA	6300	BELLEVILLE	IL
<b>District 2</b>			<b>District 4</b>			6301	NIXA	MO
2001	CHARLESTON	WV	4009	TROY	MI	6314	BOONVILLE	MO
2100	CHASE	MD	4013	ORION	MI	6327	KANSAS CITY	MO
2101	MIDDLE RIVER	MD	4025	MARQUETTE	MI	6360	GLADSTONE	MO
2105	WILLIAMSPORT	MD	4034	KENTWOOD	MI	6733	EL PASO	TX
2106	NEWARK	MD	4050	DETROIT	MI	<b>District 7</b>		
2107	ANNAPOLIS	MD	4100	YPSILANTI	MI	7102	JOHNSTON	IA
2108	RIVA	MD	4108	SAGINAW	MI	7200	RICHFIELD	MN
2109	CUMBERLAND	MD	4217	FREEBURG	IL	7212	ST CLOUD	MN
2201	SPRING GROVE	VA	4250	CICERO	IL	7219	PELICAN RAPIDS	MN
2202	CHESAPEAKE	VA	4290	WOODRIDGE	IL	7290	WATERLOO	NE
2204	ROCKY MOUNT	VA	4302	AKRON	OH	7301	BISMARCK	ND
2205	HAMPTON	VA	4309	CLEVELAND	OH	7303	FARGO	ND
2222	MANASSAS	VA	4319	TOLEDO	OH	7400	OMAHA	NE

## Chapters of the Retired Members' Council

### District 7 Continued

7401 GRAND ISLAND NE  
 7500 SIOUX FALLS SD  
 7505 DEADWOOD SD  
 7601 LARAMIE WY  
 7750 THORNTON CO  
 7777 DENVER CO  
 7800 RENTON WA  
 7803 RENTON WA  
 7810 OLYMPIA WA  
 7812 VANCOUVER WA  
 7818 OTIS ORCHARDS WA  
 7901 BRIGHTWOOD OR  
 7906 EUGENE OR  
 70003# PHOENIX AZ  
 70010# ALBUQUERQUE NM  
 70014# SPRINGVILLE UT  
 70901\* CEDAR RAPIDS IA

### District 13 Continued

13020 CLIFTON HEIGHTS PA  
 13021 FOLSOM PA  
 13022 COLLEGEVILLE PA  
 13023 WAGONTOWN PA  
 13025 DOYLESTOWN PA  
 13031 ALTOONA PA  
 13032 HUMMELSTOWN PA  
 13033 NEW TRIPOLI PA  
 13035 WILKES-BARRE PA  
 13044 COROPOLIS PA  
 13054 NEW CASTLE PA  
 13056 DUBOIS PA  
 13057 GREENSBURG PA  
 13059 MURRYSVILLE PA  
*13101 NEWARK DE*  
 13500 TOPTON PA  
 13501 PITTSBURGH PA  
 13550 PITTSBURGH PA  
 13591 PITTSBURGH PA

### IUE-CWA Continued

81381 PITTSFORD NY  
 81455 TRENTON NJ  
 81468 RENSSELAER NY  
 83698 JACKSON MS  
 83761 LOUISVILLE KY  
 84438 GREENVILLE MI  
 84755 KETTERING OH  
 84775 DAYTON OH  
 84798 FAIRBORN OH  
 84801 DAYTON OH  
 84808 HENDERSON KY

\* regional chapter

# statewide chapter

*new chapters are in italics*

### District 9

9000 LOS ANGELES CA  
 9333 MODESTO CA  
 9400 PLEASANT HILL CA  
 9408 FRESNO CA  
 9412 PLEASANTON CA  
 9413 RENO NV  
 9415 MILL VALLEY CA  
 9416 BAKERSFIELD CA  
 9417 STOCKTON CA  
 9421 FOLSOM CA  
 9423 SAN JOSE CA  
 9503 WEST HILLS CA  
 9505 PASADENA CA  
 9509 SAN DIEGO CA  
 9510 ANAHEIM CA  
 9586 LONG BEACH CA

### Printing, Publishing, and Media Workers Sector

14170 QUEENS VILLAGE NY  
 14430 HOMER GLEN IL  
 14827 PITTSBURGH PA  
**TNG-CWA**  
 31003 NEW YORK NY  
 31222 CONCORD NH  
 32035 WASHINGTON DC

### NABET-CWA

51011 WANTAGH NY  
 51016 S PLAINFIELD NJ  
 52031 SILVER SPRING MD  
 52212 MOUNDSVILLE WV  
 54041 CHICAGO IL  
 54042 UNIVERSITY HEIGHTS OH  
 59053 WOODLAND HILLS CA

### District 13

13000 PITTSBURGH PA  
 13017 DARBY PA  
 13019 PHILADELPHIA PA

### IUE-CWA

81301 SCHENECTADY NY