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## MONDAY MORNING SESSION

**April 6, 1992**

The 54th Annual Convention of the Communications Workers of America, held at the Miami Beach Convention Center, Miami Beach, Florida, beginning April 6, 1992, convened at nine o'clock, a.m., Temporary Chair Jose "Tony" Dorado, President of Local 3107, presiding.

**TEMPORARY CHAIR DORADO:** We have a very full agenda this morning, so I want to ask all of you to take your seats at this time. Thank you.

Please take your seats so we can commence with the agenda this morning.

The 54th Annual Convention of the Communications Workers of America will now come to order.

Good morning. Buenos dies. Welcome to Miami Beach and District 3. My name is "Tony" Dorado, and I am President of CWA Local 3107. I have the honor of serving as your Temporary Chair for this morning's session.

As is our custom in CWA, we will begin our convention with prayer. I would like to call upon Rabbi Soloman Schiff of The Rabbinical Association of Greater Miami to lead us in the invocation. Rabbi Schiff.

**RABBI SOLOMAN SCHIFF (The Rabbinical Association of Greater Miami):** Please rise.

Heavenly Creator, as we open this, the 54th Annual Convention of the Communications Workers of America, AFL-CIO, CLC, we invoke Thy blessings and call upon Thy beneficence. Give strength, we pray, to those assembled here who convene for the purpose of securing the rights and elevating the honor and dignity of their respective members.

Grant that these deliberations shall be free from rancor and bitterness, but that they shall be ruled instead by wisdom, purpose and dedication.

May this organization, through its free and democratic procedures, serve as an inspiring light to all organizations of men and women and, indeed, to all society, that the free and just exchange of minds is the only way in which we can truly scale the heights of achievement and reflect honor to our Creator.

May this democratic process soon become the byword for all mankind.

Amen.

**TEMPORARY CHAIR DORADO:** Thank you, Rabbi Schiff.

Please remain standing as we prepare for the presentation of the Colors and the singing of the Canadian and U.S. National Anthems.

Donna Ludolph, Secretary of the Printing, Publishing and Media Workers Sector, will lead us in singing "O Canada," and "The Star Spangled Banner." Our colors will be presented this morning by Troop 408, Boy Scouts of America, South Florida Council. I would like to point out to the delegates that every member of the color guard has earned the Labor Merit Badge. The Convention offers our congratulations to you. (Applause)

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

... The delegates arose as the colors were presented by Troop 408, Boy Scouts

of America, South Florida Council, and then were led in the singing of the Canadian and U.S. National Anthems by Sister Donna Ludolph, Secretary, Printing, Publishing and Media Workers Sector...

**TEMPORARY CHAIR DORADO:** Please join me in a round of applause for the Boy Scouts Color Guard and to Donna for a great job of getting our Convention off to a rousing start. (Applause)

Thank you, you can be seated.

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

I want to take just a few minutes to recognize the members of the District 3 Miami Beach Host Committee. Our committee has been ably chaired by M.M. Smith, Secretary-Treasurer, Local 3204 and co-chaired by Pat Rabbeitt, Executive Vice President, Local 3907.

I also am proud to serve as member of the committee and the other members are:

I also am proud to serve as member of the committee and the other members are:

... As the names were called, the delegates responded with a single clap of recognition...

Will Perez, Area Representative, Local 3107;  
Robert Krukles, President, Local 3121;  
Ed Donovan, 1st Vice President, Local 3121;  
Betty Diamond, President, Local 3122;  
Danny Harvey, President, Local 3209;  
David Perkins, President, Local 3305;  
Mike Fahrenholt, President, Local 3410;  
Larry Dearing, our recent Larry Dearing, President, Local 3514;  
Lee Roy Bates, President, Local 3601;  
Jesse Weaver, Jr., Vice President, Local 3706;  
Robert Barnes, Vice President, Local 3803;  
Charlie Sharpe, Member, Local 3808.

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

Throughout the week, the Host Committee will be available to answer your questions and help make your stay in Miami Beach as enjoyable and pleasant as possible. As you can see, they have taken care of the weather for you already, so just stop by their booth in the lobby if you have any questions or any problems.

On Tuesday night, the Host Committee will sponsor a dance in the Grand Ballroom of the Fontainebleau Hilton Hotel from 9:00 p.m. to 1:00 a.m. This is always one of the social highlights of our Convention, and this year will be no different. Please come and support and help offset the costs of setting up a big convention like this.

The tickets are \$10.00 per person, and can be purchased at the Host Committee Booth.

At this time, I want to introduce our first guest, the Mayor of Miami Beach, Seymour Gelber.

Mayor Gelber has had a long and distinguished career as a lawyer, Assistant Attorney General of Florida, judge, college lecturer, in education and in community

service.

He received his law degree at the University of Miami in 1953 and his Ph.D. in higher education at Florida State University in 1970. He is Chairman Emeritus of the Dade Miami Criminal Justice Council and member of the Governor's Task Force on AIDS.

His contributions to our community have been recognized in many ways, in addition to his election as Mayor of Miami Beach. He received the *Miami Herald Spirit* of Excellence Award in 1987. In 1988, the Seymour Gelber Adolescent Drug Treatment Center was dedicated. He was named Man of the Year by the Miami Beach Taxpayers Association in 1990 and received the Youth Enrichment Award from Girls Town in Israel in 1991.

Please join me in giving a warm CWA welcome to the Mayor of our Host City, the Mayor of Miami Beach, Seymour Gelber. (Prolonged applause)

**HON. SEYMOUR GELBER (Mayor of Miami Beach):** After that introduction, there is no point in my speaking. (Laughter)

Welcome to Miami Beach. We have ordered terrific weather for you all this week. So enjoy yourselves while you are here. Go out and visit Ocean Drive. Look at the new, young, vibrant Miami Beach.

This morning's *Miami Herald* newspaper had a full-page spread on the CWA. Make sure you read it. It describes you as one of the most democratic, progressive unions in America. (Applause) I know you are.

I remember the Trade Union Movement when I was a youngster growing up in the City of New York. In those days—(applause) that was Brooklyn (laughter and applause). In those days, unionism was the heart of new America. The idea of family, the idea of people enjoying the quality of life, was born and nurtured in unions.

Somehow, in recent years, we have lost our way. It is time to come back to America, and you and unions such as yours, can and must do it. (Applause)

I am proud to wear this emblem here representing your union. I am proud of my city. Be proud of your union; be proud of what you stand for.

Morty Bahr and I have a lot in common. Other than both being from New York, we are both eligible for social security. (Laughter)

I have already retired. After sitting as a judge, I decided the simple life was easier, but came back to the city and thought I would take it over and do some good things with it. And I am now the mayor.

I have a deal for Morty. I know he has got a couple of good terms in him and I know he is going to be re-elected, so this is not a campaign speech for him. But I want to make a deal with him.

Morty, you serve a couple of more and I will serve a couple of more, and then you come here and I will vote for you for mayor of Miami Beach. How is that? (Laughter and applause)

**PRESIDENT MORTON BAHR:** You have a deal. (Laughter)

**MAYOR GELBER:** I have a proclamation here making this Communications Workers of America Day. (Applause) I am going to do my greatest deed, and I am not going to read the contents! (Laughter) But you know what it says. It tells you what a fine organization you are, and it shows the pride that people have in CWA, and how pleased we are to have you here.

So it is an honor for me to present this to your President, Morty Bahr,

proclaiming CWA Day in Miami Beach. Have a great, great convention.  
(Presentation—applause)

... President Bahr displayed the proclamation to the delegates...

**PRESIDENT BAHR:** Thank you, Mr. Mayor.

**TEMPORARY CHAIR DORADO:** Our next guest is Marty Urrea, President of the South Florida Labor Federation, AFL-CIO. Marty is a member of the Machinists Union, Local 368, and served as President of Local 702 from 1980 to 1989. He is a person we call an American success story. He was born in Havana, Cuba, and came to this country in 1956.

Marty is making a lasting contribution to our community, and those of us in the Organized Labor community are very proud of him and his efforts.

In addition to his Labor service, Marty is on the Board of Directors of the Business Coalition of Americans With Disabilities, the Greater Miami Convention & Visitors Bureau, Kids Voting, Inc., the United Way of Dade County, where he serves as the Labor Campaign Chairman, and the Greater Miami Service Corps.

Education is also very important to Marty. He received his AA degree from Miami-Dade Community College, attended IAM's outstanding education institute in Placid Harbor, and has attended several institutes at the George Meany Labor Studies Center.

He also is leading a very important program to help open more economic opportunities for minorities in the Miami area that I am sure he will want to tell you about.

Marty Ultra. (Applause)

**BROTHER MARTY URREA (President, South Florida AFL-CIO):** Thank you. Welcome, President Bahr, Officers, Delegates. Welcome to South Florida. On behalf of Dan Miller, President of the Florida AFL-CIO, and on behalf of our South Florida AFL-CIO, we want to have you enjoy your stay. You are welcome to stay here in South Florida.

For your pride, I want to give you some pieces of good news about what is happening in the Labor Movement in South Florida. This is a hotbed of unionism in a right-to-work state. I am proud to say that we have made some terrific movement towards the solidarity that was needed within the Labor Movement that brought along a number of successes that I want to tell you a little bit about.

Three years ago, we kind of got our act together—teachers, construction workers, industrial unions like yours and mine—we decided that we would put our differences aside and start working together politically and in every other way here in Dade County. We started doing so in the South Florida AFL-CIO.

As a result, we made some major changes in the County Commission and in a number of other political offices. What has that done in terms of helping the Labor Movement? Well, let me give you an example:

Beginning in 1989, the AFSCME employees were fighting the County Manager for a pay raise here in Dade County. He wanted no pay increase for '88 retroactively, and none for '89. Now, it is a known fact that we had, in previous elections, knocked off three anti-union County Commissioners. All of a sudden, we had gotten their attention. Sure enough, in a 9-0 vote, the Commission approved a mandate to the County Manager calling for a retroactive pay raise for 1988 and a 4 percent increase for 1989, for all of the bargaining units in Dade County, including some who had already agreed to lesser wages, which had to be called back, and wound up giving another contract with a higher increase.

That is what happens with solidarity. Solidarity of the Labor Movement has translate into wins coming out of those elected officials.

Example: Dade County passed what is called the Responsible Employer Ordinance. That is an ordinance where we work similar to the way CWA works in a lot of things, in coalitions with others—coalitions with consumers, with seniors. And what does that ordinance say? It says that anybody who does business with Dade County on construction projects must have a reasonable level of wages, a responsible level of health, pension and life insurance benefits.

What does that describe to you? That describes a union employer. It is usually this concept of "the lowest bidder gets it" that has continually hurt Labor employers who have continually lost contracts to companies which have no benefits at all for their employees. And in Dade County we were able to prove, for example, that employees of non-union companies that had won contracts with the County, sometimes for as little as a \$12,000 difference in one case, had left a \$44,000 tab at Jackson Memorial Hospital for the County to pick up. Did they save money? Heck no. It was costing them in the long run to have a low bidder get all the contracts. That doesn't happen anymore in Dade County.

Another great step was taken just three, four months ago. Do you remember the Family Leave that President Bush vetoed? Well, you are standing on ground that has to comply with the same Family Leave policy. In Dade County, the County Commission passed the first local Family Leave ordinance in the country. (Applause) And now employers in Dade County all must have a similar policy to the one that was vetoed by the President. Anybody who does business with Dade County must have a Family Leave ordinance, even if you come from outside of Dade County, and all municipalities in Dade County must have a Family Leave ordinance.

That is the progressive work that is taking place, with what started two years ago, of working together here in the Labor Movement.

We have other successes that I want to real quickly touch on. I know you have heard a little bit about the boycott here in Dade County. We took a step two years ago, when the appeal was made—actually, a little over a year ago—to address the issues that were raised by the African American community concerning the opportunities in the tourist industry in Dade County. Working in cooperation with the Convention and Visitors' Bureau, there are three projects in the works right now, one of which CWA just became a major participant in. Those projects now deal with three problems. As to one, we are going to have a process of making sure that every hotel in the industry starts giving African American businesses and professions more opportunities through a clearing house.

Secondly, through the cooperation of the Hotel and Restaurant Workers Union we are going to be taking in all of the graduates, who are mostly African Americans, from the local schools or from the industry, into the hotel, restaurant and banquet pool that services and provides the manpower for the banquets in the area's hotels. And I must say we have to thank the Hotel and Restaurant Workers, because they have agreed to do this with non-union hotels, who signed an agreement, so that the African American youth who come into our ranks will have better opportunities to show their wares to the total community.

Lastly, we undertook a program under which you are now a part. The bureau, now, set up a scholarship fund, and 25 young African Americans were selected to attend the hotel and restaurant management training at Florida International University, so we could answer one grievance that was very rightly put up, and that is that there were not enough African Americans in management positions in the industry.

I have here the checks that CWA sent to my office—\$10,000 is going to be donated, thanks to you and your officers, to the scholarship funds, two scholarship funds, here in Dade County, one being run by the industry and one that is being run by the Boycott Committee for more African American youths to have opportunities to have the training necessary to compete for management positions.

This is going to be handled, starting this afternoon, at a presentation of the Convention Bureau, and Vice President Gene Russo is going to accompany me to make this presentation. You will probably see it tomorrow in the *Herald*, but you should be the one to first be apprised of the involvement that your Union has, not only in helping its members, but in seeing a problem in a community and addressing the problem and participating in finding the solution to the problem. I think we can be proud of that. (Applause)

Lastly, I said this was a hub of unionism. Well, including CWA, on a problem that was taken on two years ago, organizing in a right-to-work state—that sounds like it is hard to do, right?

Eight campaigns in two years; eight wins with contracts and three under negotiation right now. (Applause) That is something we are proud of. (Applause) And I am going to be looking for your Organizing Director to continue the efforts and to put more resources into organizing in this area. This area is ready for unionism and CWA is ready for this area. Welcome to the South. (Applause)

**TEMPORARY CHAIR DORADO:** Thank you very much, Marty.

Now it is my pleasure to present to you the leader of District 3, Vice President Gene Russo. Gene is what we call a home boy who made good. He was born and raised in Miami. He went to work for Southern Bell in 1953 and drove many miles servicing customers up and down Miami Beach. I am sure he walked a lot also.

So he has seen many changes in Miami and Miami Beach. If you get a chance to in the District 3 hospitality suite, ask him to tell you some of the great stories about his experiences here. Probably some of them were at the Fontainebleau.

He served as Steward, Vice President and President of 3107 at a time when there was only one CWA local in Miami. Now we have three locals here, Local 3121, 3122 and 3107.

Gene joined the CWA staff in 1972 and next week will mark his 20th anniversary with CWA. In 1978 he became administrative assistant to former District Vice President Ben Porch. He had responsibility for COPE, legislation and education.

In CWA he is very proud of the fact that while he had this assignment, District 3 went from last in COPE contributions to the best in the Union.

In 1987 he was elected District 3 Vice President.

I take great pleasure in introducing Vice President Gene Russo. (Applause)

**VICE PRESIDENT GENE RUSSO (District 3):** President Emeritus Watts, Secretary-Treasurer Emeritus Knecht, my colleagues on the Executive Board, and a special salute to my long time friend, Secretary-Treasurer James Booe. I am proud to be the Vice President of District 3 welcoming you to the 54th Annual Convention. Welcome to Miami Beach, and especially welcome to District 3.

To Marty Urra, a special thanks for the leadership you have exhibited in South Florida with your locals, and especially the CWA locals, which are helping in the minor scholarship program that has led the way in the United States as a model for all hotel industries throughout the country.

Marty, thank you again.



This welcome is different from most that I give. Welcoming you to Miami becomes emotional to me, as this is where it all began for me. Less than 10 miles from this site I went to work for Southern Bell and signed a CWA card, not knowing that that act would set me on a course that would be my calling for a career in unionism.

It was a city that I was a Steward in, a Vice President and a President of Local 3107. It was here that all of my basic principles of unionism were formed and have stayed with me throughout my life.

It is the city where my wife and children were born, and that wife and three of those children eventually became CWA members. So I welcome you, not only to District 3, but to my home, an honor that very few Vice Presidents ever get to perform, and I am humble for it.

We are proud of what we do in District 3. We are politically active, not only in raising all of those monies, but in walking the talking. Up to last week, Shirley Skinner headed the Department of Labor in the State of Mississippi. Today Jimmy White, former President of the Memphis local, is the Commissioner of Labor in Tennessee.

My administrative assistant, Tim Ryles, is the elected Commissioner of Insurance in the State of Georgia. And last Saturday, my Mississippi director, George Powell, got elected to the Democratic National Committee from Mississippi.

We walked the talk in District 3. (Applause)

And on the national scene, in 1986 when you said we needed six Democrats to unseat six Republicans to take over control of the Senate, we elected those six in these nine southeastern states. And this year, those same six are up for re-election and we will re-elect them so that Strom Thurmond does not replace Joe Biden on the Judiciary Committee, and Orrin Hatch does not take over from Ted Kennedy on the Labor Committee. (Applause)

We are a district that has eight of its states out of the nine under a right-to-work law. No state has gone and passed an agency shop bill since 1956. And I am here to inform you that before this year is out, the State of Louisiana will be the first state in 35 years that repeals the right-to-work law. (Applause and cheers)

We are that close. It is our number one priority. Our delegates from District 3 will be telling you that today. We ask that you support them in all of your endeavors so that we can light that spark so that others could catch the spirit of unionism throughout this country.

But we are also meeting in Miami Beach for the fifth time in our long history. The first time, in 1947, when we met for the first time under the name of CWA, we had come from a nationwide strike that taught us that we had to be unified throughout the country and we became unified in this city.

The second Convention, in 1958, followed a year when we had a bitter election for President and it brought us together for the first time, to mend our wounds and form a bigger and better union. And in 1973, in this hall, the third time we met here, no one ever dreamed that that would be the last convention that we would be led by Joe Beirne.

But I am not here to brag about District 3. My locals will be doing that all week. I'm here to kick off this Convention and introduce our leader, President Morton Bahr.

As Tony said, 20 years ago last week, I came on CWA staff, fortunate enough to serve under the three Presidents of CWA: Joe Beirne, founder: Glenn Watts, who led us to the recognition of national bargaining in the Bell System; and our

leader today, Morty Bahr.

Morty is one of the founders of Jobs with Justice. He called on us in 1987 to have the courage to stand up for each other and for our union brothers and sisters across this nation during the worst days of union-busting in America.

The renewed energy, spark and enthusiasm that Jobs with Justice has brought to our movement is a reflection of Morty's leadership for our Union.

At last year's Convention, he sounded our call for CWA: Wall to Wall, as a signal to all of our employers that in the bargaining issues this year, we will be demanding an end to the erosion of our Union jobs in the industry. (Applause)

Just think of the ideas that have been inspired under his leadership over the past seven years:

Jobs with Justice, Mobilization, the electronic picket line, Wall-to-Wall. Morty's creativity is as boundless as his energy, whether he's leading and organizing campaign at AT&T, demanding jobs for our members, national health care reform, legislation to end the permanent replacement of strikers, Morty is at the forefront. He stands for the fighting spirit in all of us, and he inspires the best in each of us, and I ask you to catch that spirit. We are lucky to have him as our President in these uncertain and difficult times.

Proudly, as a member of the Board, as the Vice President of District 3, I proudly and am honored to introduce your President, my President, all of our President, the President of CWA, Morty Bahr. (Prolonged applause)

**PRESIDENT MORTON BAHR:** Thank you very much.

Thank you very much, Gene.

Please join me in thanking our Temporary Chair, the Host Committee, for last night's reception, and all of those who helped make this Convention work. Thank you all. (Applause)

Let me at the outset introduce a few people. The first is a lady who is responsible for me getting so many invitations to visit your locals, my wife Florence. (Applause)

And two of our great CWA Union builders, and we are so proud to have them with us today, Secretary-Treasurer Emeritus Louis B. Knecht and his wife Marjorie. (Applause)

And another person who has been so dear to us, has meant so much to this President Emeritus Glenn Watts and his wife, Bernice. (Applause)

I am pleased to add my welcome back to Miami, as Vice President Russo pointed out, where, five years ago, we launched the Jobs with Justice movement. It was a movement to put the spirit back into the fight for workers' rights; the movement to lead the fight for economic justice.

All of you who attended our first Jobs with Justice Rally remember well the emotional high that we all felt as we stood together in solidarity with our brothers and sisters from the International Association of Machinists.

The theme of that first Jobs with Justice Rally was a call to arms to fight back against corporate robber-barons like Frank Lorenzo; to raise public awareness to the growing abuse of workers; to convince workers that an injury to one was indeed an injury to all; that it was only a matter of time before your employer would come after you. And, above all, to urge all workers to pledge to stand up at least five times for someone else in trouble.

You and tens of thousands of other workers responded to the call.

Jobs with Justice brought a renewal of union solidarity that has not been seen since the '30s and '40s, as we demonstrated against Eastern Airlines, Pittston, NYNEX, the *Daily News* and, now, at Caterpillar, where that company is threatening as of today to hire permanent replacements for UAW members.

Through Jobs with Justice, the American people learned of the injustices committed against workers when they were permanently replaced after they exercised their legal right to strike.

Our bill to stop the use of permanent replacement of strikers, as you know, passed the House last year. We expect the vote on S. 55 this spring.

We also have elevated national health care to the top of the nation's agenda. All of the presidential candidates are now debating national health care reform, and we have a pledge from Speaker Foley that the single-payer bill, the Russo bill that we support, will be brought to a vote in this session of Congress. (Applause)

And now we are called upon once again to come to the assistance of our union brothers and sisters.

Tonight we are joining the International Brotherhood of Teamsters in the Jobs with Justice Rally to fight the shifting of their work to non-union subsidiaries at the Ryder Car Hauling Company. This rally is even more important to us, because we have members who work at Ryder. They are represented by Local 3263 in Atlanta.

If Ryder gets away with shifting the jobs of Teamsters to a non-union subsidiary, it will only be a matter of time before they go after the jobs of our members. The theme of this rally is a call for an end to the deunionization and to the downsizing of America.

As Teamsters members understand, Wall-to-Wall is no longer just the CWA demand. Wall-to-Wall is a summons to our employers to stop the erosion of union jobs and the shifting of our work to non-union subsidiaries.

This applies equally to CWA members and to the Teamsters at Rydler, and to union workers everywhere. And after the rally tonight, I know that you will come away with the same spirit and renewal of commitment as those of you who attended the first rally in 1987.

The new Teamsters President is bringing a breath of fresh air into the Teamsters Union. You will have the opportunity to meet Ron Carey this evening. Like me, I'm certain you will discover that he is a new leader for a new Teamsters Union, a Teamsters Union that will use its great power, its influence, and its vast resources to help rebuild union jobs in our nation.

Just think what the support of the Teamsters will mean to us as we enter bargaining with our major employers this year, when you face the company across the bargaining table knowing that the Teamsters are standing with you, ready to cut-off deliveries and supplies at our signal.

Our efforts to build the Jobs with Justice movement prove that even when times are getting worse, we can make a difference. And times are getting worse for most of our brothers and sisters. Virtually every one of our families has been hit with layoffs, plant closings, personal health care disaster stories, and the struggle to just keep up with the standard of living that we enjoyed in the past.

We take no solace in the fact that millions of workers and their families had to suffer with us over the past five years: workers who have lost their jobs, lost their health insurance, lost their families, lost their hopes for the future, and, in some cases, who have taken their lives because of their despair.

The U.S. Labor Department tells us that in 1991, 4,000 jobs a day were lost,

and every single day in 1991, 1,000 people like those in this room and the people we represent lost their homes due to foreclosures. And the number of job cuts that were announced in 1991 for this year already average nearly 7,200 a day for each business day, and that doesn't even include the most recent announcements.

An economic disaster of enormous proportions is hammering American workers

General Motors, 74,000 jobs cut.

United Technologies, 13,900 jobs lost.

New York State is trimming state payrolls by 19,000 positions and New York City is expected to chop 30,000 jobs over the next four years.

Pactel, 11,000 jobs to go.

U S West, 6,000 jobs lost over the next three years.

AT&T, some 14,000 operator and other jobs over the next three years.

IBM plans to cut 20,000 positions over the next year.

Bank America will chop 20,000 jobs.

Sears Robuck just the other day announced another 2,000, and added to all of this will be an untold number of workers who will be laid off as budget cuts in the Defense Department begin to take effect. And the list goes on and on and on.

There was a time in our nation when layoffs of this magnitude would have been considered socially unacceptable.

The corporate executives making these decisions would have been hauled into the Congress, into the White House, and been loudly criticized. The shareholders would have questioned them, and they would have been challenged by the news media.

Today, their actions are applauded as an appropriate response to the realities of the new economic order.

A chain reaction is taking place in our economy today as corporation after corporation moves to downsize, restructure, reorganize, reposition, and, in their newest catchphrase, to ventilate their workforce.

But these words are just smokescreens for laying off workers, excuses to replace our jobs with cheap foreign labor and to replace our skills with unnecessary technology.

Why? For pure greed, because all of these layoffs are not the direct result of the recession.

The casualties of this new economic order are America's working families. Today, they are hurting and hurting badly. They are downsizing our lives; they are downsizing our standard of living; they are downsizing the American dream for our children, and our brothers and sisters. We have to say the downward spiral of lost jobs must stop, and stop now. (Applause)

The downsizing of America must come to an end. It's long past time that we must make layoffs a dirty word in America once again. (Applause)

We need jobs to end the recession, not more tax cuts for business. We are at the point where mounting job losses in our nation are causing grievous harm to our economy and our nation. Our communities suffer from lost tax revenues. Small businesses fail. Our nation is unable to provide meaningful jobs for our young people. College graduates now are questioning the value of their degrees as they

are forced to settle for minimum wage jobs.

America's middle class, the backbone of our economy, is breaking under the strain. This new economic order that President Bush talks about is creating two classes of Americans with very few winners at the top, supported by the overwhelming majority of losers at the bottom. The adverse impact of a low-wage, low-skill economic strategy is dismantling America's middle class.

This economic crisis is creating a problem for us with virtually every one of our employers. In the public sector, our members from New Jersey to New Mexico, from Texas to Virginia, face unprecedented demands to cut back and give back.

Public officials are attacking public workers' rights and our public services. They are freezing the wages of our members, threatening furloughs, and are contracting out our bargaining unit jobs as their answer to budget deficits.

Without a union, health care workers will continue to be squeezed in the vise of low wages and deplorable working conditions. Now last year, we organized 3,000 more health care workers, and we will continue the fight to bring basic union rights to the four million health care workers who remain unorganized in our country.

In the newspaper industry, our members confront an ever worsening crisis as large media giants attempt to cut labor costs and bust our unions. Indeed, the American Newspapers Publishers Association is now promoting a book on how to have a "union-free environment" in the publishing industry.

Brothers and sisters, our biggest challenge this year will be faced by our 400,000 members in the telecommunications industry. We will be bargaining with our employers who believe that the recession has crushed our hopes, has crushed our dreams, and crushed our spirits. They expect our members, even in these profitable high-tech industries, to blame themselves for the problems facing our communities, to give up because of international competition, to just feel lucky because they are working.

AT&T, the regional operating companies and GTE have all downsized to the point where service quality and the viability of our nation's telecommunications network are now being called into question.

Yes, CWA recognizes the realities of the new global economy. For the past six years we have been building and expanding our relationships with unions around the world in recognition of the international growth in telecommunications.

In fact, Jim Booe and I and several members of our Board, along with the president of the Japanese telecommunications union, met three times with the Chairman of Nippon Telephone & Telegraph about opening Japan's markets to U.S.-based telecommunications products before the first AT&T executive ever stepped foot in Japan.

As a result of that, today CWA members in Merrimack Valley Works have a \$100 million contract for NTT as a direct result of our early efforts. (Applause)

Unions do add value to a company.

We are prepared to work with every one of our employers to expand their ability to compete and to sell our products and service in the global marketplace.

But we have every right to expect our members and all American workers to share in the fruits of this, expanding international economy. It cannot be a one-way street.

Today, the biggest American export is jobs. Today, our nation's biggest deficit is corporate leadership

We must reverse the international trade decisions of multinational corporations that sacrifice our jobs just to pad the bottom line.

The layoffs taking place in telecommunications are not driven by a lack of work or a lack of customers. These layoffs are being driven by the bottom line, a demand by management to cut operating costs at any costs, but mainly to pander to Wall Street. Our members and our customers are the ones who pay the bill for their corporate greed.

AT&T is a good example: Over the past three years, the company has generated \$1.4 billion in new income. But get this: \$1.4 billion—that was \$1.4 billion—was the direct result of the layoffs of thousands of our members. It is the wages and benefits that we would have received.

One need not be a rocket scientist to realize that no company can continue to reduce its workforce in order to make a profit. It is only a matter of time before service and productivity suffer and the clock has run out on AT&T.

But telecommunications is no rust-belt industry. Since 1986, industry revenues have grown more than 20 percent. Net income is up over 18 percent. They have spent between \$30 and \$40 billion on new acquisitions all over the world.

The top telecommunications executives also have done very well for themselves. They have received average pay increases of more than 23 percent since 1986.

In the past three years, from 1988 to 1991, our favorite corporate executive, Bob Allen, received a 99.7 percent increase in compensation. (Boos) That's not all. Not only did he receive more than \$3 million in 1991, but he was given an additional \$35,000 for financial counseling to be sure that he spent his money wisely. And if that isn't the height of arrogance, I don't know what is.

But, you know, he is not the only one. GTE chairman Johnson earns more than \$1.7 million and most of the RBOC heads earn at least \$1.3 million a year.

No wonder our economy is failing, when CEOs are richly rewarded for disgraceful strategies that rely on layoffs to make profits.

Telecommunications is an industry that can afford to take a leadership role in America, to restore our standard of living; an industry that can lead us out of the recession; an industry that can set our nation on a new course of job creation.

How can CWA members focus management's attention at the bargaining table this year on our demands for job security? In one simple sentence: CWA Wall-to-Wall. (Applause)

Wall-to-Wall is our major objective in all sectors. We are talking about jobs, jobs and more jobs. (Applause)

Our members want simply to be able to put down roots in their communities without fear of being laid off or becoming the migrant workers of the '90s. They want to be able to buy a house and take out a mortgage with a feeling of confidence that they will be able to make their monthly payments. They want to know that if they work hard, do their job well, show loyalty to the company, that the company will be loyal to them.

They simply want to provide for their families and know that they can save for their children's education. They want a future that they can count on and plan on and look forward to, without being afraid that the company is going to pull the rug out from under them.

I am here to say to our employers, on behalf of all of us in this room and all of our members back home: Layoffs, downsizing, ventilating, or whatever you want to

call it, must stop, and it is going to stop, and it is now in collective bargaining.  
(Applause)

And that is what our 1992 bargaining is all about.

You should have seen the look on the faces of AT&T management when bargaining opened last Monday in Washington, D.C., and I presented them with a stack of layoff notices, so help me, at least two feet high. They were the notices that under the federal act that Congress passed requires the president of the union to get, of layoffs. It was two feet high, and many of these sheets had as many as 99 names on them. And these layoffs, these notices of layoffs, represented real people, real people with real families, families with hopes and dreams for the future. And now they have nothing, because of heartless management decisions based on short-term need.

This year in bargaining we are putting the telecommunications companies on notice that we will not sit back as they cut our jobs and buy new companies.  
(Applause)

We will not sit back as they cut our jobs and create non-union subsidiaries. We will not sit back as they cut our jobs and move our work to so-called managerial jobs. We will not sit back as they cut our jobs and give them away to contractors or temporary workers. And we will not sit back as they cut our jobs and send them over the border to Mexico or some other low-wage country, where workers earn one dollar an hour or less. (Applause, cheers and whistles.)

As part of our Wall-to-Wall objectives this year, we must negotiate contract language that requires our employers to work with us, to develop a high-wage, high-skill job creation strategy.

I have discussed job creation policies with Sam Ginn, with AT&T and the heads of the RBOCs. In December I called on AT&T Chairman Robert Allen to take the lead in bringing our country out of the recession by stopping the continued loss of jobs. And on March 6 I wrote a similar letter to Pacific Tel CEO Sam Ginn. Pacific Tel is in the process of eliminating 11,000 jobs over the next few years, approximately 20 percent of the workforce. In our letter to Ginn, I urged him to accept the offer made by our California locals and to work with them and Vice President Ibsen on new corporate strategies for job creation.

And now, just the other day, I read that Sam Ginn is leading a San Francisco business group called the Committee on JOBS. They are trying to convince the city lawmakers to make jobs in San Francisco more competitive by lowering labor standards and business taxes.

Can you imagine that? Ginn sees nothing wrong with eliminating thousands of jobs in his own company, while standing up in public and calling on government to create more jobs.

I suggest that if he is serious about boosting jobs, that he should begin in Pacific Telesis. (Applause) And I call on our members in Pactel to hold him accountable for his actions. (Applause)

We have turned our concerns into bargaining demands. We will be asking all of the companies to join with us on every job now being done offshore, being done by contractors, by part-time and temporary workers, so that we can return these jobs to our members where they belong.

The quality, service and productivity of our industry is at risk, and the hopes, dreams and futures of our members, their families, are under threat. That is what our demands for job security are all about.

The drive for CWA Wall-to-Wall affects every member, every industry, every

occupation, represented by our Union.

Wall-to-Wall is our battle cry and our strategy. Yet, since our Convention in San Francisco last summer, how many of us have taken that message to our workplace? How many of us have engaged our co-workers in conversation about why it is no longer enough to bargain for a raise, a better pension or a bigger payout?

How many of our members understand the true meaning of Wall-to-Wall as we approach this bargaining year? Without such education on an ongoing basis, Wall-to-Wall becomes an empty slogan and Mobilization becomes nothing but cheerleading.

Education and organization must precede action if the action we are to take is meaningful, serious and to produce results. Our Mobilization campaign for 1992 ties everything together. Mobilization offers us the chance to speak to our members one on one. Let's not kid ourselves. Unless your local has an educated Mobilizer for at least every 20 members, don't pretend that you have the Mobilization program.

Mobilization turns every member of our Union into a member of the bargaining committee. The success of our contracts this year will be decided away from the table by how much that management sees the support and the willingness of our members to take the necessary actions to win our fair demands. And we cannot stop after our contracts are signed. When bargaining is concluded, we must direct our Mobilization machinery towards the November elections. Those elections are important in achieving our bargaining goals.

We can have the best contracts in the world, but great contracts are not enough without elected officials who are committed to enforcing labor laws, strengthening workers' rights, protecting union standards, standing up for working families, and the election of a President who will sign legislation to ban the permanent replacement of workers who exercise their legal right to strike. (Applause)

My brothers and sisters, 1992 really is a crucial year for us as we go to the bargaining tables to determine the future for hundreds of thousands of our members; and as we go to the ballot box in the hundreds of thousands to determine the future of our nation, certainly for the rest of this decade.

I believe we can succeed in winning new jobs for our members and electing lawmakers who care about working families. The Jobs with Justice campaign shows the power of what we can do when we put our minds to it and when we get organized Wall-to-Wall. Our members and our nation are hungry for this kind of leadership. Our members are angry about what is happening to themselves, their families and their communities. Our members are looking for answers and for a meaningful way to rebuild their futures and the future of their children.

Over the next three days we will look at all sides of the CWA triangle— bargaining power, political and legislative power, and organizing power. We will strengthen the three sides of the triangle by centering responsibility for legislation and politics in the Secretary-Treasurer's office and the President's office. I will be working even more closely with the Secretary-Treasurer to assist with the implementation of our political and legislative programs and to help coordinate all three sides of the CWA triangle in support of our Union's legislative, political, collective bargaining and organizing objectives.

We will also hear messages of hope and success from our brothers and sisters in the Labor Movement. We will examine how our Union's programs and our commitment to organize can overcome increasing employer tyranny. We will adopt



policy statements that will help guide us in the coming year, and you will elect national leadership that will help chart our Union's direction in the future.

But most of all, we will work together to renew our spirit, to renew our sense of purpose, to renew our mission, to renew our commitment, the same commitment now demonstrated by our brothers and sisters at AT&T-NCR, who are putting their jobs and their futures on the line to be part of CWA in the face of a bitterly hostile anti-union management. (Applause)

I have here many letters from these folks who work at NCR around the country who are asking us to please allow them to remain and to become a part of CWA, and their pledge that "We will not give up" until they have a union at AT&T-NCR. (Applause)

And I pledge on behalf of all of you that we won't give up, either.

I gave that message very clearly to AT&T last Monday. CWA is determined to bring union representation to the workers at NCR. We will not rest until that is accomplished. (Applause)

When we are finished at the end of this Convention, we will stand up, lock arms with each other, and lock arms in spirit with the hundreds of thousands of CWA members around the nation, and with all the workers who are risking their livelihoods for a chance to become CWA members. And we will put our employers on notice that layoffs must stop, attacks on our Union jobs must stop, the downsizing of America must come to an end, and we won't settle for anything less than CWA Wall-to-Wall.

Thank you very much.

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

**TEMPORARY CHAIR DORADO:** Before I turn the gavel over to President Bahr, I would like to thank all the Delegates for this opportunity to serve as your Temporary Chair. I would like also to thank my CWA staff, Ken Ruth, Linda Crawford and Mike Grieco, and my Local 3107 staff, who have helped me enormously these past two years.

I would like also to mention to locals that are in Miami that also have helped me enormously over the past year: Local 3121 and its President Bob Krukles, and Local 3122 and its President Betty Diamond. They have been very supportive and have given me advice when I had a lot of questions.

This has been a very special privilege for me, one I will not soon forget. I will always think back and look at this crowd in front of me and be glad to have had this opportunity to do this.

I would now like to turn the gavel over to President Bahr, who will assume the position of Permanent Convention Chair under the Rules of our Convention. Thank you very much. (Applause)

... International President Bahr assumed the Chair...

**PRESIDENT BAHR:** Thank you very much, Tony Dorado, for getting our Convention underway in such an excellent manner.

Would the Credentials Committee come to the platform?

While they come to the platform, let me review for those of you who have been here before and for the new delegates the use of the microphones and our rules.

In the back of our published Constitution, on Page 21, there is a copy of the permanent rules of the Convention. Let me advise you, particularly the newcomers, about microphones on the floor and how they are to be used, how you get

recognized to speak, make motions or ask questions. Microphones are also covered in the Constitution on pages 21 to 23.

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

Microphone No. 1, which is here in the immediate foreground, right in front of me, is labeled "Motions" and is there for the obvious reason—for delegates to make motions.

The telephone which is associated with the motions microphone is connected directly to our parliamentarians. They are seated immediately behind me. I am going to introduce them to you now: Pat Scanlon, our General Counsel; Leon Adair, Special Counsel to District 3; and Jerry Boyle, Special Litigation Counsel, Washington, D.C., who just stepped away.

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

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

There is a microphone designated as the "Privilege" mike, which is Microphone No. 2, in the center of the auditorium. Use it to raise a point of order or raise a point of personal privilege. It is connected to the parliamentarians. Many of you will recall, of course, that our rules say that you may also "raise a point of order" by calling out in a loud voice from the floor without going to the microphone.

Now, Microphone No. 4, to my left, is the "Against" mike. You use that to speak against any issue.

Microphone No. 3, to my right, is the "For" microphone. Obviously, you use that to speak in favor of an issue.

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

We rotate these microphones under our rules. The maker of a motion may speak for their motion from Microphone No. 1. Under our rules, there is a five-minute limit on debate for each speaker. There is a red light here on the platform up to my left that has just been turned on which will give you a four-minute warning, and also a small red light at the microphone telephones.

The Chair will also endeavor to tap the gavel lightly at four minutes to indicate to you that you have one more minute to speak, after which the microphone will be automatically turned off.

In rotation, the movement will be from the motions microphone or the platform to Microphone No. 4, the "Against" mike, and then to No. 3, the "For" mike. The rotation also includes Microphone 5 for questions. The rotation continues until at least two people have had an opportunity to speak for or against, after which a motion to close debate is in order.

As you go to the "For" and "Against" and "Questions" microphones, lift the telephone, give the switchboard attendant your name and local number and state

or province. You will be recognized in the order called for under our rules.

Let me introduce the people who will be handling the switchboards and answering as you call from Microphones 3, 4 and 5. They are the ones who advise the Chair to recognize you. They are seated on my left and they are:

...As each switchboard operator was introduced, they received a single clap of recognition from the delegates. . .

Doug Thompson, CWA Representative, District 2; Linda Banas Crawford, CWA Representative, District 3; Gwen Martin, Administrative Assistant to the Vice President of District 4; Dennis Carney, CWA Representative, District 13; and William Thornburg, CWA Representative, District 7, Chair of the committee.

Now, watching the five-minute rule, is LeRoy Christensen, CWA Representative, District 7, and John Howard, Economist-Statistician, from our Research Department in Washington.

During the course of our convention, a verbatim record is kept. The record is carefully prepared by our editing group seated to my left, in the back. Shortly after adjournment, a complete set of convention proceedings will be mailed to you. You will have 30 days to review the record and report to us any errors you may wish to have corrected. An errata sheet will then be sent to you reflecting those corrections.

The individuals who are editing and indexing for us are:

... As each member of the Editing Committee was introduced, they received a single clap of recognition from the delegates...

Gloria Williams-Young, CWA Representative, District 1; Jim Lovelace, Coordinator, Printing Sector; William Metz, Representative of the Printing Sector; John Morgan, Administrative Assistant to Vice President; and Clara Allen, Administrative Assistant to Vice President in District 1, Chair of the committee.

To help us with who is to be recognized and to be sure that we follow procedures as provided in the constitution, each day we have two delegates come from the floor. These delegates sit with the people who operate our telephones and keep track of who is asking to be recognized. For that purpose today, we have two delegates, and I would like to introduce them at this time: Bill Donlon, Sr., President of Local 7702, and Terri Kambeitz, Vice President of Local 9423. (Applause)

The Chair recognizes the Chair of the Credentials Committee, Mickey Ash. (Applause) But first, let me introduce the full committee to you, and they are all sitting up here. Let me tell you, they worked very hard.

... As each member of the Credentials Committee was introduced, they received a single clap of recognition from the delegates...

Wilbur "Bud" Ralston, President, Local 1021;  
Louis Sarno, President, Local 1281;  
Shelton Wine, President, Local 2203;  
Daisy Brown, Secretary-Treasurer, Local 2300;  
Michael Washington, Executive Vice President, Local 3808;  
Shirley Brazen, President, Local 3706;  
Richard Short, President, Local 4103;  
Frances Sparacello, President, Local 4213;  
Mark Van Dolah, President, Local 6311;  
Janet Gardner, President, Local 6407;  
Charles Mitchell, President, Local 7790;  
Diana Trujillo, Secretary-Treasurer, Local 7011;  
Betty Guzman, Vice President, Local 9423;

Toni Belanger, Vice President, Local 9586;  
Martin Oley, Executive Vice President, Local 13500;  
Ronald Miller, Jr., President, Local 14830;  
Thomas Diekman, CWA Representative, District 3, Co-Chair;  
Dorcas Ditmer, CWA Representative, District 4, Co-Chair;  
Michael Ash, Upstate NY-NE Area Director, District 1, Chair. (Applause)

**DELEGATE MICHAEL ASH (Upstate NY-NE Area Director, District 1, Chair, Credentials Committee):** Thank you, President Bahr.

Mr. Chairman, Delegates and Guests: I am happy to announce, on behalf of the Credentials Committee, we have registered over 2,500 delegates, alternates and guests to the 54th Annual Convention. The Committee appreciates the assistance rendered by the Secretary-Treasurer's office, especially the help of the information system and the membership dues department. With the able assistance of the two departments mentioned, and the further integration of computers into our registration process, we are continuing to improve service to our delegates, alternates and guests.

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

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

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

... The motion was duly seconded...

**PRESIDENT BAHR:** Seconded from the floor. There are no delegates at the mikes. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. The motion is carried and so ordered.

**CHAIR ASH:** Category 1A. The following locals have received dues for new bargaining units after the 1 2-month averaging period: 1032, 4700, 7019, 7200, 941 1. We move that these additional votes be approved.

**PRESIDENT BAHR:** Is there a second?

... The motion was duly seconded...

**PRESIDENT BAHR:** Seconded from the floor. There appearing to be no delegates to speak—T. Santora, are you on this question? All right, we got a little ahead of ourselves.

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

**CHAIR ASH:** In Category 2, properly executed but late credentials: 1006, 1086, 1128, 14147, 2300, 3173, 3490, 3570, 3606, 3803, 4035, 4090, 4290, 6178. The committee moves the delegates from these locals be seated.

**PRESIDENT BAHR:** You have heard the motion.

... The motion was duly seconded...

**PRESIDENT BAHR:** Seconded from the floor.

No delegate desires to be heard. All those in favor indicate by raising your hand. Down hands. Opposed by a like sign. The motion is adopted.

**CHAIR ASH:** In Category 3 we have one credential that we call improperly executed. It is 9503 and a statement is attached which will be read, which will list the members' names.

"Request to be seated at the 54th Annual Convention as Delegates from Local 9503: Members are: John Houchins, Sherry Lorraine, Margaret Shoemaker.

"These members, on April 5, 1992, supplied the Committee with Official Credentials. These Credentials were categorized by the Committee as a Category 3 Improperly Executed because the Credentials lacked the proper signatures. There is only one signature on each Credential, that being the signature of the Secretary-Treasurer of the Local.

"The Local presently is represented at this Convention by a properly certified Delegate.

"The Committee has determined that these credentials submitted by the above listed members were improperly executed, therefore:

"The Committee moves that these members not be seated as delegates."

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

... The motion was duly seconded...

**PRESIDENT BAHR:** On Microphone No. 4, Delegate Santora.

**DELEGATE T. SANTORA (Local 9000):** Morty, I would like to yield the mike to the delegate in question.

**PRESIDENT BAHR:** This is a decision that rests with the Chair. And the Chair recognizes the members who have filed the complaint. (Applause and cheers)

**PRESIDENT BAHR:** Would whoever is going to speak give your name and local number please.

**DELEGATE SHERRY LORRAINE (Local 9503):** I am asking for your assistance in obtaining my credentials. Myself and two others were duly elected by our membership in January as delegates to this convention. Now, the president of my local is ignoring the democratic process and impeding me from carrying out my elective responsibility.

You may hear someone speak that there was a motion made in the March membership meeting for budgeter meetings not to send a full delegation. However, all three of us have volunteered to come here at our own expense. We are still being denied our credentials.

The funding issue has been resolved, but we still have not been seated as delegates. Our credentials were out of order only because my local president refused to sign them.

Someone else may say that because of the motion that was made in November of '91, that it was out of order. That motion was to send three additional delegates to this Convention. There never was any motion made that we would only send one. There was a proposed budget in September which did allow funding only, at that time, for the one, because of budget problems we were having within our local.

The motion made in November was to go ahead and send three additional delegates, that the membership felt at that time we could go ahead and afford to send a larger delegation.

There was also a motion made back in September regarding that if there had only been one delegate at that time, let's make the president accountable to the

membership. There was never any intent of that motion to think that we only should have one delegate. The intent was to make her accountable. She was also asked at that meeting to report out in the March membership meeting as far as the issues of what was going to be here at the convention, to get the membership input on how we felt that she should vote. That was never done in March. What happened was that there was a motion made not to send the delegates that were elected, only to send the president.

That motion narrowly passed. It was never debated at that meeting as to whether or not we would be delegates. The only issue at hand was regarding the funding of us. And as I stated earlier, we all offered to pay our own way. We wanted to come here to represent the membership as we were elected to do so. There was never any question as to the legitimacy of the election. The only question was who was going to pay for us to get here. In fact, at that meeting the president did say that, yes, we were still duly elected and maintained our delegate status, but it is at our own expense.

I feel this entire issue is politically motivated due to our difference of opinion on who the next District 9 Vice President should be. Please give us the opportunity to fulfill the will of our membership by being made delegates to this Convention. Thank you. (Applause and cheers)

**PRESIDENT BAHR:** The member on Microphone No. 3, Delegate Harmon.

**DELEGATE JANET A. HARMON (Local 9503):** President Bahr, Brothers and Sisters: I rise to speak in favor of the motion. I am the President of Local 9503.

In September of last year, the members of Local 9503 properly passed a motion to make me their sole delegate to this Convention. This was done for budgetary reasons, just as it was done the previous year. The membership also at the September membership meeting approved a budget with funding for only the sole delegate.

In November, a motion was made and passed by the membership to send three additional delegates to this Convention. Then, in March of this year, another motion was made and passed by the membership making me their sole delegate to this Convention.

I am here today to take a stand on behalf of my members. I admit that I made a mistake in accepting the motions of November and March. The only motion that should have stood was the one passed by the membership in September.

I am a new local president. I have never held an elective position before, and I was weak on parliamentary procedure. I have now learned. Despite the mistake I made by accepting the motion, the intent and desire of the members of Local 9503 is clear. In fact, they voted twice to have me be the sole delegate to represent them at this Convention.

I am standing here as their local president and delegate asking that you uphold the wishes of the membership which they made clear by their votes.

I ask that you vote to uphold the Credentials Committee recommendation and vote yes on this motion. Please remember, to have democracy you must vote based on the true facts. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone No. 5, Delegate Fahrenholt.

**DELEGATE MICHAEL J. FAHRENHOLT (Local 3410):** Thank you. Good morning.

As I have heard the for and against, I understand the last membership motion was to send the local president. Does the seating of delegates go by a vote of the

membership, or by who can get the funds to get here?

**PRESIDENT BAHR:** If the motion is to send one, then that motion pay for one, you would have a different result.

You are entitled to a second question, Mike.

**DELEGATE FAHRENHOLT:** Then why are we even discussing this, if the send one? (Applause)

**PRESIDENT BAHR:** On Microphone No. 4, Delegate Arambula.

**DELEGATE NANCI ARAMBULA (Local 9505):** President Bahr, I understand that Mr. Santora yielded the mike to the entire delegation. They have another representative that has not yet spoken.

**PRESIDENT BAHR:** I will recognize that member who is not a delegate. Please state your name and local number.

**DELEGATE MARGARET SHOEMAKER (Local 9503):** I am the Secretary-Treasurer of Local 9503, and was elected to represent our members as a delegate to the 1992 Convention.

I took the minutes of the March membership meeting. I read it back to the maker of the motion twice. The maker of the motion agreed both times that the wording I read back to the membership was correct. That motion read: "I move to send only our automatic delegate to convention to save money and move that money saved be moved to bargaining. Vote count 21 to 17. Our president and vice president stated at the meeting that the three elected delegates still maintained their delegate status, that the issue was only funding.

Our membership has made it clear to our local that they want the three duly elected delegates to represent them. First, by a secret ballot election. Second, by bombarding our district office with phone calls of complaints of the passing of an improper motion which resulted in the destruction of our democratic process.

I appeal to this Convention to allow us to uphold the wishes of our membership and allow us to represent them. After all, what is a union if not the membership? Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone No. 3, Delegate Chiaravalle.

**DELEGATE BERNARD CHIARAVALLE (Local 9404):** Mr. President, Members of the Credentials Committee, and Delegates to this Convention: I have closely reviewed all of the facts and events associated with the proper certification of Janet Harmon, President of Local 9503, as her Local's only authorized delegate to this Convention. Janet was properly authorized in accordance with her Local bylaws, the CWA Constitution, and the labor laws of the United States of America. No other persons were properly authorized to represent CWA Local 9503.

I would like to read to you the motion that was made and passed on September 18, 1991, and I quote, "At a membership meeting held on September 18, 1991, Mike Lorraine moved to send the President as our sole delegate to the 1992 CWA Convention." That motion carried.

Two motions later, at a subsequent membership meeting, another motion was made that has the complete opposite effect of the original motion. Obviously, a few people were not too happy with the outcome of the September motion. There was an attempt to increase the number of people or send additional people to this Convention. However, at no time did anyone attempt or did they rescind the duly passed motion adopted in September. That made the second motion out of order.

Now, most of us in this room know that we have to have some kind of uniform

way in carrying out the business of this Union. Generally, where there is a dispute, those disputes are settled and governed by Robert's Rules of Order. In fact, Local 9503's bylaws specifically state that questions shall be governed by Robert's Rules of Order.

As applied in this instance, Robert's Rules of Order provides that motions are out of order that conflict with the motion that has previously been adopted by the society and has been neither rescinded nor reconsidered and rejected after adoption. If a motion of this kind is adopted, it is null and void.

I am sure that Sister Janet, as she spends a few more years leading her local, will sharpen her skills on Robert's Rules of Order, and maybe she could have brought that up at that time. So whatever the November 20, 1991 and March 1 8th motions, they were out of order, again, since the membership in each instance took no action to rescind the action taken by the membership at its September 1 8th meeting.

Fellow delegates, it is very clear. President Janet Harmon is the only authorized delegate from Local 9503 that can be seated on this Convention floor. I urge you to vote with me, uphold the Credentials Committee recommendation, and vote on this matter. Reject any other credentials.

Thank you very much. (Applause)

**PRESIDENT BAHR:** On Microphone No. 1, Delegate Cawdrey.

**DELEGATE RON CAWDREY (Local 9400):** Mr. President, I move the previous question. (Applause)

... The motion was duly seconded...

**PRESIDENT BAHR:** The motion has been made to close debate. It is not debatable. It has been seconded from the floor. It requires a two-thirds vote.

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

I will now wait for everyone lined up at both mikes to take your seats.

What we have before us is the Credentials Committee motion not to seat the three delegates in question. All those in favor of the Credentials Committee motion not to seat please raise your hand. Down hands. Opposed by like sign. The motion is adopted. (Applause)

The Chair recognizes—

... Cries of "No"...

**PRESIDENT BAHR:** Hold it. We have two observers up here. Let's do it again. Come up here. We will use three pairs of eyes.

... The Observers came to the lectern...

**PRESIDENT BAHR:** This time, hold your hands up until I ask you to put them down. All those in favor of the Credentials Committee motion, please raise your hand.

Down hands. Opposed by like sign.

Hold it a second. We have a split. We have two upholding the Committee and one saying "too close to call."

Let's do a division of the house. (Applause and cheers) Hold it now.

All those who support the committee go to my right. Those who oppose the



committee go to my left.

... A division of the house was had and the delegates went to the side of the hall as indicated to reflect their vote either "for" or "against" the motion...

**PRESIDENT BAHR:** We will make sure that all staff get on the other side of the barrier please, on both sides. Move back as far as you can on both sides.

I will repeat again: Those who support the committee's report, the committee's motion not to seat the delegates, go to my right. If you oppose the committee report, go to my left.

... Several delegates began chanting "Seat them, seat them, seat them"...

**PRESIDENT BAHR:** Hold it down a second. Those on the right, please push back. We can't get a good look if you stand all over the place. Push back and calm down. This side as well.

We are unanimous in that the motion has been defeated. (Applause and cheers)

**DELEGATE KATHLEEN KINCHIUS (Local 9415):** Roll call.

**PRESIDENT BAHR:** Would you take your seats quickly please.

... The delegates returned to their places in the convention hall...

**PRESIDENT BAHR:** A delegate has called for a roll call vote. I will recognize the delegate to state her name and local number.

**VOICE FROM THE FLOOR:** I object to consideration.

**PRESIDENT BAHR:** There has been an objection to consideration. The objection to consideration is out of order.

The Chair recognizes Delegate Kinchius.

**DELEGATE KINCHIUS:** President Bahr, Brothers and Sisters: I believe we need to have a roll call vote in order to determine the true intent of this body. Therefore, I make a motion that we have a roll call vote. (Applause)

... Cries of "No"...

**PRESIDENT BAHR:** There has been a call for a roll call. It has been seconded. It requires 20 percent of the delegates to support it.

All those in favor of a roll call vote indicate by raising your hands. Down hands. Opposed by a like sign. The motion is defeated. (Applause and cheers)

The Chair recognizes Delegate Duggan on Microphone No. 1.

**DELEGATE ROBERT DUGGAN (Local 9587):** I move that we seat all the delegates, all four delegates in 9503. (Applause)

... The motion was duly seconded...

**PRESIDENT BAHR:** The motion has been seconded. You may speak on the motion, Bob.

**DELEGATE DUGGAN:** I simply want to say that good union democracy will be well served when they are seated. Thank you. (Applause)

**PRESIDENT BAHR:** Microphone No. 3, Delegate Santora.

**DELEGATE SANTORA (Local 9000):** Delegate and friends, I want to thank you for doing the right thing today. (Applause) I rise in opposition to the Committee report. We have already gotten past that.

I wanted to say, I am a veteran of that committee. You did the right thing in what you did. You did not have the opportunity to rule on these issues. We know that. We appreciate you, and I want to just take the time to say thank you very much. (Applause)

**PRESIDENT BAHR:** You have five minutes, T.

**DELEGATE SANTORA:** Thank you.

The issue before us is not the Committee's realm of responsibility, and we recognize that. Margaret, Sherry and John have been denied their rights as delegates to this Convention.

**PRESIDENT BAHR:** On Microphone No. 4, Delegate Harmon.

**DELEGATE JANET A. HARMON (Local 9503):** I wish to speak against the motion.

They are talking about democracy. Democracy was not well served in my local by the so-called election that elected these delegates. The election that was held was held during the rains in a state of emergency. My members were working 1 2-hour days and were unable to come to the local to vote.

... Cries of "Ooh". ..

**DELEGATE HARMON:** We received many complaints about the election or lack of. Our local has never had a walk-in election before. We have always done a mail ballot, and that is what the membership expected but did not receive.

The person with the highest number of votes in this election received 35 votes. My membership is over 1,600. The membership also circulated petitions requesting that these additional delegates not be funded to go because when the original motion was made at the November membership meeting, the membership was told that bargaining would be an issue at conventions.

Subsequently, the membership learned that bargaining is not discussed on the convention floor. That is when they made a motion to send only our automatic delegate and move the money saved to the bargaining budget, because in a contract year, my members' priority is bargaining and they wanted to send more people to the bargaining meetings and not to convention.

I have a copy of the motion that was made in the March meeting. It was misrepresented by the people who read it before, and I hopefully have it here.

The motion was: "To send only our local automatic delegate to represent the local at convention this year." This would save the local in excess of \$7,000 and move whatever money is saved to the bargaining budget.

This motion was passed by the membership. The priority of my membership is bargaining. They passed a motion not once but twice to send only our local's automatic delegate. They also passed a budget with funding for only the automatic delegate. This was never changed. And for budgetary reasons, that is one of the things that my local wanted to do, is send only the automatic delegate to convention as we did last year. Thank you. (Applause)

**PRESIDENT BAHR:** Microphone No. 3, Delegate Arambula.

**DELEGATE NANCI ARAMBULA (Local 9505):** I believe in fairness. Brothers and Sisters, I stood before you last year and explained those very same words. I believed then, as I believe now, and your actions concurred that you too believed in fairness.

Now I have come to ask you to be fair again. In the situation before you, we have an injustice being done, a wrong needing to be righted. Local 9503

membership, in November of 1991, passed a motion to elect three additional delegates to represent them here today. In accordance with their bylaws, an election was held and those delegates were chosen by the membership of Local 9503.

However, in the months to follow, March of '92 to be exact, a subsequent motion was placed on the floor of their membership meeting to invalidate their original wishes and their choices, by not sending those three delegates after all.

"Why?" you ask. I am not certain. But my guess would be that the favorites to win were aced out by the rank and file. (Applause) But that was the democratic decision of the membership. That subsequent motion, by all rights, should have been ruled out of order. It was and is a dilatory motion.

However, the Chair of that meeting did not respond that way. With the backing of the house, that subsequent motion passed. Of course, there came an appeal. Since I have become familiar with appeals, I can say it was done properly.

The local Executive Board voted unanimously last Wednesday that the original motion stands and that subsequent motion is overturned, thereby sending the additional three delegates.

It is the decision of Local 9503 to seat those delegates here today. It is your job to support their wishes and let's let democracy really work. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone No. 1, Delegate Hill.

**DELEGATE MARCIA HILL (Local 9000):** I call for the question. (Applause)

... The motion was duly seconded...

**PRESIDENT BAHR:** The motion has been made to close debate. It has been seconded. It requires a two-thirds vote.

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

The motion before us is to seat all four delegates of Local 9503, or the three additional. All those in favor indicate by raising your hand. Down hands. Opposed by a like sign. The motion is carried. (Applause and cheers)

The Chair recognizes the Chairman of the Credentials Committee.

**CHAIR ASH:** Category 4A: Proxy credentials properly executed but late: Locals 14009 and 14115.

The Committee moves that these proxies be allowed.

... The motion was duly seconded...

**PRESIDENT BAHR:** You have heard the motion. There is a second.

No delegate cares to speak. All those in favor indicate by raising your hand. Down hands. Opposed by a like sign. The motion is carried.

**CHAIR ASH:** Category 5, unusual circumstances:

Local 9509, and I am going to read a statement.

A report to the Convention on Category 5: A request by member Samuel Gillis of Local 9509 to be seated as a delegate at this 54th Annual Convention.

There have been no credentials submitted to this Committee for member Gillis at this time.

The Committee has decided that there is no reason to consider this a

Credentials Committee problem and recommends that this request be referred to the Internal Appeals process presently in place in the Communications Workers of America's Constitution.

I so move, Mr. President.

**PRESIDENT BAHR:** You have heard the motion to refer. is there a second?

... The motion was duly seconded...

**PRESIDENT BAHR:** Anybody wishing to speak?

Nobody at any mike, all those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

**CHAIR ASH:** The Credentials Committee will be in session each day one-half hour prior to the opening of the Convention for the convenience of the delegates and alternates, in the Convention Center lobby, for registering late arrivals, replacing badges and handling other problems. Guests will continue to be registered immediately prior to and during each session for the remainder of the week.

Those delegates other than Category 1, who have now been seated by the action of this Convention, may present themselves to the Committee and obtain their proper badges. Other delegates who may have arrived late will also be served by the committee shortly at the registration counters in the lobby.

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

**PRESIDENT BAHR:** Please join me in thanking the Committee for a real excellent and tough job. (Applause) Would the Resolutions and Rules Committee come to the platform, please.

While the Committee is coming to the platform, I want to announce that Resolutions 54A-92-2, 54A-92-3, 54A-92-4, 54A-92-5, and 54A-92-6 are prepared and will be reported by the Resolutions and Rules Committee today, if time permits. Our normal procedure calls for us to report our Resolutions in numerical order. However, in order to accommodate our Schedule of Events, it may be necessary to rearrange the order in which the Resolutions are reported out and I will call it to your attention.

I would, at this time, like to introduce the Resolutions and Rules Committee

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

Bernice Zickwolf, President, Local 1039;  
Robert Parks, Executive Vice President, Local 2202;  
Larry Dearing, President, Local 3514;  
Ricardo Galvan, President, Local 6229;  
Joanne Nolan-Tackett, Vice President, Local 9413;  
Lois Grimes, President, Local 13550, Chair.

**CHAIR LOIS GRIMES (Local 13550, Chair of the Resolutions and Rules Committee):** Thank you, Mr. President.

Before I read the Hours of Convention, the delegates will note that the District Meetings for conducting nominations for District Vice President will be held fifteen minutes after the recess. Will you please make that change in your Hours of Convention.

## HOURS OF THE CONVENTION

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

**BE IT RESOLVED:** That the regular session of the 54th Annual Convention shall be as follows:

On Monday, April 6, 1992, the Convention shall be called to order at 9:00 A.M. The Convention will be in recess from Noon to 1:30 P.M. and from 3:15 P.M. to 3:45 P.M. and after the conclusion of the nomination for President, Executive Vice President, Secretary-Treasurer, Communications and Technologies Vice President, Telecommunications Vice President, Public Workers Vice President, and CWA Sector Vice President, the Convention will be recessed. Fifteen minutes following the recess, Districts will convene for the purpose of conducting nominations for District Vice Presidents.

On Tuesday, April 7, 1992, from 8:30 A.M. until 11:00 A.M., the voting polls will be open for contested elections. Conduct of any runoff election will be announced from the podium.

The Convention shall convene at 12:30 P.M. and shall recess from 3:15 P.M. to 3:45 P.M. and shall be recessed subject to the call of the Chair, but no later than 5:30 P.M.

On Wednesday, April 8, 1992 the Convention shall convene at 9:00 A.M. and shall recess from Noon to 1:30 P.M. and from 3:15 P.M. to 3:45 P.M. and will continue until all business has been concluded.

Mr. President, the Resolutions and Rules Committee moves adoption of the resolution.

**PRESIDENT BAHR:** You have heard the resolution. is there a second?

. . . The motion was duly seconded...

**PRESIDENT BAHR:** Seconded from the floor.

Is there any discussion?

Seeing no one at the microphone, all those in favor of the resolution indicate by raising your hand. Down hands. Opposed by a like sign. The resolution is adopted.

It is now my pleasure to introduce for the purpose of a report and, as you know, for the last time he will be making the report, the Secretary-Treasurer of CWA, Jim Booe.

... The delegates arose and applauded...

**SECRETARY-TREASURER JAMES BOOK:** Thank you, Morty. Thank you.

My report to you this year will be in two distinct parts: the first regarding CWA's international activities and the second part on the operations of the Secretary-Treasurer's office since last year's Convention.

## CWA INTERNATIONAL ACTIVITIES

Recent world events, economic developments and the rapid changes and improvements in technology have produced major demands on all trade unions. CWA is no exception, and in our own way has responded to the challenges and opportunities presented by these global changes. Consistent with our mission of promoting international solidarity, CWA continues to extend

cooperation and support to free and democratic trade unions all over the world.

It is worth mentioning, however, that the various projects of CWA's International Affairs Department could not have been successfully implemented without the collaboration and support of CWA's affiliates and also the AFL-CIO institutes such as the Free Trade Union Institute, the American Institute of Free Labor Development, the Asian American Free Labor Institute, and the African American Labor Center, which have been most helpful and encouraging. CWA also acknowledges the assistance and support of the Postal, Telegraph and Telephone International which has continuously provided CWA with important information on Labor problems affecting its many affiliates around the world.

For instance, through PTTI, CWA has responded to blatant abuses and anti-trade union practices in several countries including Bulgaria, Burma, Canada, El Salvador, Korea, Fiji, Hong Kong, Thailand and Zimbabwe by sending lepers protest to the heads of governments and top officials of these countries.

As a member of the AFL-CIO China Committee (with President Bahr as Committee Chairman), CWA maintains an active involvement with representatives of the Chinese Trade Union Workers such as the Beijing Autonomous Workers Federation, and through the committee has provided assistance to the underground workers' movement in China.

A CWA delegation led by President Bahr went to Geneva, Switzerland to participate in PTTI's Second Inter-regional Meeting on Multi-Nationals in Telecommunications. The meeting was significant because it demonstrated the increasing determination of telecom workers to deal with problems raised by the growth of multi-nationals in the industry. For instance, all the newly represented unions came from countries whose national telephone operations were either partly or predominantly (as in the case of New Zealand) owned by foreign companies. Also noted was the welcome presence of the PTTI delegations from Bulgaria and Czechoslovakia.

CWA was also represented in the 17th PTTI Inter-American Advisory Committee Meeting which was held in Caracas, Venezuela. Participating in this occasion were President Bahr, myself, and International Affairs Director Louis Moore. Among other things, the meeting provided an opportunity to present the PTTI's program of activities for 1992 as well as to discuss the forthcoming XIII Inter-American Congress to be held in Chile, September 27 through October 2, 1992.

An unprecedented display of Union solidarity occurred during a conference that was convened in Toronto, Canada for the purpose of fostering greater coordination among international unions and designing a global strategy to assist Northern Telecom employees to gain Union representation and improve working conditions.

The conference was amended by delegates from the U.S.A., Canada, Japan, Malaysia, Turkey, Ireland and Great Britain. During the same conference in Canada, CWA and the Society of Telecom Executives (STE) of Great Britain entered into a mutual assistance alliance in recognition of the "Globalization of the Telecom Industry." The agreement, which was signed by CWA President Bahr and STE Deputy General Secretary Howard Marchant, ensures that the two unions provide support in the form of advice, representation at work, and fraternal ties to each other's members when operating in each other's jurisdiction.

I led a CWA delegation which included Executive Vice President Barbara Easterling and International Affairs Director Louis Moore to participate at the first PTTI meeting on East and Central Europe held in Prague, Czechoslovakia. The PTTI meeting was unique in that it was the first time that P&T Union representatives of five central and east European nations were brought together to discuss problems and needs as well as to promote activities and enhance understanding between unions in the region. From Prague, Ms. Easterling and Mr.

Moore proceeded to Poland to meet with the Polish union, Solidarnosc, and Northern Telecom representatives in Poland to discuss Northern Telecom's activities in Eastern Europe.

CWA also sent a delegation headed by President Bahr to Jerusalem to attend the formal dedication of the Glenn Watts Cultural Center, which opened almost two years ago. The Center, which is a tribute to CWA President Emeritus Glenn Watts, was built to provide educational, cultural and recreational facilities for members of the Arab Histadrut Workers in Jerusalem. The Arab Department of the Histadrut also has its office at the Center.

At the invitation of PTTI-U.S. affiliates, the American Postal Workers Union, the National Association of Letter Carriers, and CWA, the Executive COMMITTEE Meeting of the Postal, Telegraph and Telephone International was held in Washington last year (October 29-31). The meeting discussed, among other things, mutual concerns such as privatizations, and effects of the proliferation of multinational corporations, and the emerging new economies in Eastern Europe.

An important event was the signing of a formal telecommunications union alliance with the Telecommunications Unions of Canada, Mexico and the U.S. on February 15 of this year, "To strengthen the abilities of workers in Canada, the United States and Mexico to organize and bargain collectively." The pact reaffirms a similar solidarity agreement signed previously between CWA and Canada, and now has been expanded to include STRM (Mexico).

Operation South America: the Operation South America Program is an independent program which came about largely as a result of the South American travels of former President Joseph Beirne and Vice Presidents Ray Hackney and Louis B. Knecht. All three men believed that without education and training, the oppressed workers in South and Central America and the Caribbean area would never rise above their misery and improve their lives.

From voluntary contributions from locals in the various districts, CWA transmits the funds received directly to the workers and their unions, thereby adhering to the unique and original worker-to-workers, union-to-unions concept of the program. Since 1960 when it was officially established by CWA, the Operation South America Program has continually undergone revisions as proposals for new programs are evaluated by the districts. To date, the program has provided financial, technical and material support to free trade unions in South and Central American and the Caribbean including the setting up of offices, membership drives, organizing campaigns, etc.

And, finally, as CWA enters another year, we look forward to an exciting year of possibilities and opportunities as we continue our mission to help promote international labor solidarity and universal adherence to worker and union rights.

Regarding the Operations of the Secretary-Treasurer's Office since the last convention, as most of you are aware, immediately upon returning to CWA Headquarters from the Annual Convention in June 1991, we finished our preparations for the move to 501 Third Street.

When you have been in one location for over 30 years, you accumulate records and files and memorabilia that all of us tend to believe we can't live without. The move gave us a chance to evaluate our valuable collections and the result was a lot of filled dumpsters.

After doing this purging, we now have much neater and well-organized work areas. By incorporating the skins of an office planner, we now provide our employees with more functional work areas that are ergonomically correct. Most importantly, our careful planning for the move allowed us to barely miss a beat in

processing checks and dues reports. Currently we are maintaining an average turn-around time of under 10 working days for those bargaining units of over 200 members. This has nearly eliminated the need to issue dues advance checks thereby saving time and money. For those small bargaining : fits whose dues are processed on the mainframe computer, the average turn-around time is 15 days. This is a vast improvement over the past few years.

I am happy to report 37 locals participate in the local dues collection system. This process covers 25 bargaining units with a total of 5,397 members. For those locals using MUMS software, there is an automated version of this system.

In our workshops last year, one of the things mentioned that could improve our service to the locals was direct deposit of dues checks. A letter was sent to all locals in January 1992 advising that this service would be available this spring. At this time, we have received responses from 104 locals. We are now testing the system and expect it to be fully functional by April 22.

As you know, tape-to-tape is the most efficient method to process dues. We have added two United Tel units to this group, and as a result of Gen. Tel buying out Contel, the Contel units will now be reported on tape. As expected, this change has caused some problems, but we feel that we now have the right company contacts and we are both on track. With these additions, we now have well over 135 percent of our membership records being reports on the tape-to-tape system. However, I must caution you that we expect the AT&T Orlando payroll office to change over to a new payroll system later this year.

From past experience, we know such changes can impact on the accuracy of our records and members' payroll checks. So, we are working closely with AT&T regarding our problems associated with work location reporting. We have asked AT&T to furnish us information where our members actually work, instead of their supervisors' location. When we resolve this problem, we will be able to furnish reports that show our AT&T members in their proper locals.

I must take this opportunity to personally thank the district dues coordinators. I know that this assignment was added to an already busy schedule, but their work has been invaluable to us in helping to resolve many of our long standing problems and I want them to know we deeply appreciate all their assistance. In conjunction with our move to the new building, we also undertook a reorganization of the Reproduction Department, now known as "Facilities Services." We introduced new supervision, instituted new stock ordering procedures and computer-based tracking in an effort to reduce our printing costs. We even put our printing equipment back into service.

Many jobs that were previously being sent out are now done in-house, and we also installed a new telephone system that fully meets our current and future needs in the way of voice and data communications.

We are continuing to look for ways to improve our mailing lists and provide automation support to the locals.

Our mainframe system support staff have been very active in many areas. Company -accounting center mergers at Ameritech, U S West, Southwestern Bell and South Central Bell have kept us more than busy, and they have caused modifications to be made to our system, and some recent court action has precipitated changes in our agency-fee objector processing program. In response to user requests for more capabilities, the MUMS software has been undergoing major revisions and Union Friendly Systems began Beta testing of Release 7 in February. It will be available to all locals beginning in April of this month.

Some of the highlights of Release 7 include automated local collections, and



automated strike check processing.

One of our major undertakings and accomplishments this year has been the local automation workshops. As of this date, including the workshop that was held last week in West Palm Beach, over 250 people have attended the workshops in 12 different cities, and we have eight workshops remaining, and the feedback from the workshops has been that it's been a very positive experience for both the instructors and the local attendees.

There is a great deal of interest in continuing the workshops, forming a users group and networks, and starting a newsletter to exchange ideas and information. We continue to receive requests from locals for more workshops, and I recommend to my successor that this service be continued and even expanded.

Now we have installed additional personal computers in district offices and in headquarters to help our employees work more efficiently. In response to concerns regarding the first American Bank's association with BCCI Corporation, President Bahr and I as trustees removed the bank as a major part to our CWA pension plan.

During 1992, CWA will be bargaining, in addition with all of our members' employers, will be bargaining with the five unions that represent all of our employees. And, as any other employer, we are concerned with the costs of benefits of our active and retired employees, and we will be working with the representatives of these five unions to try to find solutions to these concerns.

In the absence of any major strikes this year, we expect the Defense Fund will be back in the black this fall. The oversight committee will give you further information on the Defense Fund and the Member Relief Fund later this week when they report to you.

In conclusion, I'd like to take a few moments to reflect on the last seven years that I've been your Secretary-Treasurer. If I said that every day of those seven years was a rich, rewarding, delightful experience, I wouldn't be telling you the truth. There were a few days during a couple of conventions that I would just as soon forget. There were a few phone calls from some of my colleagues on the board and some staff and some local leaders that don't rank as high points in my tenure working for the Union.

However, through it all I believe that we have never lost sight of my primary goal, which was trying to make the Secretary-Treasurer's shop more responsive to your needs and deliver the best possible product.

As I prepare to leave this office I can tell you that while we still aren't perfect, we have come a long ways from where we were in 1985. This just didn't happen; there are a lot of people who sacrificed and worked hard as hell to get us to this point, and I'd like to publicly thank them.

To the Executive Secretaries to the Secretary-Treasurer, my executive secretaries, who put up with me during this period of time, and you can tell from the list that the turnover rate is pretty high: Brenda Stuart, Anne Brack, Vera Lloyd and Betty Graham. (Applause)

To the administrative secretaries who work in the Secretary-Treasurer's office: Paulette Davis, Kathy Smith, Jackie Mason, Georgia Wright, Ruth Silver and Iris Jackson.

To all of the workers and the supervisors in the department, they have my thanks, gratitude and admiration for the work that they perform for all of us on a daily basis.

And some past and present coordinators: Jim Cavallaro, who is now retired;

Ann Sutphin, who is now retired; Gloria Johnson, who is still with us; Steve Hill; Beth Collins; Vera McGee; and Sheila Peaper.

And, then, my assistants: Eileen Brackens; Bill Hanwell, who is not with us this week due to an illness—he is recovering nicely and will be back on the job, probably next week; Gloria Shepperson, who is now retired.

And then the three executive assistants I had during this time: Billy Webb and Jim Gee, both retired; and Paul Anderson, the current executive assistant.

Now, as I conclude my last report to you as your Secretary-Treasurer, I want to repeat what I said when I announced my retirement earlier this year: CWA has been very good to me and my family and I am very proud to have been allowed to serve you in so many facets of the Union's work during the last 45 years. You might not have known it, but I loved it the whole time. I came to CWA as a young man with some basic Navy electronic training and then got some Telcotraining and took a couple of years of general college work, and then began working in the CWA system. And my basic education came from you, from my local, who invested money, and from you, who invested time and money. I am a product of CWA's training, and a product of our democracy, and I am damned proud to be CWA all the way.

... The Delegates arose and applauded...

And, as I said, CWA has been very good to me and my family, and I hope that most of you will think that I have been good for you, too.

God bless you all.

...The Delegates arose and applauded and Secretary-Booe was bid farewell by a host of people on the platform . . .

**PRESIDENT BAHR:** Let me just remind all of you that we are going to do this again on Wednesday. This is just practice. We are going to call out Resolution No. 1 on Wednesday, at which time those who would like to express their feelings about Jim's contribution to our members over so many years will have an opportunity to do so. And we will all have a chance to watch him stand up here and cry some more. (Laughter)

Let me introduce now for a report, Executive Vice President Nichols. Nick?

**EXECUTIVE VICE PRESIDENT M.E. NICHOLS:** Let me thank you, Mr. President, for allowing me to follow that act. That is a tough one to follow.

As Executive Vice President, along with a large number of administrative duties, I have specific responsibilities in several areas which I will try to address in this report.

My office is responsible for administering the Beirne and Hackney Scholarship Funds. You have been furnished a report of the Board of Directors to the Joseph Anthony Beirne Foundation. I would encourage you to look it over carefully. It has lots of good information in it.

The Hackney Scholarship Fund is now in its 27th year. During that time a total of 204 scholarships have been awarded, 100 from the United States, and 104 from PTTI affiliates. A total of 137 students have completed the four year program, 67 from the United States and 70 from PTTI affiliates.

In the five years that I have administered these funds, applications have more than doubled, an indication that our members are basically holding their own with the cost of living, but are unable to cope with the rising cost of education at the college level.

The same can be said worldwide, because of the PTTI applications for scholarships.

As many of you know, Mary Mays-Carroll has had back surgery and is unable to be with us at this Convention. She has been off work for over five months and has been missed. We hope she will be back with us shortly. She is showing some improvement, but it is very, very slow.

The National Committee on Equity met at headquarters on August 12 to 13, 1991, to begin working in preparation for its first report to the Convention. They finalized that report last week. I want to take this opportunity to thank the committee. I had an opportunity to participate in some of their deliberations, and let me assure you, they worked very hard on that report. As a matter of fact, the members of the committee changed after the August meeting because their terms had expired, and the Chair of the August meeting resigned from the committee because of other pressing union obligations.

I do personally want to thank Joanne Bell of Local 2336 who was unanimously elected Chair at the August meeting, Tyrone McAdoo of Local 4004, Lynnette Jenkins of Local 6316, and Arlene Simmons of Local 13500 for their help while serving on the committee.

I would also like to take this opportunity to thank Executive Vice President Easterling and her staff, as well as all of you who worked so hard to get the 1991 Civil Rights Act passed.

As you know, President Bush finally signed that legislation on November 21 of last year.

The law overturns recent Supreme Court decisions which made it difficult for victims of discrimination to get into court and to prove that discrimination.

And how about South Africa voting to abolish Apartheid, with only whites voting a two-to-one majority to abolish. What a great day for the world and the people of South Africa.

And let me remind you the Republican administrations were opposed to sanctions, and sanctions is what brought about those results. (Applause)

The AFL-CIO has formed the Asian American Labor Alliance to better serve our Asian Pacific members, a fast-growing segment of the Trade Union Movement. Their first convention is April 30 to May 2 in Washington, D.C.

CWA financially supports many minority organizations, and we are represented either on the board of directors or on committees of most of those organizations. I would urge our locals to support the local chapters of the various organizations because, needless to say, discrimination is alive and well in the United States.

In the field of occupational safety and health, for more than a decade we have been in the forefront, identifying the causes of and methods for preventing VDT repetitive motion illnesses. Unfortunately, we have become experts as a result of a catastrophic proportion of our members suffering from VDT repetitive motion illnesses. We have become very familiar with medical terms like carpal tunnel syndrome, ulnar deviation and tendonitis.

During the last year our occupational safety and health office has continued to work with many of you, the district officers and the staff to reduce VDT repetitive motion illnesses.

In addition, the office conducted the 1992 repetitive motion illness survey. The primary purpose of that investigation was to determine the degree and severity of VDT musculoskeletal health symptoms among our members.

To date, that survey has been targeted towards telecommunications members. However, in the very near future, further investigation will be conducted with public workers and printing sector bargaining units.

Some 8,000 members from 83 locals returned the repetitive motion questionnaire. Data from four jobs was analyzed: directory assistance operators, service representatives, clerical VDT operators and technicians.

The information demonstrated catastrophic findings of repetitive motion disorders. For example, of 2,876 responding directory assistance operators, 40 percent indicated they had developed repetitive motion illness disorders, carpal tunnel, tendonitis, whatever. Of nearly 4,000 service representatives, 45 percent reported the same disorders.

Another important achievement, our occupational safety and health office initiated a major scientific study on repetitive motion illnesses. An agreement was negotiated between District 7 Vice President Maulis and U S West that led to a comprehensive study conducted by the National Institute for Occupational Safety and Health, NIOSH. That study was initiated in 1989, and it is due to be completed next month.

This study identified both physical and work organization or job-design causes of repetitive motion illnesses.

The 1992 survey report, the CWA VDT Repetitive Motion Survey Analysis and that NIOSH study will be translated into the Union's occupational safety and health collective bargaining, education and legislative activities.

Working with District 2 Vice President Catucci and CWA Local 2201, Richmond, Virginia, our office provided assistance in having the Virginia State occupational safety and health plan cite C&P Telephone, and subsequently negotiate a settlement agreement on VDT working conditions.

If that sounds kind of mundane, let me assure you that Virginia is not the most liberal state in the Union. (Applause)

The creation of a joint CWA-C&P Telephone ergonomics committee was established to implement physical job-design changes, training and surveillance functions. That achievement should go a long way towards eliminating repetitive motion illnesses among our CWA members.

As you know, asbestos is a severe health problem. Exposure to airborne asbestos can result in several diseases including cancers of the lung, stomach, colon, along with asbestosis and other related diseases.

CWA members employed as installers, cable splicers, outside plant technicians, and auto mechanics may suffer exposure to asbestos. As a result of members' past and present exposures and the potential consequences of this, during the spring of 1990, the occupational safety and health program and a district office conducted an asbestos screening program. It was formulated and conducted with the Occupational Health Foundation and Dr. Laura Welch and George Washington University. The program included CWA local union members employed as installation and repair and outside plant technicians.

Only members with 20 or more years of service were asked to participate. Thirty-five people participated out of 50 scheduled exams. Of those 35 people that were examined, six, or 17 percent, were identified from results of x-ray exams as having asbestos-related lung abnormalities.

Four of the six workers had no asbestos exposure outside of employment with a represented telecommunications company. The others may have been involved in the construction industry.

Three additional workers had a decreased volume of air in their lungs. One worker had blood in his stool exam and has been referred for further medical testing.

Those findings should alarm you greatly. They do me. However, until additional craft workers are examined, we cannot conclude that there is a 17 percent rate of disease among all asbestos-exposed workers. For these results to be statistically significant we need to examine 100 workers, and are presently negotiating with the employer to expand the size of the investigation.

But regardless of the results with the inclusion of additional workers, we have identified a high rate of disease among our represented workers.

During the last year we continued to expand the role which education and training plays in supporting and advancing the goals of our Union.

In preparation for bargaining, in addition to Mobilization, the education department has worked with other departments and Executive Board Members to provide training for the bargaining chairs and bargaining committees.

Our education program in the districts remain strong. In 1991, 651 local union activists attended district week-long leadership schools. Every year district education coordinators design and coordinate these high quality training programs, and I would like to take just a moment to recognize those folks:

Elisa Riordan, District 1;  
Barbara Lephardt, District 2;  
Gene Head, District 3;  
Jeff Rechenbach, District 4;  
Victor Crawley, District 6;  
William Frazee, District 7;  
Vira Milirides, District 9, and  
Mary O'Hara, District 13.

In the past year, we made available a new pocketsize stewards' handbook. The handbook does not take the place of formal stewards' training, but it is a handy reference book for new stewards. We received 10,000 orders in just four months from locals for that book. So I suppose you must like it.

In this past year we have also begun devoting more attention to the continued development of our staff. In June of 1991 the Executive Board adopted a staff development program that provides ongoing and advanced training and education for the staff.

Our education programs are well respected in the Labor community. Hardly a week passes that we don't receive a call or a letter from another union or a university labor instructor requesting CWA training materials or information on one of our training programs. We are recognized leaders in union education and training, and we can all be proud of that.

Our Union provides that in the past year we have added one new Union Privilege membership benefit program, and we have seen improvement in several of our existing programs.

The six current CWA Union Privilege programs help to build better lives for our members when they are at home. That makes the Union even more important in their lives, to the extent that the benefits of membership are increased; our ability to organize new workers and to serve our current members better.

The Union Member Mortgage Program was introduced to our members in June 1991. It has proved extremely popular. In fact, the popularity exceeds the monies available. In just the first eight months of operation, 123 CWA members registered

from June 1 to February for mortgages worth \$10,192,500, and some 2,100 members had called the program during that period.

Union Member Mortgage helps members and their families with buying a home, of course, one of the largest and most important purchases of anyone's life. It makes mortgage processes easier and more affordable. Members can talk to an expert mortgage counselor whose sole job is to help union members understand the home-buying process and select a mortgage that best meets the member's needs.

The program offers competitive rates, down payments as low as five percent and "no-points loans." Each mortgage also carries with it strike protection, which will cover part or all of monthly mortgage payments during prolonged strikes. And that is a unique feature not available anywhere in the U.S. It also has a welfare fund that helps with mortgage payments during periods of unemployment or disability.

Union Member Mortgage also offers several features to help members struggling to attain a first home. These features reduce the up-front costs of purchasing a home. That, of course, is a principal barrier for most people that are locked out of the housing market, and also liberalizes the qualification rules for first-time home buyers. The First Time home buyers' program is made possible by the participation of the union-owned Amalgamated Bank of New York.

Still the most popular privilege, the Union MasterCard, is carried by 153,497 CWA members and their families. This no annual fee, low-rate credit card saves CWA members who use it an average of \$185 a year versus other credit cards. The annual percentage rate for this card was 11.5 percent on January 3, 1992, a full 6.5 percent lower than the average rate charged by the nation's top 10 credit card issuers.

Because of the success of this program, Union Privilege has been able to add several new features that broaden the availability of the card to members and involve union-owned banks.

To assist more members in obtaining a CWA Union Mastercard a new "Credit Builder" card has been introduced on a test basis. Members who apply for the regular Union Mastercard and do not qualify are being considered for the Credit Builder card. The Secured Card, issued by the union-owned Amalgamated Bank of New York, helps members who cannot qualify for the regular card or the credit builder due to credit problems.

The Union Privilege Life Insurance program offers members who need supplemental term life protection the opportunity to purchase group insurance at rates up to 25 percent below the average. Our members have already obtained over \$90,000,000 in that insurance. Our members have some life insurance, but it often is not enough to fully protect their families. That is why this program was offered and it includes coverage up to \$100,000. It also has a unique feature that allows members who have been diagnosed as having less than a year to live, to obtain their insurance money while they are still alive.

Our Union Privilege Legal Service continues to expand. With a panel of over 850 participating law offices in all fifty states, the Union Privilege Legal Service remains one of the nation's largest sources of free and discounted legal services. This program reduces the cost of legal services through free initial consultations, free follow-up letters, and phone calls, and reduced rates for additional services.

This program is offered at no cost to our members, while similar programs cost \$100 or more a year, and 74 percent of the estimated 3,000 CWA members who used this service in 1991 have done so for free.

A directory of participating attorneys is available, and I urge all locals to have this list on hand for their members.

Health Needs Service has had limited participation. Nearly 1,000 CWA members registered to use the CWA Union Privilege Health Needs Service in 1991. This is a mail service discount pharmacy, which reduces the high costs of prescription drugs for union members or the families or relatives of members whose health insurance does not cover prescription drugs. For those without such insurance coverage, the program has been quite valuable.

The CWA Union Privilege programs encourage our members to make use of our Union and help to make the Union their most valuable resource. I believe that the more often our members turn to our Union for services and benefits, the stronger our Union will become.

I would like to conclude by thanking those locals that have made or have begun to make their \$1 per capita voluntary quota to the U. S. Holocaust Museum. While we are by no means 100 percent, a sizable number of the locals are participating. I thank you for that, and I urge the other locals to please come on board.

Mr. President, that completes my report. (Applause)

**PRESIDENT BAHR:** Thank you, Nick, for a most comprehensive report. This is the time we are going to take the official Convention photograph. I would like everyone who is out on the sides to take their seats, and, while you are taking your seats, I am going to ask the Secretary-Treasurer if he has a couple of announcements. Please take your seats for the photograph.

**SECRETARY-TREASURER BOOK:** At 5:30 today, in Hall C, which is on the other side from the bleachers, directly in back of the bleachers, we will hold a Jobs with Justice rally in conjunction with the International Brotherhood of Teamsters and their new President, Ron Carey. Everyone is urged to attend to demonstrate our unity and collective bargaining in the fight for Jobs with Justice.

Alternates and guests are also urged to attend a warm-up rally at the headquarters of Ryder Trucks. Buses will depart from the Convention Center at 3:00 p.m. This is for alternates and guests. And they will return at 5:30, in time for our rally.

Those who are interested in going should meet in the Guest Section in the back at 3:00 p.m..

The second announcement has to do with the CWA convention poll questionnaire. It is on each of the tables. It is very important that you complete the questionnaire. After you complete it, please pass the completed questionnaire down the tables to the back of the hall. The Sergeants-at-Arms are instructed to pick up the questionnaires and take them to the Information booth.

Regarding photographs, if you wish to have a photo taken of your whole delegation, please note that the Convention photographers have set up an area for this toward the back of the hall, off to my left, back in that corner. See where the lights and everything are?

There is no obligation. The photos will be taken of your delegation free of charge, and then you can decide, after you see the picture, whether you want to purchase it.

Last night at the reception, a gold loop or hoop pierced earring was found and turned in to the Secretary-Treasurer. We have it. If there is someone who lost the gold loop, pierced earring, they can claim it in the Imperial Room I room at the Fontainebleau Hotel.

We also have a pink framed set of sunglasses that were found at the Communications and Technologies Meeting yesterday. That also can be reclaimed in the Imperial I room of the Fontainebleau Hotel.

Mr. Chairman.

**PRESIDENT BAHR:** Thank you, Jim.

Would you all face the photographer to my left and take instructions from him now.

... The Official Convention Photograph was taken...

**PRESIDENT BAHR:** We are in recess until 1:30.

... The Convention recessed at twelve-seven o'clock...

## **MONDAY AFTERNOON SESSION**

### **April 6, 1992**

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

**PRESIDENT BAHR:** The Convention will be in order.

The Chair recognizes the Secretary-Treasurer for greetings.

**SECRETARY-TREASURER BOOK:** First I have an announcement from Executive Vice President Easterling. If people do not come back here, she is not going to give her report.

No. No, come back in. (Laughter)

The Savings and Retirement Trust will have a representative from the Trust available during convention hours in Room D-3. That is near the membership office at the rear of the hall. So anybody who has questions about the CWA Savings and Retirement Trust can take care of those in Room D-3.

You will notice, there were two things handed out. One is a yellow sheet and one is a blue sheet. The blue sheet has a union bug down at the bottom, and so that is official. The yellow one does not, so it is not. (Throwing away yellow sheet)

I have been told that today is the birthday of Bob Ryan, from Gainesville, Florida, Local 3105. Where is Bob? Is he here? Happy birthday. (Applause)

That is it. I have a couple of letters to read.

The Bell Atlantic Bargaining Unit will have a meeting on Tuesday, April 7. That is tomorrow at 1:30 p.m. in Room D, like in dog, 229 and 30.

Oh, that is at 11:30 a.m. All right, I thought they were going to have an early night meeting. At 11:30 a.m. tomorrow in Room D, 229 and 30, District 1, 2 and 3, all Bell Atlantic Bargaining Unit delegates.

All right, on stationery of the American Federation of Labor and Congress of Industrial Organizations—

All right, I will go back. 1, 2 and 13. Districts 1, 2 and 13 Bell Atlantic Bargaining Unit delegates meet tomorrow at 11:30a.m.

All right. These are always directed to Morton Bahr, President of the Communications Workers of America.

Mr. Morton Bahr, President



Communications Workers of America  
501 Third Street, NW  
Washington, DC 20001-2797

Dear President Bahr:

On behalf of the AFL-CIO, I am delighted to extend warmest fraternal greetings to you, the officers, delegates and members of the Communications Workers of America on the occasion of your 54th Annual Convention.

The current economic recession, which was brought on by government policies that have debased wages and working conditions while shipping good jobs overseas, has given new urgency to labor's mission of protecting and advancing the interests of working American families. Your convention will be an important forum for the development of programs and policies aimed at getting the country headed in the right direction.

You also face the challenge of adapting your union's strategies to deal with changing technologies and conditions, while maintaining unswerving loyalty to the trade union movement's historic role as an instrument for justice, human dignity and a more abundant life for working people everywhere.

I have no doubt you are up to the task.

As CWA commences bargaining on behalf of some 400,000 telecommunications and public sector workers, the AFL-CIO and its affiliates stand in solidarity with you and salute your determination to achieve fair and equitable contracts for your members.

With every best wish for a successful convention.

Sincerely and fraternally,  
s/Lane Kirkland  
President, AFL-CIO  
(Applause)

And on the stationery from the United States Senate, directed to President Bahr and the Convention:

Communications Workers of America  
c/o Morton Bahr, President  
501 3rd Street NW  
Washington, DC 20001 Dear Friends:

It is both an honor and a pleasure to extend my greetings to you on the occasion of your 54th Annual Convention!

I am sure this will be an occasion to set a new agenda for the rest of the decade of the 90's, as well as an opportunity to renew and revitalize your commitment to your membership and America's proud workforce.

I share with you the urgent and critical goal of making America work again, and I am confident this year's Convention in Miami Beach will be very productive.

With my very best wishes,

Sincerely,  
s/Edwards M. Kennedy  
U.S. Senate

(Applause)

**PRESIDENT BAHR:** Thank you, Jim.

I was given a copy of the Fort Lauderdale daily newspaper of last Friday, the *Sun-Sentinel*. There is a front-page story, which is titled, "Switching Debacle—Only Part of Problem To AT&T Representation."

I would just like to read a couple of paragraphs, because it is things that we have been talking about and some of which I covered in my remarks this morning.

"Some industry analysts blame the outages," talking about the AT&T outage of a few months ago, "on AT&T's reductions in employees and operations.

"AT&T's image took another hit recently when the *Wall Street Journal* ran a front-page article, recounting how some employees have been shunted from job to job and state to state because of the cutbacks.

"The article quoted customers, who said their service deteriorated as less experienced employees replaced veterans.

"Allen disputed that AT&T has treated employees unfairly. AT&T's phone operators are also on the offensive. After the company said it would replace up to a third of its long distance operators with computers, operators have been asking customers to request a live operator instead of new equipment."

Finally, the story ends with this paragraph:

"Some analysts think that Allen has done all he can to boost AT&T's earnings by cutting costs. Now, they say, he must do more to increase sales of services and equipment."

That is precisely what we have been saying this morning. (Applause)

I would like to ask the indulgence of the delegates, in that this morning, while we had speakers, in fact during some of the debate, some delegates were congregating on this side of the barrier, engaging in conversation. And in this auditorium the conversations that are conducted out here reverberate throughout and disturb the ability of those who want to participate, to participate.

So, if you want to talk, please go out through the doors and conduct that discussion out there, so that the Convention debate can continue.

It is now indeed my pleasure to introduce for a report, Executive Vice President Barbara Easterling. Barbara?

**EXECUTIVE VICE PRESIDENT BARBARA J. EASTERLING:** Thank you, and good afternoon.

It has been less than nine months since our last Convention, and CWA's Government Relations, COPE and Political Departments have been very busy, working on behalf of our members in the halls of Congress, in front of the FCC and in the political arena. We have also, however, been busy in work that goes beyond politics and government relations. We have been working to build a strong retirees' organization that boasts now more than 18,000 members, a viable half-million dollars health and welfare trust that is serving 1100 members, and a powerful associate membership program that has grown to 3,000 members.

Our major work, however, continues to be in our legislative and political activity. I want to share with you what has occurred over the past year and take a look at the future direction of these programs.

But first, I want to introduce to you the Washington Staff who worked so hard with you and for you. Please hold your applause while I introduce them.

My Assistant, Steve Olney; my Administrative Assistant, John Morgan; the CWA-COPE/Political Director Loretta Bowen; and Hall Sisson, our lobbyist. Our other lobbyist, Lou Gerber, has remained in Washington to monitor the Striker Replacement Bill and our other legislation.

Please join me now in publicly thanking and acknowledging the job they do. (Applause)

As I say so often, we may be a small staff compared to the many business lobbyists on Capitol Hill, but as you know, we cover a lot of ground. Regardless of our titles, everyone is a CWA lobbyist, and that includes myself as well as President Bahr.

Those of you who know me also know that I am quick to emphasize that the successes we have enjoyed are only made possible by the grassroots support you, the retirees and your members, have provided to us. And so the staff and I want to applaud you for your efforts as well. (Applause)

Because of your participation and involvement in the legislative and political action programs, when CWA speaks out in Washington, people listen and respond. Today, a CWA member is no longer considered an employee of any company. Congress hears from the CWA telephone worker, the CWA nurse, a CWA public employee, or a CWA printer.

We have created a distinct and powerful identity for our members. As a result, CWA is considered one of the leading organizations in America that can achieve economic justice for our members, bring support to the rest of the Labor Movement, and get the job done for those in our society that have no one to represent them.

You will discover the impact of our reputation at the annual legislative conference which will be held at the end of this month. That conference is a very important time, when the links in the chain between our office, your locals and the Capitol are forged stronger and bonded more tightly.

It is an important time when each and every one of you will reinforce our message to Congress. Believe me, the members of Congress must hear from you on the critical measures that will soon come before them for a vote.

Since our last Convention, our top legislative priority remains S.55, the bill to ban the use of permanent replacements for strikers. I don't have to tell you why the passage of this bill is so important. You see the reason in the face of every union worker who is afraid to exercise his or her basic right to strike, because they know their employer can legally take their job away, and that's what the fight for S.55 is all about: ending the fear campaign that corporate America and the Bush Administration is waging against America's working families.

Shortly before our convention last year, the House of Representatives passed the House version by a vote of 247 to 182. And since that time, you need to know that President Bush has personally met with business representatives at the White House, encouraging them to aid him in defeating our bill. I hope our members remember that when they go to the ballot box in November.

But now that fight is in the Senate where a coalition of anti-union senators are preparing to conduct a filibuster against S.55. Under the Senate rules, 60 votes are needed to pass what is called a cloture vote to end a filibuster. We are prepared to do our part in Washington, but the battle that is going to be won is going to be won at home, not in Washington.

You must carry the message. You must lobby, write, telephone and urge your senators to vote for cloture and then to vote for S.55.

As you know, we are going to be negotiating some major contracts this year,

and our members are going to be facing many problems and hardships if they are forced on strike without worrying about some scab coming in to take their job.

So if we are going to prevent collective bargaining from turning into collective begging, then we must pass this legislation.

Let me turn now to another CWA bill. We are beginning to see some progress in our efforts to stop monitoring in the workplace. That's H.R.1218, the Privacy for Consumers and Workers Act. It was approved in the House Subcommittee on Labor-Management Relations by a 17 to 6 vote, and reported to the full Education and Labor Committee where we anticipate that hearings will soon be held.

We are picking up support now from the press and the public on this issue, so we must pick up co-sponsors.

Another important issue for all CWA members, as well as the many people that have no one to represent them, such as the elderly, the unemployed and the poor, is our health care reform.

We continue to support H.R.1300, which will provide universal health care for all Americans, and while the chief sponsor of that bill, Marty Russo, was defeated for reelection in the Illinois primary when he was forced to run against an incumbent House Democrat because of redistricting, other House Members have stepped forward to continue that fight.

In the Senate we are very fortunate that our good friend Democratic Sen. Paul Wellstone of Minnesota has introduced S.2320. That bill is identical to the House health bill.

We now have 68 sponsors in the House, and we have been promised by the House leadership, as the President reported this morning, that a vote on that bill will be held before the end of this session.

Just think, a year ago, health care reform was just a speech some member of Congress delivered on the floor. And now we are actually going to see a vote, a vote that we have forced in Congress.

And CWA can justifiably take pride in this action because of you. You have been visible, active, committed and unrelenting in your demands for national health care reform.

We are not going to get the bill through both the Senate and the House before this session ends, but we will be back, and we are going to let that message go out, and we are going to be back again and again for as long as it takes to get national health care, because we know that together, we can make the system work.  
(Applause)

We have also been working hard on two important family measures that you should be aware of. We are continuing to press for the emergency family leave bill which President Bush opposes and has vowed to veto.

The Senate passed the Family Leave and Medical Act by a 65 to 32 vote in October, and that is enough votes to override his veto.

Although a conference must be called to resolve differences between the two bills, the Democratic leadership is still trying to decide whether or not to send that measure to the President for his anticipated veto. We hope to have some word on the bill by the time of our legislative conference.

The second bill we are concerned about is the Violence Against Women Act. This is ground-breaking legislation that contains many provisions, including the creation of a national commission on violent crime against women, and funding for domestic violence shelters and rape crisis centers.

The Senate version, S.15 has 46 co-sponsors and has been approved by the Senate Judiciary Committee. The bill in the House is H.R.1502 and has 150 co-sponsors. Hearings by the House Judiciary Committee are expected later this year.

On the telecommunications front, we are seeing a full-scale war developing between the Bell Operating Companies and the newspaper publishers, ever since District Judge Harold Greene ruled late last year that the RBOCs could offer information services.

The newspaper publishers have had legislation introduced to ban the Bell Companies from entering the information services business. We have chosen to support and to work for the Bell Companies bill that would allow them to have information services. I feel confident that because of our mutual efforts, two of the key bills we oppose, H.R. 3515 and S.2112, will be defeated. (Applause)

We also believe, however, that some accommodation can be reached between the newspaper publishers and the RBOCs. As President Bahr has reminded both sides, we represent the workers in each industry. However, the newspaper publishers, as the President reported this morning, may have just shot themselves in the head in light of the union-busting tactics that they have recently introduced. It is in the form of a 36-page booklet on how newspapers can create and maintain union-free environments in their workplaces.

It has been published by the American Newspaper Publishers Association, and the booklet, which is entitled "Creating A Win-Win Environment," was several years in the making. It features case histories of newspapers, who used their personnel policies to win decertification elections.

Other chapters addressed why employees might be attracted to unions, what management needs to know about the decertification process, and what legal issues can be involved in union-free management. We have sent this information to our friends on the Hill, and already we are beginning to hear of their shock and amazement at such a piece of flagrant anti-union propaganda being circulated by those who claim such constitutional rights and freedom for all. We are going to be watching this issue very closely, and you will be kept advised.

H.R.1527 passed in June and CWA can and, once again, does take credit for the bill progress. As I have explained in the past, CWA chose to support the RBOCs on this bill after they agreed to domestic content provisions that could create new manufacturing jobs here in America.

We made this decision after AT&T Chairman Robert Allen refused to offer any job guarantees for our members in manufacturing. So we view our support for H.R.1527 as an important job creation policy.

On still another front, we have joined with the AFL-CIO in the fight against the so-called North American Free Trade Agreement, and it has been a tough fight. But as a result of your support and demonstrations, we do not expect to see any action on the Free Trade Agreement this year. (Applause)

But we must remain very vigilant, because not only are our manufacturing jobs threatened, but all forms of service jobs that can be done through telecommunications, such as billing, long distance, collection and operator services, can easily be transferred south of the border.

We are also embarking on a new effort this year in support of the recently formed Campaign For New Priorities. This is a national coalition group dedicated to reversing 10 years of federal budget cuts in programs that benefit working people.

The CWA Executive Board has endorsed the Campaign For New Priorities, and while our public workers are already involved in this campaign, we are urging all of

our local unions to participate. Material is going to be distributed to you this week, and you will be receiving more information about the campaign's mobilization and education activities at the legislative conference and in the weeks ahead.

Finally, I want to remind you, as I am sure many speakers will this week, 1992 is easily the most critical election year in recent memory for CWA and the rest of the Labor Movement. In 1991, we set the stage for the work we must do this year. Since our last convention, CWA members in Louisiana helped beat back the gubernatorial bid of former Ku Klux Klan leader and Nazi sympathizer David Duke. (Applause)

As we elected Democrat Edwin Edwards governor, and I congratulate all of you from Louisiana, that victory was dimmed by the defeat of one of our best friends, Gov. Ray Mabus in Mississippi. Those CWA members, including our newer members in the Mississippi Alliance of State Employees, worked very tirelessly in that election. And while such a loss is difficult to live with, District 3 members are pretty tough. And I can assure you that they will be back to fight another day in Mississippi.

This year we are setting our sights on the White House. We have a chance and we will have a candidate to defeat President Bush. 1992 is our opportunity to reverse 12 years of the Reagan-Bush legacy, a legacy that has seen our standard of living fall off the cliffs, our jobs shipped out of this country, and our future hopes dimmed beyond recognition. We also face the challenge of the first set of Congressional elections since the 1990 federal census.

Redistricting, combined with voter discontent, indicate that this will be a tough year for incumbents. There are 35 U.S. Senate seats up this year. Twenty are held by Democrats and 15 by Republicans. We rate eight of those seats a toss up.

In the House, 19 seats will be shifted to Sun Belt states, and predictions are strong that more than 100 new members could be elected to the House. Twelve states will also elect new governors.

We must make sure that we are actively campaigning to elect friends to those offices since so many actions and decisions are taken at the state level which affects our members' jobs.

Well, we have our work cut out for us this year. 1992 looms as a most important year for workers at the ballot box. Union members must unite this year more than at any other time because this may be our last chance for a positive change. Our very survival could be at stake.

In closing, what will be my last report before a CWA convention as your Executive Vice President, I want to share with you a very personal observation. I was first elected to this position in 1985, and during the past seven years I have never felt as though I held this position alone. It has been the Washington staff, the field staff, the local officers, the retirees, the local officers, and the membership; working together we have built a powerful CWA legislative and political action program. Together we have worked to create a stronger and a better union for our members.

From my first days in this Union as a shop steward and throughout my service in the leadership ranks of our Union, I have always believed that any successes that I have achieved have been because of the support of our staff and local union leaders such as yourselves. And now it appears I will be unopposed for the office of Secretary-Treasurer, and again I look forward to working with you in that new capacity. (Applause)

I am very proud and pleased that President Bahr has asked me to continue the responsibilities for CWA's legislative and political programs in the Secretary-

Treasurer's office. (Applause) But you should know that these responsibilities will be mutually shared with him and our staffs as they have always been. We have always worked together when we are working for you in the political and legislative arenas.

I thank you for your past support and I remain committed to the task of fighting for economic justice for our members, of fighting for their dignity on the job and in their communities, of fighting to keep our union strong. And finally, fighting for those who have no one else to fight for them. Thank you. (Applause)

**PRESIDENT BAHR:** Thank you very much, Barbara.

The Chair recognizes on Microphone No. 5, Delegate Buttiglieri, who wants to pose a question to Executive Vice President Easterling.

**DELEGATE JANN L. BUTTIGLIERI (Local 2101):** My question is directed to Executive Vice President Barbara Easterling.

Since the last Convention, did CWA contribute any money to support any Congress person who did not vote in favor of H.R.5, the striker replacement legislation?

**EXECUTIVE VICE PRESIDENT EASTERLING:** No, we did not.

**DELEGATE BUTTIGLIERI:** My second question: I would like to ask all the Delegates here to join me in applauding our Union for taking that position. And thank you. (Applause)

**PRESIDENT BAHR:** It was somewhat ironic, as we looked at those members of the House who did not vote for H.R.5, we didn't really find any among them whom we would have supported anyway.

The Chair recognizes the Chair of the Rules and Resolutions Committee.

**CHAIR LOIS J. GRIMES (Local 13550, Chair, Resolutions Committee):** If the delegates will turn to Page 2 of the Resolutions Committee report, I will read Resolution No. 54A-92-2, Executive Vice President Restructure.

## **RESOLUTION 54A-92-2 EXECUTIVE VICE PRESIDENT RESTRUCTURE**

One of the greatest strengths of our Union is our ability to change and adapt to the challenges and opportunities that confront us. The decade of the '80s has tested us as no other time in our history has. This decade, which ends with the year 2000, has barely begun and already we see dramatic and unimagined changes in the world, in our nation and in the industries which employ our members.

As the world gets smaller, and global competition increases, the need for a strong, resolute and growing Labor Movement becomes imperative if workers and their families are to thrive, not just barely survive. CWA, as a strong, progressive union, must seize the opportunities that present themselves, and when necessary, make our own opportunities. We must continually look at ourselves, experiment, and change, knowing that there may not be permanent solutions or fixed structures. If CWA is to grow and our members are to prosper, we must continually re-examine our priorities, be financially viable and strengthen our organization.

We have long spoken about the elements symbolized by the "triangle," collective bargaining, organizing and legislative and political action. CWA's legislative and political action program has always been one of the most respected on Capitol Hill. We now have an opportunity, by not filling the Executive Vice

President position, to have all three legs of the triangle work and support each other even more efficiently than in the past and at a much lower cost to our members.

**RESOLVED:** That pursuant to its authority under Article VI11, Section 7(f) of the CWA Constitution, the 54th Annual Convention determines that the Executive Vice President position being vacated shall not be filled and that there be only one (1 ) Executive Vice President.

Mr. President, the Resolutions Committee moves the adoption of Resolution 54A-92-2, entitled "Executive Vice President Restructure."

**PRESIDENT BAHR:** You heard the motion. is there a second?

... The motion was duly seconded...

**PRESIDENT BAHR:** Seconded from the floor. The Chair recognizes on Microphone 3 Delegate Hicks.

**DELEGATE BEVERLY A. HICKS (Local 3808):** Brothers and Sisters, I rise to speak in favor of this resolution.

Every day as leaders of our locals we must look at ways to economize, possible to our members. We must not look at what we want, but at what we need.

Many of us have had to restructure our own locals to achieve this goal.

Over the past 10 years I have heard our leaders criticized many times for unnecessary spending; yet, now some of us worry that there is an ulterior motive for doing away with this Executive Vice President position. I think our elected leaders have looked at the need, and we worry that secretaries will be laid off when we should know that there are other jobs they can be put into. We worry that our legislative PAC program will deteriorate. Our woman from CWA has always been a leader on Capitol Hill and always will be. There are many qualified leaders in headquarters to handle political matters, and the President has the authority to assign these duties to meet CWA's needs.

Take a stand, brothers and sisters, and support this resolution based on what is best for this Union and based on what this Union needs.

Thank you. (Applause)

**PRESIDENT BAHR:** Microphone 4, Delegate Powell.

**DELEGATE ROBERT J. POWELL (Local 13000):** Brothers and Sisters, Mr. President: It is a rare occasion to stand here and say something to this great Union, but today I rise to speak against this resolution.

To remove the office of Executive Vice President is a backward step for this Union. There needs to be accountability in the legislative efforts of this Union. We applaud ourself for our legislative efforts, and rightly so. And I believe this is because we put into place a structure with the weight and the authority of an Executive Vice President to lead those legislative activities.

What I say to you today, brothers and sisters, is, if it ain't broke, don't fix it.

Legislative activity must be a primary focus, and long after I am gone and most of you, this will be the arena that we need to battle in. We must do more, not less, in the area of politics, and I believe to pass this resolution will result in our doing less.

Therefore, I urge you to defeat the resolution.

Thank you.



**PRESIDENT BAHR:** Microphone 5, Delegate Swickline.

**DELEGATE DANIEL E. SWICKLINE (Local 13591):** President Bahr, I have only one question: who is going to do the legislative and political action job now being so ably done by Vice President Barbara Easterling?

**PRESIDENT BAHR:** Barbara Easterling will continue to do it, along with my personal assistance, and I should clarify—(applause)—seriously, I should clarify, so people know what we are debating, that if this motion is defeated, you would not be electing anyone to a legislative political position. The Constitution gives the authority to the President of the Union to give the assignments, and I have given that assignment to Barbara Easterling.

You are entitled to a second question.

**DELEGATE SWICKLINE:** I have none. Thank you.

**PRESIDENT BAHR:** On Microphone 3, Delegate Riemer.

**DELEGATE GREGORY A. RIEMER (Local 4309):** Brothers and Sisters, through my work on the Defense Fund Oversight Committee I have had the opportunity to study a number of issues that relate to the finances of this Union. As a convention delegate, our Union has had to make hard decisions about our financial requirements. In my local, those of us, while elected to specific offices, have had to wear a number of hats and assume a number of responsibilities, and a large part of the reason for that is because our finances dictate it.

This election year for our national officers provides us with an opportunity to better financially position CWA, while assuring that we are still able to perform services for our members that are vitally important. This is a tough decision, but the right decision for us to make.

I urge your support for the resolution concerning the Executive Vice President restructure.

Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone No. 4, Delegate Horton

**DELEGATE PEGGY A. HORTON (Local 2101):** Brothers and Sisters, I rise in opposition to this resolution. Let me take you back to the summer of our 50th anniversary in New Orleans, in August of 1988. The Executive Board submitted a resolution to the convention to eliminate one of the then three EVP positions. Throughout the resolution and the following two speakers were the following quotes—first quote: "The continuing decentralization of collective bargaining ..."

Another quote: "Bargaining with the RBOCs is assigned to the appropriate District Vice President. The office of a third EVP is no longer needed under these conditions."

The last quote: "Due to the fact that we do not have national bargaining..."

The sole reason for the elimination of the third position in 1988 was the elimination of national bargaining. I ask you today what has been eliminated now to necessitate removing another EVP position? Are we no longer going to be involved in politics or legislative issues? Exactly who will be responsible for the work previously assigned to our second EVP position?

In 1988, we had two Executive Assistants to the President. In 1992, before the elimination of the second EVP position, we had three Assistants to the President. I ask you, will support of this resolution create a fourth assistant, someone else who directly reports to the administration, not to the rank and file of this Convention?

(Applause)

Today, it is not necessary to restructure. Today we have the same responsibilities at the EVP level that we had in '88, '90, '91 and '92. Why change now? To whose benefit? Let's keep the top level of our great Union as officers who are elected by us, who must answer to us, not as appointees of an administration.

I ask you to support the defeat of this resolution and keep democracy at our top level. Thank you. (Applause and cheers)

**PRESIDENT BAHR:** On Mike 5, Delegate Falcone.

**DELEGATE BARTOLO FALCONE (Local 1058):** President Bahr, my first question is how much money will be freed up in salary and other expenses to go forward to the other work of the Union?

**PRESIDENT BAHR:** We have all the pieces involved in the budget for an Executive Vice President flow through. Some will be immediate and some will flow through over several months, and it will be \$460,539. But since most of it is wage-related, it is an escalating amount.

You are entitled to a second question.

**DELEGATE FALCONE:** My second questions is: For whatever reason, when these jobs were created, wasn't it understood that eventually they would be eliminated?

**PRESIDENT BAHR:** There was a general understanding, among the leadership of the Union and people who have been around here a long time, to that effect, yes.

**DELEGATE FALCONE:** Thank you.

**PRESIDENT BAHR:** On Mike 3, Delegate Clark.

**DELEGATE FRITZ CLARK (Local 1111):** I am one of those delegates who have been around here a long time, and I have debated this issue before. I think in every debate that I can recall, we looked at this on the basis of, "Can we continue to run the Union well by reducing the number of EVPs?"

When John Carroll retired, we did that. The Union has forged onward. Now there is another opportunity, as Jim leaves us with our gratitude for a fine job, a lifetime of great service, to again manage carefully and reduce our expenses, as President Bahr just pointed out, by something like a half-million dollars now, and that amount would escalate.

It is a way to streamline our executive officers of this Union. It has the support of our Executive Committee and the Executive Board. It is the smart thing to do. We can avoid future dues increases possibly with this effort. These are the kinds of moves that have to be made.

I urge you to support this resolution. (Applause)

**PRESIDENT BAHR:** On Mike 1, Delegate Magnani.

**DELEGATE LAWRENCE MAGNANI (Local 2101):** Mr. Chairman, I call for the question.

... The motion was duly seconded...

**PRESIDENT BAHR:** The motion has been made to close debate. It is not debatable. It requires a two-thirds vote.

**VOICE FROM THE FLOOR:** Point of order.

**PRESIDENT BAHR:** State your point.

**VOICE:** There are speakers on the floor. We only had two against.

**PRESIDENT BAHR:** The parliamentarian says that a motion to close debate is in order as long as there have been at least two and two when the motion to close debate came in. So all those in favor of the motion to close debate indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

The motion before the House is the motion of the Resolutions Committee on Resolution 54A-92-2. All those in favor of the resolution please indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

Will the Finance Committee please come to the podium.

The Chair recognizes at the Privilege Mike, Delegate Fahrenholt, Mike 5.

**DELEGATE MICHAEL J. FAHRENHOLT (Local 3410):** I would like to take the Privilege Mike to ask the fellow delegates, the alternates, guests, staff, anyone in the building who is interested in the Labor Movement, to share with us, in Louisiana, your help.

At the noon break, we distributed some flyers and we also had words early this morning from District 3 Vice President Russo. The AFL-CIO person here in Florida touched on coalitions and Union building. Vice President Russo touched on the status of the agency shop in Florida, but he did not go into a lot of detail. And we in the State of Louisiana think that you need to know some of the details and may find it in your hearts and brains to help us.

The first thing you need to understand is that it our efforts are not a pipe dream. Our efforts are real. We have the ability to pass this legislation with your help.

Now, EVP Easterling touched on our efforts relative to the David Duke election, which I think everyone in this world should be happy that we defeated David Duke. (Applause)

What she did not touch on, and I think it is important that you know, is that we also were able to defeat a lot of Labor's natural enemies. And for the first time in the history of Louisiana, we elected females to the State Senate and a female Lieutenant Governor. And that is historical in Louisiana, believe me. (Applause)

Now, with the help of our friend, Edwin Edwards, the President of the Senate, and other concerned labor-minded legislators, we are entering into the agency shop battle. Big business is spending an enormous amount of money to defeat us.

We, in Louisiana, have set a budget which will educate every member of the AFL-CIO in the State of Louisiana and their families on what the agency shop, fair shop is, and how important it is to the Labor Movement, not only in Louisiana but across the United States.

We came together as a Labor Movement and agreed to only introduce one piece of Labor Legislation, which will give us the opportunity to have our friends remain our friends and to pass this much needed legislation.

I would ask the privilege, and I know I may have taken more than a little privilege, but I would ask that the Chair allow the Sergeant-at-Arms, or we from Louisiana, and "Tiny" will go all over to pass the hat for our efforts. Thank you. (Applause)

This is the first time in a long time that we have been able to be on the offensive rather than the defensive in states where the National Right-to-Work Foundation tries to make additional "Right-to-Work" laws.

And so, during the course of the next hour or so, I would ask the Sergeant-at-Arms to get the appropriate receptacle; and I ask each of us, you down there and

all of us up here, to dig in as deeply as we can to assist our members in Louisiana to gain this type of progressive legislation. (Applause)

The Chair recognizes, on Microphone No.1, Delegate Levi.

**DELEGATE RICHARD LEVI (Local 2336):** In view of the fact that the Delegates have had an opportunity to read and study the Finance Committee Report, I move that the Finance Committee not be required to read the report in its entirety. (Applause)

... The motion was duly seconded. ..

**PRESIDENT BAHR:** You have heard the motion. It has been seconded.

No delegates at a microphone, all those in favor of the motion indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted.

Let me introduce to the Convention the members of the Finance Committee.

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

Sharon Plath, President, Local 1088;  
Marc Schellin, Treasurer, Local 2336;  
Sonja Abbott, Secretary-Treasurer, Local 3902;  
Linda McPherson, President, Local 4401, Chair;  
James B. Booe, Secretary-Treasurer, Washington, D.C.

**PRESIDENT BAHR:** The Chair recognizes Linda McPherson, Chair of the Committee.

**CHAIR LINDA McPHERSON (Local 4401, Chair of the Finance Committee):** Thank you. Mr. President, Brothers and Sisters: On behalf of the Committee, we move the adoption of the Finance Committee's Report and the Supplemental Report.

## **REPORT OF THE FINANCE COMMITTEE**

The Finance Committee met in Washington, D.C., February 22 through February 26, 1992, to review and recommend the 1992-93 budget. The Committee reviewed the Strategic Planning and Budget Review Committee Report adopted by the Executive Board, along with other supporting documentation.

All of the financial books, records, and reports of the Union were made available to the Committee. Representatives of the certified public accounting firm of Thomas Havey & Co. met with the Committee and reviewed the auditing functions they perform for CWA. The Auditors conduct examinations in accordance with generally accepted accounting standards. In the Accountants' opinion, their statements present fairly the financial position of the Union.

The 1988 Convention directed Finance Committees to review the expenditures of each administrative unit and requires any unit(s) which are overspent at the end of the previous budget year to give an explanation to the Finance Committee. Therefore, the Committee directed those administrative heads to provide a written explanation and document the reasons why they exceeded their budget. After reviewing the explanations, the Committee, as directed by Convention action, may recommend that the administrative head(s) make an accounting to the Convention.

The Union continues to experience membership losses because of facility closings and consolidations, attrition, technological changes, and employer reorganizations. This year's budget is based on the loss of 6,000 members, but the

number of losses could easily increase. in addition, the average hourly rate of the members we organize is generally lower than the average earnings of our current members. Also, for six months of the budget year, 2 percent of our income will continue to be diverted to the Defense Fund.

The 1990 Convention directed future Finance Committee Reports to include a per capita breakdown, by District, of all dues income and expenses for the most recently audited calendar or fiscal year. The Committee is developing the report through the Secretary-Treasurer's office. The information will be available as Dart of a supplemental report we will give at the Convention.

The expenditures for the past budget year, for the third consecutive year, did not exceed the total budgeted amount. Those administrative units which performed within their budget are to be congratulated. Credit should also be given to a number of administrative units that have operated within the budget for several years.

Beginning in 1988, and each year thereafter, the Finance Committee asked that the offices of the President and Secretary-Treasurer review the CWA Automobile Policy. An agreement to change the Policy was reached with the Staff Union; however, the commitment made to the 1990/1991 Finance Committees has not been met. This Committee again calls on those responsible to review the Automobile Policy to insure that the vehicles are used in an efficient manner.

Being acutely aware of the added financial burdens that we will experience in the upcoming rounds of negotiations, the Committee has provided additional resources through the budgetary process for the administrative units while still maintaining maximum constraint on all other areas of the budget.

We developed this budget by evaluating the requirements and circumstances that currently face our Union. Our report and recommended budget are included, and we urge your support and approval.

## **GENERAL FUND**

As of June 30, 1991, fiscal year income had exceeded expenses by \$3,694,623. A financial report will be prepared and distributed to all Delegates at the Convention. This figure represents the change in the fiscal year; therefore, it only contains six months of activity.

## **OTHER FUNDS**

The General Fund provides for the ongoing operations of the Union and, in addition, other designated funds are set aside for special purposes. Those funds and their balances as of June 30, 1991, (the latest figures available), are as follows:

(1) Building Fund -----	\$3,323,923
(2) Operating Reserve Fund -----	4,257,918
(3) Dist. Org. Alloc. Fund -----	664,053
(4) Defense Fund -----	(4,686,100)
(5) Plant Fund—Fixed Assets -----	7,354,800
(6) Members' Relief Fund -----	8,674,951

## **BUDGET EXPERIENCE**

### **GENERAL FUND**

Budget and Income experience related to Expenses over the past several years is demonstrated by the following:

(1)	1989-90 Budget Year (see detail Attachment 3)	
	Budget	64,047,964
	Income	66,221,489
	Expenses	60,864,793
	Income exceeded Expenses	5,356,696
(2)	1990-91 Budget Year (see detail Attachment 3)	
	Budget	62,712,708
	Income	64,542,976
	Expenses	58,684,693
	Budget exceeded Expenses	4,028,015
	Income exceeded Expenses	5,858,283
(3)	1991-92 Proposed Budget—seven-months actual/ five-months projected (see detail Exhibit A)	
	Budget	64,858,498
	Income	66,503,007
	Expenses	59,825,136
	Budget exceeded Expenses	5,033,361
	Income exceeded Expenses	6,677,871
(4)	1992-93 Proposed Budget (see detail Exhibit A)	
	Budget	64,145,943
	Anticipated Income less	
	Affiliated Dues	64,145,943

## **AUDITORS' REPORT**

The certified public accounting firm of Thomas Havey & Co. currently performs the annual audit of the Union's financial records. The Union's budget year and fiscal year now run concurrently from July 1 through June 30. Because of this change, the Auditor's reports reviewed by the Committee covered the six-month period of January 1 to June 30, 1991.

The Committee met with representatives of Thomas Havey & Co. and questioned them regarding the firm's examination of CWA's financial records. We are completely satisfied that the examination conformed with generally accepted auditing standards and that the audit report accurately presents the financial position of the Union.

## **GENERAL COMMENTS ON ACCOUNTS**

The Finance Committee will comment on several accounts in the proposed budget. This is done to highlight specific items to the Convention delegates.

The Committee has agreed, as a rule, to accept the Strategic Planning and Budget Review Committee Report as adopted by the Executive Board.

## **ORGANIZING**

After review and analysis of the previous years' budgets, it's important to note

that the organizing budget has not increased significantly over the past four years. The CWA Organizing Department continues to be a good source of support for Locals by providing expertise, information, and educational materials.

It's also important to note that Locals should expect to incur some expense in organizing drives because of limited finances.

The International recognizes that organizing is crucial to the future of CWA. In order to be financially healthy, we need to increase our membership by adding new bargaining units. It's also important that we educate and unionize within Locals in order to maintain our current membership levels.

**The Committee recommends \$2,040,000**

## **LEGAL**

Our legal costs continue to be a significant part of our budget. The Committee feels that we are making progress in controlling our legal costs. A better system of tracking our costs is now in place. To help cut costs, the Committee urges that Staff who are responsible for negotiations should, when practical, continue to include proposals for mediation and expedited arbitration provisions in all contracts. These provisions prove to be as effective as the traditional arbitration process and are far less costly.

The Committee also urges the utilization of trained Staff in the handling of some arbitration cases. This would allow the attorneys to concentrate on legal matters and, therefore, would reduce legal costs. The Committee realizes that if Staff has added responsibilities, there would be a possible need for additional Staff.

**The Committee recommends \$4,600,000**

## **CONVENTION**

Through cost-cutting measures, we continue to reduce the average cost of our annual Convention. Some costs are beyond our control; therefore, we must continue to exercise financial restraint if we are to remain within the budgeted amount. Our 1993 Convention will be held in Las Vegas. Because of the cheaper room rates, we expect to reduce some of our costs and budget an amount that is lower than usual.

**The Committee recommends \$640,000**

## **CWA NEWS**

The funding of this account is mandated by Article XXVI of the CWA Constitution. The Committee's recommendation is based on ten (10) issues of the CWA News being published during the budget year.

**The Committee recommends \$1,245,000**

## **CITIZENSHIP FUND**

CWA has always shown itself in a leadership role as a "Community-minded" Union. We must continue to respond to civic affairs, programs and activities dedicated to the welfare of all citizens.

**The Committee recommends \$50,000**

## **PENSION FUND**

Each year our Pension Fund is actuarially reviewed to determine that it is properly funded. A percentage is established which is applied to our full-time payroll to derive the amount required to be paid to the Fund. The allocation also

includes the funding required for our Sector Staff and employees who remain under the CWA/ITU Negotiated Pension Plan. We continue our current practice of shifting some insurance and pension administrative costs to this account.

**The Committee recommends \$2,654,719**

## **INSURANCE AND HOSPITALIZATION**

This account includes the general insurance policies of the Union; such as liability, automobile, group hospitalization, workers' compensation, casualty, fire, theft, etc. We continue to experience significant increases in our insurance costs. We have been advised to expect our medical costs and premiums to increase during the budget year. This issue may need to be revisited during the budget year because of increased costs and negotiations with the Unions representing CWA employees.

**The Committee recommends \$7,014,088**

## **CONTINGENCY**

The purpose of this item 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. This includes any increased cost as a result of additional Staff or clerical, and any adjustments that may be made to salaries during the budget year.

Expenses such as the CWA 401 (k) Employer Contribution, Staff retirement gifts, tuition reimbursement, rent increases, and salary adjustments are charged to this item. The Committee also included a small allocation to the District Vice Presidents for use at their discretion.

This account will continue to be used to formulate an "adjusted" budget. The Committee realizes that more funds may be needed in this account. There were, however, no additional funds available to adequately provide for unanticipated expenses.

**The Committee recommends \$1,187,569**

## **PUBLICITY AND PUBLIC RELATIONS**

How CWA is perceived by the public is crucial to the success of our Union. The Committee recognizes that we enjoy a comparatively high level of visibility in spite of having one of the smallest public relations staff of any major union. Unfortunately, our financial situation does not allow the level of funding which the Public Affairs Department requested. All salaries for the Staff and clerical employees of the Public Relations department appear in Line Item 1 and 2 of the Headquarter's budget.

**The Committee recommends \$500,000**

## **OPERATING RESERVE**

This Fund was established for the purpose of accumulating funds to operate the Union for a minimum of 90 days in the event our income is drastically curtailed or cut off completely. The Committee concluded that because of our experience of having funds cut off during our strikes in 1989, it is necessary to continue budgeting allocations to this Fund.

**The Committee recommends \$100,000**

## **FOREIGN AFFAIRS**

Our Union is intricately involved in the Free World Trade Union Movement.



This is demonstrated by our continuing close cooperation with other communications unions throughout the world. This cooperation can yield tremendous dividends, and is of growing importance in future bargaining, as proven by the financial assistance and support we received from our sisters and brothers in foreign countries during the 1989 NYNEX strike. This year's budget includes the funding of activities with our labor colleagues from a number of countries.

**The Committee recommends \$150,000**

## **EDUCATION**

The education of our Staff, Local leaders, and members must remain an integral part of our Union's overall goals. The Committee calls on the Education Department to continue providing the quality programs they have in the past, recognizing that our limited financial resources do not allow us to adequately fund this account.

**The Committee recommends \$378,500**

## **PROFESSIONAL**

Included in this account are expenses for audit fees, and miscellaneous professional services such as doctors, consultants, etc. The Union is committed to use in-house talent versus hired consultants whenever practical. This year's allocation includes the hiring of professionals to assist our in-house Staff in preparing for our 1992 major contract negotiations.

**The Committee recommends \$491,200**

## **AUTOMOBILE FUND**

The purpose of this fund is to provide the operation and purchase of fleet automobiles. While operating costs continue to rise, the Committee asks that the usage of vehicles be in compliance with the Automobile Policy and that steps be taken to ensure that CWA vehicles are used in an efficient manner, consistent with any applicable collective bargaining provisions.

CWA policies and collective bargaining agreements now call for automobile allowances to be paid to newly-hired Staff in lieu of a vehicle being assigned. The same offer was made to existing Staff. These changes resulted in a reduction of 21 vehicles.

However, the Committee feels this reduction does not fulfill the commitment made to the 1990/1991 Conventions. Upon reviewing the statistical data, the Committee does not see that we have realized any change in the usage of vehicles. We strongly urge that the Executive Board review this information and start to take appropriate actions to correct this problem.

Therefore, this Committee asks that the Executive Board continue an Action Study on the usage and reduction of CWA vehicles and that a report be provided to future Finance Committees.

**The Committee recommends \$657,300**

## **INFORMATION MANAGEMENT SYSTEM**

The Union continues to better serve its members by using modern technology. Our record keeping and accounting systems are constantly being updated as new programs are developed. This budget item reflects the costs of prior commitments as well as the updating of equipment in the Headquarters and District offices.

**The Committee recommends \$1,487,600**

## **SALARIES—ELECTED OFFICIALS**

A part of this Committee's responsibility is to recommend any salary changes we feel are proper for our elected officials' salaries. While we do not believe it is necessary that our officers receive exactly what is being paid to officers in other unions, it is our belief that the current salaries of our elected officials should be increased. Consequently it is our recommendation that the officers' salary adjustment be consistent with the percentage increase received by the majority of our members during 1992. It is further recommended this adjustment be effective July 1, 1992.

## **FINANCIAL STATE OF THE UNION**

We continue to experience loss of membership and our projected membership levels reflect this fact of life. Also, our average per capita (and dues) is not increasing as rapidly as it did in past years. This is the result of losses of higher paid members and gains of lower paid members which impact our annual revenues.

Some of our operating costs are difficult to control. Items such as the cost of medical coverage for our active employees and retired employees, taxes, and expenses associated with maintaining our offices across the Union continue to increase.

We are presenting a tight, balanced budget, requiring all administrative units to operate at or below authorized budget levels. However, we do recognize that this is very difficult when faced with the challenges of a bargaining year.

In addition, the Board must continue to explore all reasonable ways to reduce costs of our operations at all levels. The Committee directs the Secretary-Treasurer to continue monitoring the budget performance of all units in order to operate our Union within our budget. The Committee expects each administrative unit to operate within their budgets.

## **THE FUTURE**

It is obvious to the Committee that we must continue budgetary restraints despite the fact that we appear to be over the worst part of our membership losses and financial slump. We must renew our efforts to find new, better, and more cost-effective ways of doing our work and operating our Union.

The fact that we have been doing things in a particular way for a long time is not justification for continuing if it is not the best and most effective way to operate.

The reality of our financial situation is that if we do not substantially increase the number of paid dues units (or the amount of the average per capita) we will face more drastic fiscal restraints. Our limited income causes us to continue underfunding items and programs that are of critical importance to CWA and its members. We must continue to search out all possible ways to reduce our costs without severely cutting services to our members.

The Committee and the Executive Board are dedicated and committed to building CWA into an even greater organization for our members and their families. This can be accomplished if we organize successfully and grow substantially. In order to succeed, we must continue to ORGANIZE, ORGANIZE, ORGANIZE—SUCCESSFULLY!

## **THE BUDGET**

The Committee reviewed and considered the Report of the Strategic Planning and Budget Review Committee as adopted by the Executive Board of the Union.

After thorough and detailed deliberations, this Committee recommends the following budget for the 1992-93 Budget Year.

The following describes the anticipated income to the General Fund Budget.

Dues Income—Members:

40% of 2 furs' pay  
 (27.50—2 furs. avg. 2 most)  
 (28.33—2 furs. avg.10 most)  
 x 428,567 members less subsidy allowances ----- \$57,598,733

Dues Income—PPMWS Members

21,321 members -----2,773,602  
 Total Member Income -----60,372,335  
 Deduct: Affiliation Dues -----3,116,944  
 Net Dues Income -----57,255,391  
 Add: Other Income (initiation fees, non-member dues equivalent,  
 sales of material, rents, rebates, incentive awards, etc.) -----7,549,044  
 Total Income -----64,804,435  
 Deduct: Defense Fund payments -----658,492  
 Net Income estimated as available for 1992-93 Budget -----\$64,145,943

As in the past, we recommend the Executive Board use this budget as a positive guide and make every effort to operate within the income of the Union during the period represented by this budget.

Our proposed budget follows as Exhibit A.

A line-by-line explanation of each item in the budget may be found in Attachment No.1.

**GENERAL FUNDS**

028	Citizenship Fund .....	50,000	044	Bldgs.—Repairs & Mtce.....	50,000
029	Organizing Fund .....	2,040,000	045	Publicity & Pub. Relations ...	500,000
031	Legal .....	4,600,000	046	Operating Reserve .....	100,000
032	Convention (Incl. Com.) .....	640,000	047	Foreign Affairs .....	150,000
033	Executive Board .....	240,000	048	Education .....	378,500
034	Committees and Conferences ..	225,000	056	Professional .....	491,200
035	CWA News .....	1,245,000	057	Staff Moves .....	250,000
036	Pension Fund .....	2,654,719	058	Contract Reports & Ratif. Fund	—
037	Hospitalization (Medical, Dental, Vision, Life)		059	Staff — Illness Absence .....	200,000
	Active .....	3,863,709	063	Automobile Fund .....	657,300
	Retired .....	2,284,242	071	Information Mgmt. Sys. Fund ..	1,487,600
037	Insurance (Other) .....	866,137			
038	Taxes .....	2,090,000		Total General Budget	\$26,425,976
039	Affiliation Dues .....	—		Total Lines 1 - 17 above	37,719,967
040	Contingency Fund .....	1,187,569		Grand Total	\$64,145,943
041	Equipment Additions .....	175,000			
042	Building Fund .....	—			

## INCOME PROJECTIONS

1992-1993

	No. of Payers	Dues Rate	No. of Mos.		
<b>Dues Income:</b>					
40% of 2 hrs. Pay x Mem. x Mo.					
	428,567	27.50	2	9,428,474	
	428,567	28.33	10	48,556,641	
Less 25% Subsidies and Rebates	6,811			(386,382)	
<b>Dues Income—PPMW:</b>	21,321			<u>2,773,602</u>	
		<b>Total Member Income</b>			<b>60,372,335</b>
 <b>Affiliation Dues:</b>					
AFL-CIO Reg. Dues .....	445,888	0.38	6	1,016,625	
AFL-CIO Reg. Dues .....	445,888	0.40	6	1,070,131	
AFL-CIO Reg. Dues (OC's) .....	7,607	0.38	12	34,688	
IUD Reg. Dues .....	354,751	0.08	12	340,561	
ULD Reg. Dues .....	25,000	0.04	12	12,000	
Professional Employees .....	20,000	0.10	12	24,000	
Maritime Reg. Dues .....	5,000	0.03	12	1,800	
Transportation & Trade .....	5,000	0.06	1	300	
Public Employees .....	73,816	0.04	12	35,432	
PTTI .....	400,000	1.85 franc/mem/mo		547,600	
IAPTA .....	21,321	0.13	1	2,772	
Canada Union Label .....	4,000	0.015	12	720	
Canadian Labour Congress .....	4,000	0.46	12	22,080	
Canadian Conference Rebate .....				<u>8,235</u>	
		<b>Less Total Affiliation Dues — (U.S. \$'s)</b>			<b>(3,116,944)</b>
		<b>Net Dues Income</b>			<b>57,255,391</b>
 <b>Non-Member Income:</b>					
40% of 2 hrs. Pay x Equiv. x Mo					
	40,480	27.50	2	890,560	
	40,480	28.33	10	<u>4,586,364</u>	
		<b>Total Non-Member Income</b>			<b>5,476,944</b>
		<b>Other Income</b>		972,000	
		<b>Other Dues Income</b>		<u>1,100,100</u>	
		<b>Total Other Income</b>			<b>2,072,100</b>
		<b>Less Special D.F. Deduction</b>		<u>658,492</u>	
		<b>Total Misc Deductions</b>			<b>(658,492)</b>
		<b>Amount Budgeted</b>			<u><b>64,145,943</b></u>



**TOTAL UNION BUDGET  
EXHIBIT A  
1992-1993**

<u>DIST &amp; NAT'L UNITS</u>	<u>DIST 1</u>	<u>DIST 2</u>	<u>DIST 3</u>	<u>DIST 4</u>	<u>DIST 6</u>	<u>DIST 7</u>	<u>DIST 9</u>	<u>DIST 13</u>
1. Salaries—O & S	2,134,617	663,965	1,750,018	1,176,848	1,325,814	1,170,814	1,062,209	543,965
2. Salaries—FT-Other	705,283	306,648	732,549	467,609	577,847	403,427	437,263	200,965
3. Salaries—PT	180,897	37,088	94,229	94,465	76,078	82,298	68,855	24,281
4. Expenses—FT	283,500	89,100	226,800	153,900	170,100	162,000	137,700	64,800
5. Expenses—PT	180,898	37,087	94,229	94,465	76,078	82,297	68,855	24,282
6. Supplies & Printing	124,266	26,761	62,982	56,473	50,851	47,586	55,651	16,763
7. Postage—Freight	110,458	23,787	55,984	50,198	45,201	42,298	49,467	14,900
8. Rental of Equipment	82,091	13,250	62,215	59,881	46,784	48,470	66,721	7,491
9. Mtc. of Equipment	23,475	3,950	10,181	9,580	7,207	22,096	3,586	5,659
10. Contract Service	76,169	5,160	45,610	18,429	44,454	26,800	18,628	11,932
11. Tel. & Tel.	161,715	37,729	94,016	81,034	73,609	92,209	73,469	24,152
12. Rent Offc. Occupancy	485,866	245,102	448,093	214,805	140,806	94,915	330,516	119,147
13. Rent Meeting Rooms	8,280	1,740	4,140	3,720	3,360	3,120	3,680	1,080
17. All Other	41,422	8,920	20,994	18,824	16,950	15,862	18,550	5,588
<b>TOTAL</b>	<b>4,598,937</b>	<b>1,500,287</b>	<b>3,702,040</b>	<b>2,500,159</b>	<b>2,655,139</b>	<b>2,294,192</b>	<b>2,395,130</b>	<b>1,065,005</b>

**TOTAL UNION BUDGET (Continued)**

<u>DIST &amp; NAT'L UNITS</u>	<u>COM &amp; TECH.</u>	<u>PUBLIC WRKRS</u>	<u>TELECOM</u>	<u>PPMW</u>	<u>DIST &amp; UNIT TOTAL</u>	<u>HDQTRS.</u>	<u>GRAND TOTAL</u>
1. Salaries—O & S	612,843	152,099	152,099	1,135,934	11,881,225	2,500,570	14,381,795
2. Salaries—Ft-Other	184,836	36,488	36,488	155,352	4,244,755	5,368,001	9,612,756
3. Salaries—PT	40,000	0	0	8,000	706,191	6,000	712,191
4. Expenses—FT	81,000	16,200	16,200	217,625	1,618,925	356,400	1,975,325
5. Expenses—PT	40,000	0	0	13,000	711,191	4,000	715,191
6. Supplies & Printing	0	0	8,000	111,000	560,333	587,000	1,147,333
7. Postage—Freight	0	0	5,650	8,700	406,643	400,000	806,643
8. Rental of Equipment	38,250	0	3,000	2,200	430,353	143,000	573,353
9. Mtc. of Equipment	4,034	0	0	2,000	91,696	24,500	116,196
10. Contract Service	500	0	0	41,700	289,382	185,000	474,382
11. Tel. & Tel.	0	0	6,394	36,500	680,827	237,000	917,827
12. Rent Offc. Occupancy	224,480	49,945	14,635	140,085	2,508,405	3,406,560	5,914,965
13. Rent Meeting Rooms	2,000	2,000	2,000	2,000	37,100	4,000	41,000
17. All Other	15,000	5,000	5,000	8,800	180,910	150,000	330,910
<b>TOTAL</b>	<b>1,242,953</b>	<b>261,732</b>	<b>249,466</b>	<b>1,882,896</b>	<b>24,347,936</b>	<b>13,372,031</b>	<b>37,719,967</b>

Attachment No. 1

**EXPLANATION OF EXHIBIT A**

**BUDGET**

**ITEM**

- (1) SALARIES—OFFICERS & STAFF

- This reflects the salary cost by District and administrative units of all officers and staff and professional employees.
- (2) SALARIES—FULL-TIME—OTHER
- This item reflects the salary cost of all full-time clerical employees and salaried supervisors in the Headquarters, District and area offices.
- (3) SALARIES—PART-TIME
- This item reflects the salary cost of all part-time employees. (Examples: bargaining committees and arbitration witnesses.)
- (4) TRAVEL AND EXPENSE—FULL-TIME
- This item shows the travel and related expenses incurred by officers, staff and full-time employees.
- (5) TRAVEL AND EXPENSE—PART-TIME
- This item covers the travel and related expenses incurred by part-time employees. (Examples: bargaining committees and arbitration witnesses.)
- (6) SUPPLIES AND PRINTING
- This item reflects the cost of all office supplies and printing. (Examples: Local officers' and stewards' mailings, District newsletters, educational information, etc.)
- (7) POSTAGE—FREIGHT—EXPRESS
- This covers the cost for all mailings, except postage for the *CWA News*.
- (8) RENTAL OF EQUIPMENT
- This item reflects the cost of renting and leasing such items as photocopying machines and miscellaneous equipment when it is more cost-effective to rent or lease rather than purchase.
- (9) MAINTENANCE OF EQUIPMENT
- This item shows the cost of maintaining all equipment owned by CWA such as typewriters, mailing equipment and copy machines, etc.
- (10) CONTRACT SERVICES
- This item reflects the cost of contract services for such items as payroll dues deduction costs, janitorial service, trash removal service, etc.
- (11) TELEPHONE AND TELEGRAPH
- This item shows the telephone and telegraph expenses incurred by officers, staff, full-time and part-time employees on behalf of the Union.
- (12) RENT & OFFICE OCCUPANCY
- This item reflects the cost of renting or leasing the offices required in District and administrative units to properly carry out the affairs of the Union. Also included in this item are mortgage payments for buildings we own.
- (13) RENT—MEETING ROOMS
- This item covers the cost of renting meeting rooms for District and bargaining unit caucuses, organizing meetings, educational institutes, etc.
- (17) ALL OTHER

This item covers all miscellaneous expenses that cannot properly be charged to Budget Items 1 through 13.

TOTALS

This reflects the total amount of the budget (all Items 1 through 17) allocated to each District, CWA AT&T Unit and Headquarters.

(28) CITIZENSHIP FUND

This item provides funds for good citizenship activities and contributions.

(29)

ORGANIZING

This item provides funds to defray the cost of organizing programs for the Union.

(31)

LEGAL

This item covers the cost of retainer fees for legal counsel, lawyers, court reporters for arbitration cases, and court costs.

(32) CONVENTION

This item reflects the total general cost of our annual Convention. This cost includes auditorium and meeting room rental, printing of verbatim reports and other Convention materials, postage, wages and expenses of Convention committees, etc.

(33) EXECUTIVE BOARD

This item includes all expenses associated with meetings of the Union's Executive Board. It includes the travel and other per diem expenses of Executive Board members and others required to be in attendance at such meetings. The cost, if any, of the meeting room is also included.

(34) COMMITTEES AND CONFERENCES

This budget item is intended to provide for expenses for committees and meetings, which are called by the President of the Union. This does not cover expenses of attendees unless authorized by the President of the Union.

(35) CWA NEWS

This item covers the total cost of publishing, printing and mailing of the CWA News, and includes the salaries of the editorial staff.

(36) PENSION FUND

This item includes the cost of contributions made to the CWA Employees' Pension Fund. Also included are contributions for our employees covered under the CWA-ITU Negotiated Pension Plan.

(37) INSURANCE AND HOSPITALIZATION

This item covers the total cost of insurance (workers' compensation, liability, burglary, fire, etc.), and hospitalization, vision and dental plans for CWA employees.

(38) TAXES

This item reflects the cost of real estate and personal property taxes, unemployment taxes and employer's share of F.I.C.A. taxes.

(39) AFFILIATION DUES

Explained in Exhibit A.

(40) CONTINGENCY

This item is to supplement the budget when expenses are incurred that were unforeseen at the time the budget was prepared.

(41) EQUIPMENT ADDITIONS

This item is to provide for replacement and additional office machines, equipment and furniture.

(42) BUILDING FUND

This item provides funds to be used to acquire real estate used for Union activities.

(44) BUILDINGS—REPAIRS, MAINTENANCE AND OPERATIONS

This item of the budget is set up to cover the cost of maintenance, operating costs and repairs of Union-owned buildings, as well as minor repairs to leased offices. Each year there are certain basic repairs and maintenance that must be done to Union-owned buildings, as well as on-going costs of operation.

(45) PUBLICITY AND PUBLIC RELATIONS

This item covers our program of Publicity and Public Relations which brings the story of the Communications Workers of America to the public through the mass media of radio, TV and newspaper.

(46) OPERATING RESERVE

This item is to budget funds, when available, for operation of the Union when its income is withheld or cut off for any extended period.

(47) FOREIGN AFFAIRS

This provides funds for CWA's participation and cooperation within the Worldwide Free Trade Union Movement.

(48)

EDUCATION

This item covers the expense of week-long leadership conferences, and the development and delivery of training programs.

(56) PROFESSIONAL

This item includes all fees and costs of professional services, i.e., auditors, actuaries, consultants, etc.

(57) STAFF MOVES

This item includes cost of staff moves in connection with reassignment from one location to another.

(59) STAFF—ILLNESS ABSENCE

This item includes necessary expenses to fill in for staff members who are ill for extended periods of time, when and where needed.

(63) AUTOMOBILES

This item budgets funds for the operation and purchase of fleet automobiles.

(71) INFORMATION MANAGEMENT SYSTEMS FUND



This item reflects the allocations made in the General Budget for the purpose of acquiring office automation equipment and software at the Headquarters, Districts, and area offices. Also included is the allowance for the cost of consultants and contract services that may be necessary to implement the Information Management Systems.

**TOTAL GENERAL BUDGET**

Total of Items 28 through 71.

**TOTAL BUDGET**

Total of all administrative units, Headquarters, and General Budgets.

Attachment No. 2

## **EXPLANATION OF FUNDS AND ACCOUNTS OF CWA**

There are eight Funds, all of which are examined and reported on by the Auditors. They are:

1. General Fund
2. Defense Fund
3. Pension Fund
4. Building Fund
5. Operating Reserve Fund
6. District Organizing Allocation Fund
7. Members' Relief Fund
8. Plant Fund (The Fixed Assets Account)

The first seven of the above are cash Funds. The Plant Fund is a recording of the Union's equity in fixed or capital assets.

On the advice of our auditors, we consolidated our Funds into the current eight. The Funds that were consolidated are as follows:

The Citizenship Fund was consolidated into the General Fund with a General Fund account allocation.

The Contract Report and Ratification Fund was consolidated into the General Fund and given a General Fund account designation. The Fund balance from prior years' allocations was placed in an escrow account to be used for contract ratification expenses as they occur.

The Automobile Fund assets were consolidated into the Plant Fund. The operating and purchasing expenses will be charged to the established General Fund account.

The Information Management Systems Fund assets were also consolidated into the Plant Fund.

The 3rd & E Streets Building Fund balance was placed in a Building Fund escrow account to be used for 3rd & E Streets Building expenses as they occur.

## **GENERAL FUND**

General Fund is the Fund from which International operates. All the income—money which comes to CWA—is handled through the General Fund. The status of

this Fund is reported monthly to Local Presidents.

The General Fund contains what the Auditors have identified as "Unallocated Receipts." Dues money received by CWA is labeled in this manner until the Secretary-Treasurer's Office can channel or allocate it. As an example: a dues check from an employer is received in the Secretary-Treasurer's office; it is immediately deposited in the General Fund as unallocated money. Upon providing 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 Funds. The International's portion remains in the General Fund available for use by the International.

## **CONTRACT REPORT AND RATIFICATION ACCOUNT**

As a result of changes in our bargaining structure and ratification procedure, because of divestiture, we anticipate the allocations made in prior years should provide the necessary funds for the ratification expenses paid by the International.

## **CITIZENSHIP ACCOUNT**

There is an imperative need for the Union to expand and develop its activities in community and civic affairs in order to provide significant, meaningful participation and leadership in programs and activities dedicated to the welfare of all citizens.

## **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 outlines 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 and from an allocation of International and Local income as directed by the CWA Convention. Income is deposited in the Defense Fund account as dues reports are processed.

The Defense Director administers the Defense Fund within the Defense Fund Rules established by Convention action.

As of January 1, 1991, the Defense Fund had a deficit balance of \$6,859,553. As of December 31, 1991, our unaudited figures indicate revenues of \$4,490,324 and expenditures of \$305,339 resulting in a deficit Fund balance of \$2,674,568. As of this time, the Committee expects that the Defense Fund revenue should cover the loans and expenses that are anticipated during the 1992-93 budget year.

## **MEMBERS' RELIEF FUND**

The new Members' Relief Fund started receiving funds in 1991. As of our meeting, the fund had a balance of \$17,780,177.58. Strikers now (per Convention action) receive payments from this fund instead of the Defense Fund.

## **PENSION FUND**

This Fund provides for CWA employees' retirement benefits. A periodic actuarial review is made of the CWA Pension Fund, and our contribution is adjusted to meet our obligations.

## **BUILDING FUND**

Fund has been used to accumulate finances for purchasing Union office buildings. We currently own buildings in Washington, D.C.; Trenton, New Jersey; Atlanta, Georgia; Greensboro, North Carolina; St. Louis, Missouri; Denver,

Colorado; Burlingame, California.

## **OPERATING RESERVE FUND**

The Operating Reserve Fund was established as a means of operating the Union should income be reduced or expenses unexpectedly increase.

This is a restricted Fund, requiring a two-thirds vote of the Executive Board before expenditures are made. This Fund had to be used to cover operating expenses when our income was interrupted as a result of strikes in our major bargaining units.

## **DISTRICT ORGANIZING ALLOCATION FUND**

District Organizing Allocation Fund was established a number of years ago to earmark some additional money for organizing within the Districts and to provide incentive for organizing. Planning for its use and control of its administration is solely within the respective Districts.

Effective July 1970 and annually thereafter, the Fund for each District has received an allocation based on four months' International per capita (not including Defense Fund per capita) for each member by which its membership count in January of the current year exceeds its membership count in January of the preceding year.

## **PLANT FUND—FIXED ASSETS**

The Plant Fund normally has no cash or money connected with it. The reporting of fixed assets as a fund is intended as a description and evaluation of money which has been expended for land, buildings and equipment.

Fixed Assets initially were carried as an asset in the General Fund. Because it tended to distort the financial picture in the accounting of the General Fund, the Executive Board acted to set up the reporting of Fixed Assets in a separate account.

Automobiles and computer equipment assets are now included in the Plant Fund.

The Finance Committee approves the principle of reporting Fixed Assets in a separate Fund because it does simplify, as well as permit, accurate accounting of the General Fund of the Union.

An audit report will be available at the 1992 Convention.

## COMPARISON—BUDGET, EXPENSE AND INCOME BY BUDGET LINE ITEMS

	1989-90					
	Adjusted Budget	Convention Approved Budget	12 Months Actual Expenses	Expense (Over) and Under Budget	Income	Expense (Over) and Under Budget
( 1) Salaries—Officers and Staff .....	\$13,510,992	\$13,486,906	\$13,412,437	\$ 74,407		
( 2) Salaries—Full Time Other .....	9,315,092	9,095,799	8,763,838	331,961		
( 3) Salaries—Part Time .....	840,869	840,869	659,950	180,918		
( 4) Expenses—Full Time .....	2,101,425	2,134,600	2,417,328	(282,628)		
( 5) Expenses—Part Time .....	799,862	799,862	644,278	155,584		
( 6) Supplies—Printing .....	1,373,401	1,373,401	1,255,290	118,111		
( 7) Postage, Freight, Express .....	1,013,476	1,013,476	602,336	411,140		
( 8) Rental of Equipment .....	663,918	663,918	590,507	73,411		
( 9) Mtce. of Equipment .....	158,153	158,153	99,587	58,566		
(10) Contract Services .....	716,709	676,809	610,650	66,159		
(11) Telephone and Telegraph .....	1,280,748	1,279,248	1,153,450	125,798		
(12) Rent and Office Occupancy .....	3,804,851	4,041,104	2,748,932	1,292,172		
(13) Rent—Meeting Rooms .....	59,340	59,340	70,878	(11,538)		
(17) All Other .....	427,252	427,252	710,225	(282,973)		
Sub Totals .....	\$36,066,088	\$36,050,636	\$33,739,748	\$ 2,310,888		
(28) Citizenship Fund .....	50,000	50,000	48,815	3,185		
(29) Organizing Fund (2) .....	2,100,000	2,100,000	2,017,395	82,605		
(31) Legal .....	3,378,207	3,500,000	4,038,299	(538,299)		
(32) Conventions (Incl. Committees) .....	900,000	900,000	671,056	228,944		
(33) Executive Board .....	225,000	225,000	189,274	35,726		
(34) Committees and Conferences .....	125,400	125,400	91,159	34,241		
(35) CWA News .....	1,400,000	1,400,000	1,245,947	154,053		
(36) Pension Fund .....	3,540,000	3,540,000	3,574,748	(34,748)		
(37) Insurance and Hospitalization .....	6,667,860	6,667,860	6,192,280	475,580		
(38) Taxes .....	2,830,700	2,830,700	3,104,971	(274,271)		
(39) Affiliation Dues .....	—	—	—	—		
(40) Contingency .....	707,045	948,938	679,620	269,318		
(41) Equipment Additions .....	175,000	175,000	153,677	21,323		
(42) Building Fund .....	—	—	—	—		
(44) Building Repairs (and Mtce.) .....	1,400,000	1,400,000	1,435,416	(35,416)		
(45) Publicity and Public Relations .....	630,100	670,000	514,871	155,129		
(46) Operating Reserve .....	—	—	—	—		
(47) Foreign Affairs .....	171,145	171,145	122,457	48,688		
(48) Education .....	368,000	368,000	265,681	102,319		
(56) Professional .....	250,000	250,000	320,761	(70,761)		
(57) Staff Moves .....	300,000	300,000	296,750	43,251		
(58) Contract Reports and Ratification .....	—	—	—	—		
(59) Staff Illness Absence .....	228,134	200,000	340,875	(140,875)		
(63) Automobile Fund .....	665,000	665,000	477,814	187,186		
(71) Information Management Systems Fund .....	1,510,285	1,510,285	1,385,179	125,106		
Sub Totals .....	\$27,981,876	\$27,997,328	\$27,125,045	\$ 872,284		
Page One Sub Totals .....	\$36,066,088	\$36,050,636	\$33,739,748	\$ 2,310,888		
Grand Totals .....	\$64,047,964	\$64,047,964	\$60,864,793	\$ 3,183,171	\$66,221,499	\$ 5,356,696



## COMPARISON—BUDGET, EXPENSE AND INCOME BY BUDGET LINE ITEMS

	1990-91				Income	Expense (Over) and Under Budget
	Adjusted Budget	Convention Approved Budget	12 Months Actual	Expense (Over) and Under Budget		
( 1) Salaries—Officers and Staff .....	\$12,894,701	\$12,516,481	\$12,894,701	\$ (378,220)		
( 2) Salaries—Full Time Other .....	8,873,019	8,873,019	8,619,303	253,656		
( 3) Salaries—Part Time .....	689,421	685,921	561,880	124,041		
( 4) Expenses—Full Time .....	1,866,128	1,794,580	2,252,987	(458,407)		
( 5) Expenses—Part Time .....	683,419	676,919	262,497	414,422		
( 6) Supplies—Printing .....	1,229,099	1,229,099	1,416,360	(187,261)		
( 7) Postage, Freight, Express .....	904,049	904,049	606,104	297,945		
( 8) Rental of Equipment .....	558,441	558,441	544,170	14,271		
( 9) Mtce. of Equipment .....	108,071	108,071	108,280	(209)		
(10) Contract Services .....	600,717	600,717	587,627	13,090		
(11) Telephone and Telegraph .....	1,104,579	1,104,579	1,079,917	24,662		
(12) Rent and Office Occupancy .....	3,661,991	3,811,957	3,596,303	215,654		
(13) Rent—Meeting Rooms .....	52,540	52,540	66,290	(13,750)		
(17) All Other .....	327,515	327,515	930,240	(602,725)		
Sub Totals .....	\$33,553,690	\$33,243,888	\$33,526,719	\$ (282,831)		
(28) Citizenship Fund .....	50,000	50,000	24,170	25,830		
(29) Organizing Fund (2) .....	2,187,071	2,100,000	2,049,645	50,355		
(31) Legal .....	3,700,000	3,700,000	3,956,781	(256,781)		
(32) Conventions (Incl. Committees) .....	1,100,000	1,100,000	651,050	448,950		
(33) Executive Board .....	236,250	236,250	208,870	27,380		
(34) Committees and Conferences .....	99,105	99,105	107,037	(7,932)		
(35) CWA News .....	1,249,715	1,250,000	1,197,528	52,472		
(36) Pension Fund .....	3,052,106	3,052,106	3,157,687	(105,581)		
(37) Insurance and Hospitalization .....	7,000,000	7,000,000	6,394,579	605,421		
(38) Taxes .....	3,137,385	3,137,385	2,902,403	234,982		
(39) Affiliation Dues .....	—	—	—	—		
(40) Contingency .....	467,423	947,672	683,182	264,690		
(41) Equipment Additions .....	110,000	110,000	181,137	(71,137)		
(42) Building Fund .....	—	—	—	—		
(44) Building Repairs (and Mtce.) .....	2,115,000	2,115,000	1,374,893	740,107		
(45) Publicity and Public Relations .....	549,009	546,000	493,546	52,454		
(46) Operating Reserve .....	313,564	313,564	313,564	—		
(47) Foreign Affairs .....	116,480	116,480	89,395	27,085		
(48) Education .....	318,000	318,000	328,904	(10,904)		
(56) Professional .....	330,000	330,000	330,104	(104)		
(57) Staff Moves .....	625,000	625,000	397,875	227,125		
(58) Contract Reports and Ratification .....	—	—	—	—		
(59) Staff Illness Absence .....	423,377	342,525	426,523	(83,998)		
(63) Automobile Fund .....	500,080	500,080	686,914	(186,834)		
(71) Information Management Systems Fund .....	1,479,453	1,479,453	1,392,211	87,242		
Sub Totals .....	\$29,159,018	\$29,468,820	\$27,347,997	\$ 2,120,822		
Page One Sub Totals .....	\$33,553,690	\$33,243,888	\$33,526,719	\$ (282,831)		
Grand Totals .....	\$62,712,708	\$62,712,708	\$60,874,716	\$ 1,837,991	\$67,270,499	\$ 6,395,783

## COMPARISON—BUDGET, EXPENSE AND INCOME BY BUDGET LINE ITEMS

	1991-92					
	Adjusted Budget	Convention Approved Budget	7-Mo. Actual 5-Mo. Proj. Expenses	Expense (Over) and Under Budget	Income	Expense (Over) and Under Budget
( 1) Salaries—Officers and Staff .....	\$13,487,660	\$13,765,194	\$13,421,266	\$ 343,928		
( 2) Salaries—Full Time Other .....	9,290,196	9,290,185	9,120,669	169,516		
( 3) Salaries—Part Time .....	655,558	655,555	650,000	5,555		
( 4) Expenses—Full Time .....	1,960,673	1,946,500	2,155,623	(209,123)		
( 5) Expenses—Part Time .....	659,549	659,556	559,689	99,867		
( 6) Supplies—Printing .....	1,216,145	1,216,152	1,332,528	(116,376)		
( 7) Postage, Freight, Express .....	817,720	817,725	647,364	170,361		
( 8) Rental of Equipment .....	542,334	542,327	562,193	(19,866)		
( 9) Mtce. of Equipment .....	116,511	116,501	100,596	15,905		
(10) Contract Services .....	466,554	466,546	460,574	5,972		
(11) Telephone and Telegraph .....	1,097,308	1,097,301	1,138,872	(41,571)		
(12) Rent and Office Occupancy .....	4,499,625	4,499,625	4,499,625	0		
(13) Rent—Meeting Rooms .....	50,520	50,520	48,331	2,189		
(17) All Other .....	335,636	334,590	684,590	(350,000)		
Sub Totals .....	\$34,939,642	\$35,458,277	\$35,381,919	\$ 76,358		
(28) Citizenship Fund .....	50,000	50,000	50,000	0		
(29) Organizing Fund (2) .....	2,157,656	2,173,800	1,724,729	449,071		
(31) Legal .....	4,350,000	4,350,000	4,735,116	(385,116)		
(32) Conventions (Incl. Committees) .....	1,300,000	1,300,000	1,228,910	71,090		
(33) Executive Board .....	240,000	240,000	231,621	8,379		
(34) Committees and Conferences .....	225,000	225,000	194,123	30,877		
(35) CWA News .....	1,200,000	1,200,000	1,250,000	(50,000)		
(36) Pension Fund .....	2,600,000	2,600,000	2,600,000	0		
(37) Insurance and Hospitalization .....	6,596,540	6,596,540	6,416,540	180,000		
(38) Taxes .....	3,140,000	3,140,000	2,558,301	581,699		
(39) Affiliation Dues .....	—	—	—	—		
(40) Contingency .....	1,455,914	921,136	957,880	(36,744)		
(41) Equipment Additions .....	125,000	125,000	205,000	(80,000)		
(42) Building Fund .....	—	—	—	—		
(44) Building Repairs (and Mtce.) .....	2,476,700	2,476,700	1,539,674	937,026		
(45) Publicity and Public Relations .....	500,000	500,000	235,186	264,814		
(46) Operating Reserve .....	100,000	100,000	100,000	0		
(47) Foreign Affairs .....	150,000	150,000	150,000	0		
(48) Education .....	259,000	259,000	250,000	9,000		
(56) Professional .....	480,000	480,000	494,739	(14,739)		
(57) Staff Moves .....	200,000	200,000	210,357	(10,357)		
(58) Contract Reports and Ratification .....	—	—	—	—		
(59) Staff Illness Absence .....	150,000	150,005	33,146	116,854		
(63) Automobile Fund .....	600,000	600,000	600,000	0		
(71) Information Management System Fund ..	1,563,045	1,563,045	1,713,045	(150,000)		
Sub Totals .....	\$29,918,856	\$29,400,221	\$27,478,367	\$ 1,921,854		
Page One Sub Totals .....	\$34,939,642	\$35,458,277	\$35,381,919	\$ 76,358		
Grand Totals .....	\$64,858,498	\$64,858,498	\$62,860,286	\$ 1,998,212	\$65,258,000	\$ 2,397,715



## Attachment No. 4

## COMPARISON—BUDGET, EXPENSE BY ADMINISTRATIVE UNITS

	1989-90		Expense
	Adjusted Budget	Convention Approved Budget	
District 1 .....	\$ 4,129,474	\$ 4,102,332	\$ 4,102,332
District 2 .....	1,372,408	1,447,953	1,333,909
District 3 .....	3,620,697	3,659,607	3,393,770
District 4 .....	2,519,135	2,428,564	2,489,740
District 6 .....	2,758,583	2,715,242	2,654,480
District 7 .....	2,384,023	2,464,863	2,458,203
District 9 .....	2,460,978	2,521,781	2,328,788
District 13 .....	1,139,038	1,121,632	1,138,305
PPMWS .....	1,944,128	1,942,981	2,150,818
ATT-COM & TECH ...	1,596,097	1,639,702	1,538,947
Public Workers .....	172,134	188,974	176,745
Telecom .....	138,446	244,809	185,767
Headquarters .....	<u>11,830,947</u>	<u>11,572,196</u>	<u>9,609,374</u>
Sub-Total .....	\$36,066,088	\$36,050,636	\$33,739,748
General Budget .....	<u>27,981,876</u>	<u>27,997,328</u>	<u>27,125,045</u>
GRAND TOTAL ....	\$64,047,964	\$64,047,964	\$60,864,793

	1990-91		Expense
	Adjusted Budget	Convention Approved Budget	
District 1 .....	\$ 4,145,755	\$ 3,975,793	\$ 4,192,071
District 2 .....	1,283,834	1,328,064	1,283,152
District 3 .....	3,365,651	3,525,038	3,355,494
District 4 .....	2,452,103	2,312,750	2,432,640
District 6 .....	2,524,251	2,563,536	2,525,421
District 7 .....	2,224,927	2,186,351	2,157,227
District 9 .....	2,411,116	2,416,537	2,270,395
District 13 .....	961,558	919,777	944,820
PPMWS .....	1,730,559	1,634,001	1,813,761
ATT-COM & TECH ...	1,100,993	1,148,616	1,147,426
Public Workers .....	150,148	147,736	149,140
Telecom .....	178,169	175,758	201,898
Headquarters .....	<u>11,024,626</u>	<u>10,908,931</u>	<u>11,053,274</u>
Sub-Total .....	\$33,553,690	\$33,243,888	\$33,526,719
General Budget .....	<u>29,159,018</u>	<u>29,468,820</u>	<u>27,347,997</u>
GRAND TOTAL ....	\$62,712,708	\$62,712,708	\$60,874,716

	Adjusted Budget	Convention Approved Budget	7-Months Actual	5-Months Projected	7-Months Actual 5-Months Projected	Expenses (Over) and Under	1991-92 Proposed Budget
District 1 .....	\$ 4,298,832	\$ 4,261,008	\$ 2,539,862	\$ 1,940,242	\$ 4,480,104	(\$219,096)	\$ 4,553,527
District 2 .....	1,306,200	1,389,293	718,136	559,517	1,277,653	111,640	1,429,623
District 3 .....	3,508,964	3,516,667	1,990,728	1,500,770	3,491,498	25,169	3,680,106
District 4 .....	2,476,641	2,502,780	1,290,016	954,222	2,244,238	258,542	2,482,446
District 6 .....	2,540,298	2,569,385	1,528,555	1,164,131	2,692,686	(123,301)	2,647,207
District 7 .....	2,223,577	2,255,062	1,207,101	913,763	2,120,864	134,198	2,270,910
District 9 .....	2,379,423	2,388,680	1,306,133	986,145	2,292,278	96,402	2,379,907
District 13 .....	992,080	1,028,973	563,246	398,219	961,465	67,508	1,017,180
PPMWS .....	1,786,519	1,815,556	1,077,289	803,568	1,880,857	(65,301)	1,883,096
ATT-COM & TECH .....	1,054,849	1,135,276	685,660	538,967	1,224,627	(89,351)	1,242,953
Public Workers .....	216,462	248,269	131,353	107,067	238,420	9,849	277,932
Telecom .....	262,487	247,038	170,552	120,626	291,178	(44,140)	285,666
Headquarters .....	12,149,656	12,100,290	6,379,819	5,806,229	12,186,050	(85,760)	13,372,031
Sub-Total .....	\$34,939,642	\$35,458,277	\$19,588,450	\$15,793,467	\$35,381,919	\$76,358	\$37,502,584
General Budget .....	29,918,856	29,400,221	15,019,242	12,459,125	27,478,367	1,921,854	26,643,359
GRAND TOTAL .....	\$64,858,498	\$64,858,498	\$34,862,912	\$28,252,592	\$62,860,286	\$1,998,212	\$64,145,943

## SUPPLEMENTAL REPORT OF THE FINANCE COMMITTEE

The Finance Committee wishes to add the following items to its reports:

### Item No. 1: Accountability of overspending for budget year 1990-91

The Finance Committee received written explanations and supporting documents from those administrative heads whose units exceeded their budgets for the 1990-91 year. All written explanations have been thoroughly reviewed as to their content and relevance. It is the committee's opinion that these expenditures were within reasonable and acceptable bounds in "all" cases.

### Item No. 2: Automobile.

The Finance Committee recommends the following in an attempt to address the ongoing overages on this budget line item 063:

#### AUTOMOBILE FUND—

That the Secretary-Treasurer's Office forward to each Administrative Head the quarterly mileage report.

That each Administrative Head review the reports and compare usage to actual work assignments to determine credibility of the usage.

Further, the committee would expect that if usage is not brought into line, the Administrative Head shall address the Finance Committee with detailed explanation as to the individual's usage.

The Committee also recommends that the Executive Board follow through with their action to get rid of approximately 50 vehicles assigned to non-represented Staff.

### Item No. 3: Comparison—Membership vs. Income vs. Expense

The Finance Committee was directed by the 52nd Annual Convention to provide per capita breakdown by District of all dues income and expense. The Committee developed this report from the audited fiscal year ending June 30, 1991.

The expenses charged to the General Fund Accounts are not included in this Report. General Fund expenses are on behalf of the total Union and do not directly relate to a single District.



District	Dues Payers	% of Total	Dues Income	% of Total	Expenses	% of Total	Exp. Average Per Dues Payer	Inc. Average Per Dues Payer
1	140,465	27.75%	\$20,777,613	25.24%	\$ 4,314,636	22.10%	\$ 30.72	\$ 147.92
2	30,637	6.05%	5,119,082	6.22%	1,295,444	6.64%	42.28	167.90
3	74,182	14.65%	12,248,694	14.88%	3,425,487	17.55%	46.18	165.12
4	63,019	12.45%	9,898,659	12.02%	2,430,528	12.45%	38.57	157.07
6	63,677	12.58%	9,946,284	12.08%	2,645,780	13.55%	41.55	156.20
7	52,298	10.33%	8,631,352	10.48%	\$2,119,739	10.86%	40.53	165.04
9	63,991	12.64%	12,646,151	15.36%	2,302,580	11.80%	35.98	197.66
13	17,926	3.54%	3,055,244	3.71%	984,862	5.05%	54.93	170.42
<b>TOTAL</b>	<b>506,197</b>	<b>100.00%</b>	<b>82,325,079</b>	<b>100.00%</b>	<b>19,519,056</b>	<b>100.00%</b>	<b>330.74</b>	<b>1,326.51</b>

## COMPARISON—DUES PAYERS VS. INCOME VS. EXPENSES

The percent figures represent the percent of the total Union.

**Item No. 4:** The Finance Committee recommends that the Resolution Committee ask that delegates of the 54th CWA Convention give approval to the CWA Executive Board to purchase the 501 Third Street, Washington, D.C. property that CWA is presently leasing, if in the Board's judgement, appropriate agreements can be reached on the purchase price and financing of the 501 Third Street building and the sale of the CWA property located at 1925 K Street, Washington, D.C.

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

... The motion was duly seconded...

**PRESIDENT BAHR:** It is seconded from the floor.

No delegates appear to be wanting to be heard. All those in favor of adopting the report as submitted indicate by raising your hand. Down hands. The report is adopted.

And the Finance Committee is discharged with the thanks of this Convention. (Applause)

**PRESIDENT BAHR:** Would the National Women's Committee please come to the platform.

The members of the National Women's Committee are:

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

Laura Unger, President, Local 1150;

Theresa A. Ryan, President, Local 4010;

Deborah Owen, Executive Vice President, Local 6508;

Madelynn Wilson, President, Local 7818;

Andrea Montoya, Executive Vice President, Local 9510;

Diane White, Vice President, Local 2201;

Frances Rotkiske, Executive Vice President, Local 13500; and

Diane White, the Vice President of Local 2201, who will read the report.

**CHAIR DIANE WHITE (Local 2201, Chair, National Women's Committee):**  
Thank you.

...The Report of the CWA National Women's Committee to the 54th Annual Convention was read by the various members of the committee, as follows...

The CWA National Women's Committee met in Miami, Florida, beginning April 3, 1992 to discuss issues of common concern to CWA women members.

Every issue before this Union is of great importance to CWA women. However, there are many issues that are of special concern to women that this Committee would like to share with the delegates to this Convention.

The Committee reviewed the Staff complement in each District and Headquarters and reaffirmed the Committee's belief that inequities still exist in the hiring and promotion of women to staff. The Committee requests that the President and the Executive Board keep this in mind when making staff appointments.

The Committee continues to encourage each District to have District Women's Conferences annually, leaving up to each District's discretion whether to have one meeting or regional/state meetings yearly within the District.

## **TECHNOLOGY**

The National Women's Committee expressed a concern that where new technology is introduced in a particular area, trials are held and the Union isn't even notified.

Technology has impacts far beyond the realm of our imagination. We need training and understanding before technology takes over our jobs. Training on technological change should be a part of all levels of this Union, stewards training, officers training and other leadership programs.

National conferences and District conferences should include time to discuss and share information on the impact of technological change and ways of dealing with it.

A questionnaire should be developed for Locals to fill out should they have information on a technological change that they feel would have implications for the Union as a whole. These questionnaires should be directed to the appropriate office for action (i.e., the Research Department, the District, the National Units, etc.).

The National Union should develop some industry-wide standards on technological change committees, the need to be informed in the developmental stage of new technologies, decision-making power in the way new technology is designed and implemented, with focus on its effect on monitoring productivity, job security and health and safety.

We are now seeing how robotics has affected operator services. Operators in AT&T are becoming an endangered species and other bargaining units are right behind.

The CWA National Women's Committee wants to re-emphasize the family devastation caused by massive layoffs. AT&T has been the worst offender, but other telecommunications companies are following their example. Many times families have transferred from one location to be surplus/laid off at the next location. AT&T has just announced approximately 6,000 more operators will be laid off. We deplore the attitudes of today's corporate robber barons.

We commend President Bahr, the Executive Board and Staff for their humanistic attitudes and concern for our Union family.

## **MONITORING**

Last year the National Women's Committee recommended to the Executive Board that monitoring both by computer and managers was being used to discipline and harass employees, causing stress. This is still being done in areas around the country.

Where there is contract language to protect some employees, all employees should be included. Where there is no contract language, we recommend that it be established.

The Committee also recommends that CWA and its members continue to strive to introduce and pass legislation at both the State and Federal levels that would eliminate monitoring in all forms and in all workplaces.

## **TRAINING/RETRAINING**

The CWA National Women's Committee recognizes that the demands of a family can adversely affect the CWA member's opportunity to attend Training/Retraining which is critical in today's environment of rapid technological change.

We recommend priority consideration be given to improving contract language in all bargaining units on Training/Retraining to improve the members' ability to attend such training. Such changes should include but not be limited to: being able to attend Training/Retraining, on company-paid time.

Training/Retraining dollars should not be used by any bargaining unit to obtain company training.

## **HEALTH ISSUES**

The CWA National Women's Committee recognizes the complexity of health issues as they relate to CWA members and the community at large. We acknowledge remedy through both the bargaining and legislative process.

A woman is likely to be insured if she works for a large company or belongs to a union. However, today, 15.2 million women in the U.S. have no health insurance.

The Committee recognizes the progress made on health issues important to women. Problems still exist in costs associated with preventive versus diagnostic treatment. Specific improvements such as 100 percent payment for an annual mammogram after age 30, pap examinations and costs associated with laboratory testing should receive high priority in this round of bargaining.

Statistics show women are the fastest growing group of people with AIDS. As many as 500,000 women in the U.S. may be HIV positive. This figure is probably low because female AIDS is unreported and under diagnosed. The Committee reaffirms continued AIDS research, education and patient services as outlined in the Resolution on AIDS passed at the 1986 CWA Annual Convention.

The Committee further supports research, education and job-security protection for those members who suffer from repetitive motion injuries or work in an environment vulnerable to such injuries.

Let the record show the CWA National Women's Committee supports a national health care single-payer system.

## **FAMILY ISSUES**

The CWA Women's Committee recognizes CWA members are indeed a part of the "sandwich generation" and are confronted daily with family care issues. Priority consideration should be given to the issues of affordable quality child care

and elder care and should be addressed at every bargaining table. The CWA National Women's

Committee recommends that the CWA/AT&T contract language on the Family Care Development Fund should be the minimum standard for all appropriate bargaining units in CWA.

## **SEXUAL HARASSMENT**

The issues of sexual harassment gained national focus earlier this year during the Anita Hill/Clarence Thomas hearings. The public discussion and debate which occurred as a result of that hearing indicated that much of the public shares misconceptions of this issue, illustrating the need for education about the nature of sexual harassment, how to prevent it and how to respond when it occurs.

The CWA National Women's Committee recognizes sexual harassment still exists and therefore endorses and urges support for Resolution 54A-92-13 "CWA Dignity Policy."

We further recommend that CWA support legislative and regulatory changes to ensure that persons who quit their jobs as a result of sexual harassment are not denied unemployment compensation.

We further recommend that CWA strongly support the enactment of legislation to remove the cap on compensatory and punitive damages for victims of sex, religion and disability discrimination and calls on Congress to pass the Equal Remedies Act H.R.3975 and S.2062.

## **C.L.U.W.**

The CWA National Women's Committee recognizes labor's strength is magnified through coalitions with other groups such as the Coalition of Labor Union Women (C.L.U.W.). CWA has supported C.L.U.W. since its inception. All of our National Officers, many staff and members support the principle of the Coalition of Labor Union Women as dues-paying members. We recommend CWA members join and support C.L.U.W.

## **VIOLENCE AGAINST WOMEN**

Every year three to four million women are battered by their husbands or partners. All too frequently the battering has fatal results. National crime data shows that once a woman is victimized, the risk of being victimized again is substantial.

We deplore the violence that affects our CWA members who work at the family planning clinics throughout the country. These CWA members deserve our support to be able to work in a violence-free workplace.

Absenteeism and low productivity are the results of domestic violence, but the ability to keep a job for a source of income is vitally important.

We recommend that CWA develop educational and training materials to provide information for locals to develop their own programs to help victims of domestic violence to recognize and resolve problems when their job security is threatened.

We further recommend that CWA encourage Locals to support, through volunteer efforts, shelters and other advocacy services for battered women.

The CWA National Women's Committee supports H.R. 1502 and S.15, the Violence Against Women Act, and requests support of the delegates in calling on Congress to pass this important legislation.

Prior to last year's convention action, this Committee has reported to the CWA Executive Board with their recommendations. We thank the President and the Executive Board for their support of the National Women's Committee since its establishment in 1974, and we thank you, the delegates, for your time and consideration of our first convention report.

**CHAIR WHITE:** Mr. President, CWA National Women's Committee moves adoption of this report.

**PRESIDENT BAHR:** You have heard the motion.

... The motion was duly seconded...

**PRESIDENT BAHR:** It's been seconded from the floor.

Microphone No. 3, Delegate Hayes.

**DELEGATE DEBORA M. HAYES (Local 1168):** Thank you, Morty. I am President of CWA Local 11681, I'd like to speak in support of the motion to approve the report of the CWA National 54th Women's Committee.

Ninety percent of our membership is female, and the issues addressed by the Committee thoroughly represent the concerns of working women in this Union. The report identifies and makes recommendations towards the resolution of these problems, and I commend the Committee for a job well done.

I would specifically like to address the issue of violence against women, which states, "We deplore the violence that affects our CWA members who work at the family planning clinics throughout the country. These CWA members deserve our support to be able to work in a violence-free workplace."

These are two broad issues and I want to make sure that they don't get confused. The first is reproductive rights for women. I think the statistics prove that the vast majority of people in this country support safe and legal abortions for women, and I think that was further demonstrated by a rally that was held in Washington yesterday where upwards of a half-million people showed up to demonstrate and support. (Applause)

But the issue I'd like to address today is the workers' rights. We represent members at Planned Parenthood in Buffalo and Aaron County and at the Family Planning Center at Buffalo General Hospital, and these facilities have been targeted by Operation Rescue for what they are calling a Spring for Life Rescue, and they promised us that it will match what happened in Wichita last year.

I believe that it is deplorable that workers in this country have to go through and incur that type of violence on their way into work, and it has a truly devastating effect on their ability to go in and perform their job.

I'm happy that the Committee has put this portion into their report, and that I can go back to my members and tell them that when the eyes of this country are on Buffalo this spring, and they are going through what they will be going through, that they have the support of their national union. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone No. 5, Delegate Crump.

**DELEGATE ANN CRUMP (Local 4600):** President Bahr, could you tell me how many field staff we have and how many are women?

**PRESIDENT BAHR:** We don't have it handy now, but before this Convention adjourns we will have it and we will announce it.

You are entitled to a second question, Ann.

**DELEGATE CRUMP:** The second question I have, has to do with a postcard

being sold upstairs, and I was wondering if the Women's Committee has seen it. (Applause)

**PRESIDENT BAHR:** Have you seen the postcard?

They said no, but they heard about it.

**CHAIR WHITE:** We have heard about the postcard and a lot of women have raised it to us, and we think it should be removed. (Applause)

**DELEGATE CRUMP:** Get rid of it. I mean, it is sexist, and it should be removed. (Applause)

**PRESIDENT BAHR:** We have no other delegates desiring to be heard. All those in favor of adopting the report of the NatiGnai Women's Committee indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Committee is discharged just for the purpose of this Convention, with the thanks of the Convention for the great work you did. Thank you. (Applause)

I would also like to note the important role that Lela Foreman, Director of our Women's Department, played with the Committee. Thank you, Lela. (Applause)

Would the Committee on Equity please come to the platform..

A delegate has raised the question about an update on the Caterpillar strike, where the company had threatened to begin permanent replacement of workers today, and I do not have the information. We have been here and I'm sure we will find out on the news this evening. We hope, and sincerely hope, that they do not follow through with that threat.

I want to introduce the members of the Committee on Equity to the Convention.

Raul Angula, Vice President, Local 2260;  
Walter Andrews, Executive Vice President, Local 3204;  
Mary Jo Avery, Vice President, Local 4600;  
Samuel Barela, Jr., President, Local 6733;  
Mary Taylor, First Vice President, Local 7200;  
Roberta Boateng, Steward, Local 13500;  
Nelson Zapata, Business Agent, Local 1105, Chair.

**PRESIDENT BAHR:** And the Chair recognizes Brother Zapata.

**CHAIR NELSON ZAPATA (Local 1105):** Good afternoon, President Bahr, Members of the Executive Board, Delegates, Alternates and Guests.

In 1976 the President of CWA appointed the first Committee on Equity. During the following years the Committee would meet once a year to discuss issues and make recommendations to the CWA Executive Board.

This procedure continued until today. Today we report to and make recommendations to the Convention and to you, the delegates.

For this privilege the Committee on Equity of CWA, on behalf of all its members, thanks you.

During the 53rd Annual Convention the delegates overwhelmingly approved the amendment. That gives us this right, and we believe that was fair. Now I ask you, what is equity? Equity means fairness. It means that management and the Union treat workers fairly and equally, regardless of their race, sex, age, nationality, sexual preference, marital status or physical impairment.

Unfortunately, equity is much easier to define than to apply. We all know that for a variety of reasons, workers are denied equal opportunity and equal access by management and at times by their own unions, because they may be minorities, women, older, express a different religious preference or in some manner physically impaired.

We have been able to make important strides during the past years, and it is important that we continue this forward-moving momentum. Also, a personal thanks to the Committee on Equity members who prepared this report, the past workers and those whose terms expired. They include Joanne Bell from Local 2336; Thelma Roberts, from Local 3905; Tyrone McAdoo, from Local 4004; Lynnette Jenkins, from Local 6316; and Arlene Simmons, from Local 13500.

A special thanks to Mary Mays Carroll, with a prayer for a speedy recovery.

I would be remiss if a special thank you were not extended to the Minority Caucus for all their help and advice. In particular, the Committee on Equity extends a warm and heartfelt thanks to Rudy Francis, who introduced the original constitution change.

The Committee members will now read the report. I would like to introduce Mary L. Taylor, alternate Chair and First Vice President, from Local 7200.

...The sections of the National Committee on Equity report were read by the various members of the Committee as follows:...

## **REPORT OF THE NATIONAL COMMITTEE ON EQUITY**

The Trade Union Movement has always believed in the concept of equity. One of the cornerstones of unionism has been the struggle for fair and equal treatment on the job, within the union and in the community.

In 1973, the CWA Executive Board adopted a nine-point policy on discrimination. In an effort to follow through on this policy, the President of CWA appointed a National Committee on Equity in October of 1976.

The purpose of the Committee was to advise the President and the Executive Board on issues relating to equity and discrimination. In 1991, the responsibilities of the Committee were changed. Henceforth, the Committee will report on its activities and make recommendations to the Annual Convention.

The Committee on Equity strives to combat discrimination in all aspects of employment, including wages, fringe benefits and sexual harassment. The Committee on Equity treats inequities resulting from sex and race discrimination like all other inequities which must be corrected.

The Committee on Equity in no way replaces the grievance procedure.

We are available to assist locals and staff in the representation of workers who find themselves in situations where they are discriminated against. In addition, we will work with labor and minority organizations, whose goals, like ours, are to eliminate discrimination totally.

The duties and responsibilities of the Committee on Equity are to educate members, local officers and staff at all levels of CWA on the value and importance of the Committee on Equity; to increase minority participation in local union activities; to keep a close eye on employer and union activities involving all minority groups and women; and to build an effective committee which provides a valuable service to CWA and its members.

## **CWA EQUITY PROGRAM**

I. Office of Civil Rights and Fair Practices (Headquarters)

Responsibilities:

- International Staff Resource Person

II. District Staff Coordinator for Minority Affairs (One Staff from Each District)

Responsibilities:

- Works with District Vice President to recommend National Committee on Equity Representative and State Equity Representatives.
- Works directly with National Committee on Equity Representative in coordinating Committee on Equity functions in the District.
- Resource person for District

III. National Committee on Equity (One Local Representative for each District)

Responsibilities

- Recommended by the District Vice President and District Staff Coordinator and appointed by the Presidents for a term of three (3) years. An alternate will also be appointed.
- Encourage District Vice President to appoint State Equity Representatives to network with National Committee on Equity Member.
- To meet at least two times a year—one meeting to be held in conjunction with the Convention.
- To select a Committee Chair and alternate and make a report to the Convention.
- To receive Committee on Equity related complaints and issues. Review activities and performance of the National Committee on Equity for the past year and decide what changes should be made and what direction the Committee should take in the next year.
- Helps organize District and National Committee on Equity Conferences.
- Reports at District meetings.

IV. State Equity Representatives (One Local Representative from Each State)

- Works with the District Staff Coordinator and with the National Committee on Equity Representative from the District.
- Report at state meetings when requested by District Vice President.
- To receive Committee on Equity related complaints and issues and channel that information to the National Committee on



Equity Representative.

- To encourage all Locals to form a Committee on Equity and establish training programs involving equity issues. District Staff Coordinator and National Committee on Equity Representative should assist as needed.

V. Local Committee on Equity

Responsibilities:

- Establish a Committee on Equity in each Local.
- Train the Committee utilizing the CWA Committee on Equity Manual.
- Work closely with State and National Committee on Equity Representative.
- Collect data on Equity issues.

## **EQUITY ISSUES**

The Committee on Equity should pay particular attention to issues which concern the denial of equal rights to individuals because they are members of a minority group. These issues are:

1. Ageism
2. Rights of the Physically Impaired
3. Sexual Harassment
4. Institutional Racism
5. Institutional Sexism
6. Personal Racism
7. Personal Sexism
8. Religious Prejudice
9. Comparable Worth
10. AIDS Discrimination
11. Veteran Discrimination
12. Language Discrimination
13. Sexual Orientation

The National Committee on Equity requests that the locals become familiar with the issues. educate the membership, collect and analyze data in the workforce, process grievances on these issues and forward, when appropriate, the information to the Committee on Equity.

## **RECOMMENDATIONS**

The National Committee on Equity recommends that:

1

. Each District ho

2. All District Vice Presidents advise each Local President to form a Local Committee on Equity. Local Equity Committees should be in place by the 1993

Convention barring any work stoppage.

3. In those states where the Vice President believes it is applicable, a State Equity Representative shall be selected.

4. The President request demographic workforce data from our larger employers (public and private). This data should include a breakdown by minority groups and sex (including physically impaired). The data is to be submitted to the National Committee on Equity prior to their next meeting.

5. The international Union review and evaluate employment tests beginning with those at AT&T. Areas of concern are the direct applicability of these tests to job performance, the validation of the tests, whether the tests are minority bias and if they are being used to screen certain employees. The results of this report are to be submitted to the National Committee on Equity for their review.

We would like to thank the delegates from the 1991 Convention for giving us the opportunity to share information and ideas from this podium. We look forward to working with you and reporting to you annually on our progress.

**CHAIR ZAPATA:** Mr. President, the National Committee on Equity moves adoption of this report.

**PRESIDENT BAHR:** You have the motion before you. It has been seconded. So you will know what we are talking about, it is adoption of the report, with the five specific recommendations. There are no delegates at the microphone, so all those in favor of the report indicate by raising your hand. Down hands. Opposed, by like sign. It is adopted.

On behalf of the Convention, I would like to thank the Committee on Equity for the fine work they are doing. Thank you very much. (Applause)

Will the Resolutions Committee come back to the platform, please?

In response to Ann Crump's question, of 215 staff, 62 are women, and clearly we have got to do better than that. (Applause)

On Microphone No. 1, Delegate Dee.

**DELEGATE SHERRIL. DEE (Local 3205):** I move the Resolutions Committee only read the resolved portion of the resolution. (Applause)

**PRESIDENT BAHR:** You have heard the motion. It has been seconded. You have an opportunity to speak on your motion. The Delegate does not care to speak on her motion.

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

The Chair recognizes the Committee.

**CHAIR GRIMES:** Thank you, Mr. President.

The Chair recognizes Delegate Rick Galvan.

**DELEGATE RICK GALVAN (Local 6229):** If the Delegates will turn to Page 5 of the Resolutions Committee Report, please, I will read the resolved.

## **RESOLUTION 54A-92-3 ECONOMIC POLICY RESOLUTION**

The U.S. economy continues to suffer from the worst recession since the Great Depression of the 1930s. Official unemployment hovers at 7 percent, and when discouraged and involuntary part-time workers are added, the

unemployment rate reaches 13.3 percent. One out of every four workers, or 32 million people, is either unemployed or working at poverty wages.

The current recession comes after almost two decades in which American workers and families experienced a steady decline in living standards.

Real weekly earnings are down 19 percent since 1973 and have dropped to the level they were in 1959. Family income, which remained stagnant for most of the decade, dropped 7 percent from 1989 to 1990. Families are under unbearable stress as they work longer, send more members into the workforce, and go deeper into debt.

The poverty rate, at 13.5 percent in 1990, is up dramatically. Perhaps most tragic, one of every five American children, and one of every two Black children, is growing up in desperate poverty. Three-fifths of all poor families are families of workers.

The number of full-time, permanent, good-paying jobs continues to decline. Particularly alarming is the fact that one in every two new jobs in the economy is a part-time, temporary, or subcontracted one.

The fierce attack on unions, the key institution which raises wages and family incomes, continues as employers aggressively pursue a low-wage competitive strategy. To keep unions out, employers, with government acquiescence, flagrantly violate the law, so that today, one worker in five is fired in every union organizing campaign, compared to only one in 100 in 1960. Employers hire replacement workers during strikes to break unions where they already exist.

The result of these policies has been an enormous transfer of wealth. The size of the middle class dropped from 71 to 63 percent of American families over the past 20 years, as more families slipped below the poverty line.

Even before the recession, Reagan-era tax cuts for the wealthy robbed government of the resources available to invest in the nation's future. Federal spending on essential investments in education, job training, unemployment insurance, family supports, the environment, transportation, and civilian research and development declined 26 percent as a share of Gross Domestic Product (GDP) between 1980 and 1990.

Over the same period, federal grants to states and localities were cut 36 percent. By 1991, states and localities were in severe fiscal crisis, no longer able to fill the gap left by the federal retreat from domestic policy.

Despite rising social need, the federal government, and more recently state and local governments, have ripped away at safety net programs. Today, fewer than one-third of the unemployed receive unemployment insurance benefits. Other income assistance, housing, health care, and social service programs have declined as well.

We see the results of our misplaced budget priorities all around us. Our children rank 12th in the world in math and science. There are 37 million Americans with no health coverage. Every other day a bridge collapses. We have the highest crime rate and the most citizens in jail. Three million Americans have no place to call home.

A young male worker today earns 25 percent less than his father did a generation ago; a young female worker earns even less.

Despite the end of the Cold War, the federal government continues to spend about \$295 billion a year—half of all federal discretionary spending—on the military. The modest 3 percent military cuts in the Bush budget would still leave the military budget at twice the size that it was in 1980, before the dissolution of the

Soviet Union.

Largely due to Reagan-era tax cuts for the wealthy, high military budgets, and high interest payments, the federal budget deficit now stands at more than \$350 billion.

The trade deficit has dropped temporarily to \$66.2 billion in 1991, but mainly because of recession, not because trade and industrial policies have been put in place. The continuing deficit requires the U.S. to borrow heavily from abroad. In just 10 years, the U.S. went from being the world's largest creditor nation, \$137 billion in 1992, to the world's largest debtor, owing \$760 billion at the end of 1990.

While U.S. workers continue to be the most productive in the world, the rate of growth of our economy has slowed considerably, and now lags behind our major competitors. Gross National Product (GNP) growth rates have dropped from 4.5 percent in the 1960s to 2.8 percent in the 1970s, to 2.3 percent in the 1980s. Annual productivity growth has dropped from 2.6 percent in the 1960s to about 1 percent in the 1980s.

Corporate America broke its implicit promise to invest the windfall they received in lower taxes and reduced labor costs in productive enterprises. The Economic Policy Institute estimates that corporate borrowing for speculation totaled \$1.3 trillion dollars in the 1980s.

Government deregulation and lax anti-trust enforcement have left the public with a \$500 billion savings and loan rip-off, hundreds of bank failures, loss of tens of thousands of good-paying union jobs, corporate raiders, polluters, and price gougers.

It is long past time to reverse the supply-side economic policies of the Bush-Reagan years that led to growing inequality, declining investment, and huge debt for ourselves and our children. It is time to adopt an economic program for jobs with Justice.

Change Course: Putting the economy to work for working families. The Communications Workers of America support equitable policies which assure recovery from the recession and stimulate economic growth by investing in our people and in our infrastructure. Such investments are essential to pursue a high-wage, high-growth competitive strategy which will support rising incomes for working families. Components of such a program include:

1. Re-establish the right to organize. The key to a fair and equitable society is a strong Labor Movement. Unions are the institutional voice of working people. Therefore, we must re-establish the right to organize to ensure that working people have a powerful voice as well as an equitable share in the wealth of this nation.

2. Adopt new budget priorities that invest in America. To stimulate economic growth and to improve the quality of life for all our nation's citizens, we must re-order federal budget priorities to increase investments in domestic needs. With the change in international relations, it is time to convert to a peace-time economy. Economic conversion is a realistic goal; for example, since 1960, over 100 U.S. military bases have successfully been converted to industrial parks, civilian airports, educational institutions, housing, and other prosperous enterprises. A successful U.S. conversion program must include adjustment assistance and retraining for former defense workers and labor-management community conversion planning committees.

The 1990 Federal Budget Agreement must be changed to allow a re-ordering of budget priorities, with savings from the military primarily invested in our domestic needs, rather than going to election-year tax cuts or deficit reduction.

3. Raise revenue through fair and progressive tax policies; oppose capital gains tax cuts; close corporate tax loopholes.

Wealthy Americans pay a lower proportion of their income in taxes today than they did in the 1970s, while working families pay more. Simply returning to the 1977 tax rates would raise \$87 billion in taxes from the wealthiest Americans. Tax relief for working and middle-income Americans should be paid for by raising rates on the wealthiest Americans and closing corporate loopholes.

Any cut in the capital gains tax or other business taxes will simply exacerbate our nation's economic problems and provide a windfall to the wealthiest Americans. Business tax write-offs and lower capital gains tax rates in the 1980s produced a wave of mergers and acquisitions, unproductive real estate speculation, and bloated executive pay—not productive investment.

4. Implement full-employment policies and improve quality of jobs. We must make progress toward full-employment policies that ensure all workers the right to improve and maintain a decent standard of living. In the short term, increased public investment in job-creating public work projects, federal aid to distressed cities and states, and expanded unemployment benefits will serve as a fiscal stimulus to put people back to work and to speed economic recovery. In the long term, we must raise the quality of jobs by taking a high-wage competitive strategy based on investing in our people and in our infrastructure.

5. Adopt fair trade policies. It is essential that the United States construct a more equitable and realistic framework for coordinating world trade relationships. Our goal should be to protect the jobs of workers at home, restore a reasonable balance of trade, promote an advanced, diversified economy, and raise international labor standards. A North American free trade agreement must be based on such principles. The General Agreement on Tariffs and Trade, which establishes trading rules for the world's industrialized nations, must not be used to weaken our economy or undermine the living standards of U.S. workers.

6. Establish a more active role for the federal government in the economy. Every advanced nation in the world has an industrial policy including government-labor-management partnerships aimed at improving the economic base. For the past 40 years, U.S. industrial policy centered primarily on military production. Now, we have the opportunity to direct public resources and planning to the development of an advanced, productive peace-time economy.

Government regulation—from transportation and telecommunications to the financial system, labor, environmental, and health and safety standards—must be strengthened to protect the public and workers from corporate policies that maximize profits without regard to broad economic and social impact.

**RESOLVED:** That the 54th Annual Convention of the Communications Workers of America support equitable and growth-oriented economic policies that will provide Jobs with Justice, including the following:

- The right of all workers to organize.
- Federal budget priorities which invest in our domestic needs, restore the federal government's responsibility to assist states and localities to meet those needs, and convert our industrial base to a peace economy. To these ends, CWA actively supports the national coalition effort.
- Fair and equitable tax policies at all levels of government that make the wealthy and corporations pay their fair share, including raising the rates on the wealthy and

closing corporate loopholes. Tax relief for working and middle-income Americans, consistent with the need to fund public investments, should be paid for by raising the top income tax rates on the wealthy. We oppose proposals to cut the capital gains and other business taxes.

- Fair international trade policies that protect workers' jobs at home, restore a reasonable trade balance, and raise international labor standards.
- Labor market policies based on full employment, with high-quality, high-wage jobs for all workers. Call on the Bush Administration and Congress to reject the General Agreement on Tariffs and Trade and the North American Free Trade Agreement unless they show positive benefits to the United States and its people.
- Strong and vigorously enforced government regulation to protect workers and the public against the ravages of corporate greed.

Mr. President, the Resolutions Committee moves the adoption of Resolution 54A-92-3, entitled "Economic Policy Resolution."

**PRESIDENT BAHR:** You have heard the motion. Seconded from the floor. Microphone 3, Delegate Johnson.

**DELEGATE CHRISTENE JOHNSON (Local 6201):** My Brothers and Sisters of the Communications Workers of America, on behalf of our children, our future, we must move forward diligently in relieving the worry of misplaced budget priorities that currently have the rich getting richer and the poor getting poorer, the worry about our country going from the world's largest creditor nation to the world's largest debtor nation.

We must begin to invest in our own, to insure quality jobs that will enable workers in America to enhance their skills, to enable them to keep their jobs and not have their work moved to Mexico.

We want jobs with justice. We want the poor and middle class to catch up with the rich, and the assurance that our children will be guaranteed a future without the worry of having to fight for opportunities for a proper education, for jobs in America.

We want George Bush out of office, out of the White House and in the little house. (Applause)

We want a Democrat in office to get on with the business of looking out for the wellbeing of America, for the concerns of our family structure, for our children, for keeping our work here, so we can dream dreams, so we can be in a comfort zone, not the twilight zone, so our children can get to the mountaintop, not just the hill, and, lastly, so we can be proud of what America stands for.

I urge you to support Economic Policy Resolution 54A-92-3. (Applause)

**PRESIDENT BAHR:** On Microphone 1, Delegeae Walker.

**DELEGATE KENN WALKER (Local 9505):** I move to amend the Resolution 54A-92-3, entitled "Economic Policy Resolution," on Page 5, to add a bullet, and the following line number 41: "Encourage all Americans to purchase products made in America." (Applause)

**PRESIDENT BAHR:** You have heard the amendment. It has been seconded.

Delegate Walker has five minutes to speak on his amendment.

**DELEGATE WALKER:** Mr. Chair, delegates, members and guests, American workers are lazy, stupid, overpaid and illiterate—that is an opinion of one

Japanese legislator. The question is: Is that view shared by some Americans also? I am inclined to think so, from time to time.

Some Americans refuse to buy American products. Others claim the products are better if they are produced "over there." The American union worker builds the best and expects the best. If the American workforce is so inept, then how does one account for these American workers that build a vehicle that traverses space?

We are the best, and what we build is the best; so encourage every citizen you see to support America and union workers and America and union jobs. Buy American.

Thank you. American union workers thank you. (Applause)

**PRESIDENT BAHR:** Brother Walker, if you will stay there just one moment. If I can have your concurrence, in order to save time, you know, we do represent Canadian workers. If this amendment could be to have Americans purchase products made in America and Canadians purchase products made in Canada, I think we'll satisfy our members.

Does that suit your need?

**DELEGATE WALKER:** Yes, it does.

**PRESIDENT BAHR:** With your concurrence, that will be the amendment. (Applause)

Microphone 5, Delegate Harmon. Is this in connection with the amendment? It is not. Then, would you hold it, please?

On the amendment. On Microphone 3, Delegate Benton.

**DELEGATE ELLIOTT BENTON (Local 6201):** I rise to speak in support of the amendment. I do not believe this amendment needs much discussion.

We have to continue to ask for equity for our workers and continue to buy American parts and continue to demand that American labor has decent jobs, decent pay and the right to a decent lifestyle, and stop the welfare cuts for the rich people in this country. (Applause)

**PRESIDENT BAHR:** We are voting on the amendment now. Remember, it is to add a bullet, Line 41, to encourage all Americans to purchase products made in America and Canadians to purchase products made in Canada.

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

Now, on Microphone 5, Delegate Harmon.

**DELEGATE JANET HARMON (Local 9503):** This is Page 3, Line 51. I would like to know what the correct date should be on that line. "1992" does not fit.

**PRESIDENT BAHR:** It should be 1982. We meant to correct that.

On Microphone 3, Delegate Conner.

**DELEGATE JAMES CONNER (Local 6508):** As a past member of the Resolutions Committee, I want to commend the Resolutions Committee for their dedication, their long hours, and excellent report. We must work daily, as union activists, to establish an economic policy fair to the workers of America.

We must pursue our own agenda. We should follow the path being established by our union brothers and sisters in the State of Louisiana and rid ourselves of the right-to-work law from sea to sea, from Wall-to-Wall.

We need real tax policies that are administered across all segments of society and not just a catchy campaign slogan.

Tax policies that meet the needs of the working class of people are what we need, not just the wealthy.

We must push for a strong and fair trade policy that will benefit all workers and not make it profitable for a company to go overseas with our jobs.

Since the 1980s the workers of America have been devastated by the economic policy of the Republican Party. We in the telecommunications industry have suffered enormous layoffs. Other industries have been likewise impaired.

It is time for the Union to stand together and make the '90s the decade of the workers.

Please stand with me in support of Resolution 54A-92-3. Thank you.  
(Applause)

**PRESIDENT BAHR:** There are no other delegates at the mikes. The resolution before us is 54A-92-3. All those in favor indicate by raising your hands. Down hands. Opposed, by like sign. It is adopted.

I would strongly recommend that at your leisure, if you have not already done it, you read the full statement.

Several people worked very long and hard to put together a concise policy position. If you understand it, it will help you in dealing with your members, in dealing with the issues before the electorate come this November.

The Chair now recognizes the Secretary-Treasurer.

**SECRETARY-TREASURER BOOK:** I have been asked to repeat the announcement about the polls. If you have not completed this CWA Opinion Poll, please do so and pass it to the back of the table, where the Sergeants-at-Arms will pick them up.

Another occasion for celebration. Last Saturday, two days ago, was it, Carl Madden, the President of Local 3516, and Rosemary Windham, the EVP of Local 3511, were married and they are on their honeymoon here. Where are they?  
(Applause)

... Convention announcements by Secretary-Treasurer Booe...

**PRESIDENT BAHR:** We stand in recess for 30 minutes. Please be prompt because we will go right into the nominations.

... The Convention stood in recess for 30 minutes...

**PRESIDENT BAHR:** The convention is in order.

I have a request to bring something to your attention and ask for your cooperation. The Greater St. Louis CWA Council, District 6, is collecting soap and other toiletries from the hotels in which you are staying to donate to the Mary Rider Home. It is a home for indigent women in St. Louis that was founded by a CWA/ITU member, Mary Rider, back in the 1930s. A box will be at the District 6 area of the convention floor Tuesday afternoon and Wednesday morning. We hope you keep this in mind and help them out. The request comes from the President of the St. Louis CWA Council, Rita Voorheis, who, incidentally, is a candidate for the Missouri State Senate.

The Chair recognizes the Chair of the Credentials Committee for a supplementary report.



**CHAIR ASH:** Thank you, Mr. President. This is a supplemental report for Monday, April 6, 1992.

In Category 2, properly executed but late credentials: 3966 and 7816.

The Committee moves that the delegates be seated.

... The motion was duly seconded..

**PRESIDENT BAHR:** You have heard the motion. It has been seconded from the floor. No delegate cares to speak.

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

I want to point out to all the delegates and candidates for office that it is against the rules to pass out campaign literature on the convention floor, and we would like to see that nobody does it. (Applause)

The Chair recognizes Secretary-Treasurer Booe for the presentation of the election procedures.

... Secretary-Treasurer Booe assumed the Chair...

**SECRETARY-TREASURER BOOE:** This announcement has to do with the registration of observers for the election process that will take place tomorrow. Each candidate will be permitted to have an observer at each poll and at the counting of the ballots. Observers will be restricted to the specific area designated for observers. These designated areas will allow the observers to note the names of those voting and to observe the actual counting of the ballots. However, the observers will be placed so they do not obstruct the voting and/or the vote tabulation process.

Observers must remain in the ballot counting area until the count is completed. So you will understand, the observers do not have the right to count the ballots. In order to be allowed into the designated area as an observer, individuals must be registered with the Chair of the Credentials Committee. Only individuals presenting evidence of their registration with the Credentials Committee will be allowed into the areas designated for observers.

Each candidate will have the responsibility for registering any individual that he or she wishes to designate as an observer. Only candidates for election may designate and register observers.

I will repeat that again. Only candidates for election may designate and register observers. The registration forms for observers may be obtained from the Credentials Committee.

I will now call on Steve Raeder, Certified Public Accountant from the firm of Thomas Havey & Co., for the purpose of explaining the total election process.

Before I call on Steve, at the Privilege Microphone, Tiny—I don't know where he is. I cannot spot him. Where is Tiny? Tiny. Oh, there he is. (Laughter)

Tiny has a privilege announcement to make. Come up to the Privilege Mike.

**DELEGATE TERRY LAURENT (Local 3411):** All right. The great state of Louisiana and its delegation here would like to say thanks to the generosity of the people. As of right now, we have a total of \$3,813.38 to fight the right-to-work. (Applause)

**SECRETARY-TREASURER BOOE:** Once again, I will now ask Steve Raeder, the CPA from the firm of Thomas Havey & Co., to explain to us the total election procedures.

**STEVE RAEDER(CPA, Havey & Co.):** Delegates to the Convention, the CWA Constitution makes provision in Article XV, for the election of international officers, district vice presidents and unit vice presidents. The elections will be conducted in accordance with the following procedures.

First, international officers and unit vice presidents of the Union shall be elected by secret ballot of the delegates to the convention on Tuesday between the hours of 8:30 and 11:00 a.m. Nominations will be conducted during the convention session today. The term of each office shall be for three years or until their successors have been duly elected and qualified.

The district vice presidents shall be elected by secret ballot on Tuesday morning between the hours of 8:30 and 11:00. Nominations will take place 15 minutes after the convention recess today at separate meetings of the delegates with their respective districts. The term of each office shall be for three years or until their successors have been duly elected and qualified.

The sequence of nominations is as follows:

First, international officers; next, communications and technologies vice president; telecommunications vice president; public workers vice president; printing, publishing and media worker sector vice president; and 15 minutes after recess of convention today, district vice presidents.

The nominations for the three international officers and four unit vice presidents shall be conducted here in the convention hall. The nominations for the eight district vice presidents will be conducted 15 minutes after the convention recess today, in the district meeting rooms as assigned.

The rules affecting eligibility of nominees and voters state that:

First, only those members of the Union in good standing who are not barred by law, shall be eligible to hold elective office.

Second, only delegates to the convention who have been elected by secret ballot among the members of their local and who have been duly certified by the Credentials Committee to the judge of elections shall be eligible to vote.

The rules with respect to nominations are as follows:

Nominations shall be made from the floor for the three international officers and the four unit vice presidents.

Nominating speeches shall be limited to two minutes in length and the two seconding speeches to one minute.

Where there is only one nominee for an office, that nominee can be declared elected. A motion then can be made from the floor, electing that officer by acclamation.

The following provisions apply to voting procedures:

All voting shall be on a per capita basis as certified by the Credentials Committee to the Judge of Elections.

A delegate may not split his/her vote.

If a local has unit jurisdiction, the unit votes will be divided amongst the local's delegates.

Proxies may be voted only as they are certified by the Credentials Committee to the Judge of Elections and must be voted at the proper booth.

Alternates who expect to vote in any one of these elections must apply to the

Credentials Committee for certification to the auditors for each of these elections. The Committee will be available in the credentials registration area for that purpose.

Voting for international officers and district vice presidents will take place in the district meeting rooms listed in the schedule of events. Voting for unit vice presidents will take place in the respective unit meeting rooms listed in the schedule of events.

Delegates must identify themselves to the teller at the voting booth. A delegate's convention badge shall serve as sole verification of their identity for the purpose of determining their right to vote. Delegates are not permitted to use the badge of another delegate. If the teller's records show that a delegate has voted, he/she shall be considered as having voted. The teller will inform the delegates of their duly accredited votes by writing the number of accredited votes on the face of the ballot.

If a question arises as to the delegate's identity, or the number of votes they are entitled to cast, or other matters, the delegate shall be directed to the Judge of Elections who shall consult with the Credentials Committee, if necessary, before deciding the question.

Only one delegate will be allowed in a voting booth at a time. Upon receiving a ballot from the teller, the delegate will:

Go into the voting booth; write only the name of the nominee of his/her choice on the ballot; fold the ballot once; and hand the folded ballot to the teller.

The teller will initial the outside of the ballot, and will return it to the voting delegate. 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, he/she should obtain a new ballot from the teller. The ruined ballot must be surrendered to the teller before another ballot is issued. Any erasure, cross-outs, changing of the number of votes, or other alterations will cause the ballot to be voided and declared illegal.

Delegates are reminded that the polls will close promptly at 11:00 a.m.

The following provisions apply to the use of observers by the candidates:

Observers will be restricted to the specific area designated for observers. These designated areas will allow the observers to note the names of those voting and to observe the actual counting of the ballots. However, the observers will be placed so that they do not obstruct the voting and/or vote tabulation process.

Observers must remain in the ballot counting area until the count is completed.

The observers do not have the right to count the ballots.

In order to be allowed into the designated areas as an observer, individuals must be registered with the Chair of the Credentials Committee. Only individuals presenting evidence of their registration with the Credentials Committee will be allowed into the areas designated for observers.

After all eligible delegates have had an opportunity to vote, the ballots will be counted, and the results of the election will be announced by the Chair.

If no one nominee receives a majority on the first ballot, a run-off election shall be conducted and the two nominees receiving the greatest number of votes on the first ballot shall be the nominees on the second ballot. If no one nominee receives a majority on the first ballot and there is a tie for second place, a run-off election shall be conducted and the nominee receiving the greatest number of votes on the

first ballot and the two nominees who tied for second place shall be the nominees on the second ballot.

The time and location of any run-off elections will be announced from the podium at convention.

The election will require the wholehearted cooperation of the convention delegates to run smoothly and efficiently. If there are no questions on voting procedures, I will now turn the meeting back over to the Chair.

**SECRETARY-TREASURER BOOE:** Thank you, Mr. Raeder.

During the course of the procedure from now on, reminders will be given from time to time concerning some of the details that have been presented to you by the Supervisor of Elections.

At this time, nominations for the Office of President are open. And for that purpose, the Chair recognizes Paula Buckley for the purpose of making a nomination, at Microphone No. 3.

**DELEGATE PAULA BUCKLEY (Local 1110):** My name is Paula Buckley of Local 1110 and my local represents several thousand members in New York City. Before 1985, we were an independent union, not affiliated with CWA. With the breakup of the Bell System, we knew that we could not go it alone.

Morty Bahr was Vice President of District 1 at that time. He came and talked to us about becoming part of CWA. We were impressed—and not just about the progressive history and tradition of CWA.

We were impressed by Morty Bahr, by his sincerity and intelligence, by his idealism and his knowledge, by his obvious enjoyment in meeting and working with our members.

He was personally involved in our local and was always available to talk with me and the other officers of the local. Even after we successfully merged with CWA, he never passed us along to an assistant. Morty always seemed to find the time for us.

Of course, shortly after we became a part of CWA, Morty Bahr was elected the National President. And in the seven years that he has been our National President, he is still the same Morty Bahr to me, with the same unstoppable energy, drive, vigor, and creativity that marked his 16 years as Vice President of District 1.

He is still open, accessible, always there for my members, and I know that he is there for your members. Morty knows about the concerns and hopes for our members, because he is out there with us.

Brothers and Sisters, bringing our Union into CWA under the leadership of Morty Bahr in 1985 was the best decision we ever made.

**SECRETARY-TREASURER BOOE:** You have ten seconds.

**DELEGATE BUCKLEY:** Ten seconds?

I am proud and honored to stand before this Convention and nominate Morton Bahr for National President. (Applause and cheers)

**SECRETARY-TREASURER BOOE:** There has been placed in nomination Morton Bahr for President. And to second that nomination the Chair recognizes Marie Malliett, President of Local 9410, at Microphone No. 3.

**DELEGATE MARIE MALLIETT (Local 9410):** Sisters and Brothers, I rise before you to second the nomination of Morton Bahr for President of the

Communications Workers of America.

We re-elect Morton Bahr today because of our members, our retirees, because of our families and our children and because of our communities.

Since 1985, Morty has raised our expectations. In traveling this country, in speaking with us in our union halls, Morty has continuously told us: "We are worth it. We are entitled to it."

Morty stiffens our backs, reaffirms our resolve to achieve a National Health Care Plan—

**SECRETARY-TREASURER BOOE:** You have ten seconds.

**DELEGATE MALLIETT:**—workplace fairness and the Striker Replacement Bill, employment security Wall-to-Wall.

Sisters and Brothers, catch the spirit. Re-elect Morton Bahr President of the Communications Workers of America. (Applause and cheers)

**SECRETARY-TREASURER BOOE:** Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mikes for the purpose of making further nominations. There being only one candidate for the office of President, the Chair declares Morton Bahr is therefore elected.

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

**SECRETARY-TREASURER BOOE:** Is there a motion from the floor to elect Morton Bahr President by acclamation?

... Cries of "I so move" and "Second"...

**SECRETARY-TREASURER BOOE:** I have a motion. All those in favor of the motion indicate by saying aye. Opposed by like sign. The motion is adopted. The Chair declares that Morton Bahr is re-elected President of the CWA.

... The delegates arose and extended an ovation to President Morton Bahr...

... President Morton Bahr resumed the Chair...

**PRESIDENT BAHR:** Thank you very much. It would be an understatement if I said I wasn't sincerely touched by the remarks of Paula and Marie. And from the bottom of my heart I appreciate the confidence and trust you have once again placed in me.

And you have my commitment that for every day of this term of office, privileged to represent will have the very best that I have to offer.

I seek your prayers. I seek your support. But more than anything else, I seek your friendship, your continued friendship, as we lock arms and work together to improve the lives of our members and, indeed, to work together to improve the lives of workers all over the world.

So thank you again. I sincerely appreciate it. (Applause)

... President Morton Bahr was congratulated and embraced by the Officers and Members of CWA...

**SECRETARY-TREASURER BOOE:** We do love each other. (Laughter)

The next order of business is the election of Executive Vice President of CWA. And for the purpose of placing an individual in nomination, the Chair recognizes B.

J. Etzel, President of Local 6222, at Microphone No. 3.

**DELEGATE B. J. ETZEL (Local 6222):** I rise today to place in nomination for Executive Vice President a man who is a truly dedicated trade unionist. He became a union member the first day on the job, a job steward the next day, and he has not stopped since.

He served Local 6222 first as Job Steward and Chief Steward, then 10 years as Vice President and eight years as President. Nick is now seeking his fifth term as Executive Vice President of this great international Union.

I had the honor of working with this brother for 30 years. He has led the way in helping this Union grow and has helped many of our brothers and sisters work together, black, white or brown, male and female.

This is why it gives me great pleasure to place in nomination for the office of Executive Vice President—

**PRESIDENT BAHR:** Ten seconds.

**DELEGATE ETZEL:**—of the Communications Workers of America, my friend and yours, a hell of a great guy, M.E. "Nick" Nichols. (Applause and cheers)

**PRESIDENT BAHR:** There has been placed in nomination M. E. "Nick" Nichols for Executive Vice President. And to second that nomination the Chair recognizes Joanne Bell, President of Local 2336, at Microphone No. 3.

**DELEGATE JOANNE BELL (Local 2336):** Good evening, Delegates and Guests. I rise to second the nomination of one of the best known politicians in our Union. He has shaken the hand of practically every delegate. He is best known by his greeting, "Hi, I'm "Nick" Nichols."

Nick is a home grown Texan, transplanted to my home town of Washington, D.C. Since that time, I have had the opportunity to watch Nick grow. He works diligently to keep the lines of communication open between the Executive Board, the Women's Committee, and the Committee on Equity.

One of the things I liked about Nick is that when he is asked, he will tell you straight out where he stands on issues, and I have to respect that in anyone, but particularly in a politician.

And so it is my pleasure to second the nomination of M.E. "Nick" Nichols for the position of Executive Vice President of our great Union. (Applause)

**PRESIDENT BAHR:** For the purpose of another second of the nomination of M.E. Nichols, the Chair recognizes Fritz Clark, President of Local 1111, at Microphone No. 3.

**DELEGATE FRITZ CLARK (Local 1111):** In the 12 years he has served as E.V.P. he has carried out his duties with impressive enthusiasm.

If you call Nick, you can be assured he will return your call. In fact, if you notice, friends, Nick has worked his hair off for us. (Laughter)

It is with pride and pleasure that I second the nomination of M. E. Nichols for International Office of this great Union, and I urge you to vote for him unanimously.

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

Unlike Jim Booe, I'm only going to ask it once.

Seeing no delegate on the microphone, there being only one candidate for the office of Executive Vice President, the Chair designates Executive Vice President M. E. Nichols as having been elected.

Is there a motion from the floor to elect M. E. Nichols as E.V.P. by acclamation?

. . . The motion was duly seconded. . .

**PRESIDENT BAHR:** The motion has been made. All those in favor. Those opposed.

M. E. Nichols is elected.

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

**EXECUTIVE VICE PRESIDENT M. E. NICHOLS:** I'd like to thank B.J., Joanne and Fritz for those very nice words, and for their friendship.

Some people are lucky enough to receive very good pay for doing what they used to do for free. I happen to be one of those lucky people, thanks to you.

Thanks to the delegates to this, and past conventions, along with the members of Local 6222 in Houston. Upon completion of this term, I will have the privilege of serving full time in elected service for 32 consecutive years.

I thank you. I promise you, I will do the very best I know how. (Prolonged applause)

**PRESIDENT BAHR:** The next order of business is the election of Secretary-Treasurer of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Sal LaCause, President of Local 4302, at Microphone No. 3.

**DELEGATE SAL LaCAUSE (Local 4302):** I am Sal Lacaue, President of Local 4302, from Akron, Ohio, the home local of Barbara Easterling, who I am proud to nominate as CWA's next Secretary-Treasurer.

I have known Barbara for nearly 23 years. She served in many positions in our local, and she is one of the most outstanding union leaders I have ever met.

Most of you who know her see her as a woman who is articulate, smart and professional, and she is. But those qualities don't tell the whole story about Barbara.

I will never forget the first grievance meeting I attended with her. I was newly appointed as local union steward. The meeting started to get a little rough. I was young then and didn't know Barbara very well. Being a macho kind of Sicilian guy, I thought I should speak up and help out the little lady. (Laughter) That was a mistake. (Laughter)

When I did, she grabbed my collar, physically dragged me back into my seat and told me in no uncertain terms that I had better never do that again—and, believe me, I never did.

Do you remember that, Barbara?

I was so red-faced, I couldn't speak. Anybody who knows me knows that I must have been in shock.

Believe me, brothers and sisters, she can be, and she is, one tough union leader.

We have seen her in action in every union position that she has held. She knows when to be diplomatic and when to be tough. She has confidence in her abilities and enough self assurance to know when she needs to ask for help, which is not very often.

Brothers and Sisters—

**PRESIDENT BAHR:** Ten seconds.

**DELEGATE LaCAUSE:** Let's get to the bottom line. Barbara is among the best of the best in our Union. She has proven herself at every level of leadership in our Union. She has worked hard for this opportunity to serve as Secretary-Treasurer. She deserves our support.

I am honored to nominate Barbara Easterling for Secretary-Treasurer.  
(Applause)

**PRESIDENT BAHR:** Barbara Easterling has been placed in nomination for Secretary-Treasurer. To second that nomination, the Chair recognizes Beverly Hicks, President, Local 3808 at Microphone 3. Beverly?

**DELEGATE BEVERLY HICKS (Local 3808):** Brothers and Sisters, I rise to second the nomination of Barbara Easterling to the position of Secretary-Treasurer of this great Union.

Barbara stands for truth, justice, integrity and equality, the links in the chain that binds each of us.

In this ever-changing world, in the communications industry, we need someone who can take the bull by the horns and who has the experience to get the job done, someone who has the background and knowledge to handle virtually any job that may be assigned to her, someone highly respected in the political arena.

Barbara has walked in our shoes. She knows what it is like to need answers, to need help. When we bleed, she bleeds.

Since the day I saw Barbara raise her hand and pledge her allegiance as Executive Vice President in 1985, I believe each of you will agree she has always represented and served us proudly, putting us first, many times before her own needs.

I ask you now to vote for our friend and the most qualified candidate for this important office—Barbara Easterling. (Applause)

**PRESIDENT BAHR:** The Chair recognizes for another seconding of Barbara J. Easterling, at Microphone No. 3, Gloria Parra, President of Local 6143.

**DELEGATE GLORIA PARRA (Local 6153):** My name is Gloria Parra, Local 6153 of San Antonio, Texas. Our local has a diversified membership, and we represent CWA members in Southwest Bell, Yellow Pages, AT&T and the printing industry.

My special interest is legislation and Barbara has done a tremendous job for CWA's legislative and political action program as our Executive Vice President.

She really showed her responsiveness to our program in Texas by the way the National Union backed our campaign on behalf of Ann Richards for Governor. We appreciate her efforts on our behalf.

I know from talking with other delegates that she has shown the same dedication, strength of commitment and drive for locals across the nation.

Barbara is a dignified, gracious, impressive spokesperson for our union, who demonstrates her loyalty to trade union values in all her actions. She is committed to our Union and to our members.

She has shown her ability to handle tough jobs and to deliver on behalf of our members. I know that Barbara will perform her duties as Secretary-Treasurer with the same success that she has shown in every other assignment that she has performed for our Union.



I ask you all to join with me in supporting Barbara as I second her nomination for Secretary-Treasurer of CWA. (Applause)

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

Seeing no Delegate approaching a microphone, there being only one candidate for the office of Secretary-Treasurer, Barbara J. Easterling is therefore elected. Is there a motion from the floor to elect Barbara Easterling Secretary-Treasurer by acclamation?

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

**PRESIDENT BAHR:** The motion has been moved. All those in favor say aye. Opposed? Barbara Easterling has been elected Secretary-Treasurer of the Communications Workers of America.

**SECRETARY-TREASURER-ELECT EASTERLING:** Let me thank Sal, our local President, and the other officers and delegates from my wonderful local at Akron, Ohio, who are still at the microphone, even the transplants from District 9 who are there—I want to thank Beverly and Gloria as well.

But, first I want to take the opportunity to share just a moment with you, the fact that some of my family has traveled to be with me at this time, and I want to introduce them to you:

My sister, Margaret Ann Pearson, and her husband Larz. (Applause)

My sister Vivian Swigart. (Applause) You should know Vivian is a former CWA member and a mother of 11. (Applause) I could have organized enough votes in that house.

And my niece Judy Franz. (Applause)

I want to thank each and every one of you for your support and for your trust in me. And that goes for Morty, as well. We need to thank him, because he was my campaign manager. He was a great one. He loved every minute of it, and he is, really now, a PR person for me. So, I really appreciate that.

I pledge to work with each and every one of you over the next three years.

You know, as a telephone operator who has attained the second highest office in CWA, I feel very humbled by the opportunity to serve you for the next three years, and I thank you for giving me that opportunity. Thank you.

... The Delegates arose and applauded, and Secretary-Treasurer-elect Easterling was congratulated by the officials on the platform...

**PRESIDENT BAHR:** You notice they are enjoying this one better than the previous ones. (Laughter)

No seconds on the kisses.

The next order of business is the election of Communications and Technologies Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Greg Riemer, President, Local 4309, at Microphone 3. Greg?

**DELEGATE GREG RIEMER (Local 4309):** Sisters and Brothers, I rise to nominate Jim Irvine for the position of Vice President of CWA's Communications and Technologies unit.

As the incumbent Vice President, Jim has had the unenviable task of representing members who work for AT&T, one of our richest and most vicious employers.

To say that this has not been an easy job is a huge understatement. Many times Jim has had to take the heat for actions by AT&T which he and his staff have vehemently opposed.

But, Jim has kept his composure—most of the time—while continuing to valiantly fight AT&T. He also has been a strong proponent of organizing NCR across the country. And I commend him for his hard work in both of these areas.

Jim started working at AT&T in 1962. He has served as a Steward, Chief Steward and President of the former Local 4350. He was first elected to the AT&T bargaining council in 1969 and has been a member of either the local or national bargaining team since then. He was appointed as an Assistant to the National Long Lines Director in 1977 and was subsequently elected Director in 1983.

When CWA restructured in 1984, Jim was elected as ATTCOM Vice President, and when the two board positions were merged into the one job, that of Communications and Technologies Vice President, he was elected to that position as well.

Jim has been a member of Local 4309 for about five years now. This came about when his home local, Local 4350, merged into Local 4309, the first time, to my knowledge, that a long lines local merged with an RBOC local.

I am proud to have Jim Irvine as a member of Local 4309, and I am honored to place his name in nomination. Thank you. (Applause)

**PRESIDENT BAHR:** For the purpose of seconding the nomination of Jim Irvine, the Chair recognizes George Tolley, President, Local 3061, at Microphone 3.

**DELEGATE GEORGE TOLLEY (Local 3061):** George Tolley, President of Local 3061, from the great state of North Carolina, home of the Duke Blue Devils.

President Bahr, the Executive Board and fellow Delegates, I rise to second the nomination of James E. Irvine for the office of Vice President of Communications and Technologies.

Jim has been a dynamite leader in molding together the different units in AT&T after the breakup of the Bell System. Going into this round of bargaining with AT&T we will need all of the experience and knowledge that Jim has.

I ask all of the CWA AT&T delegates to support the re-election of Jim for Vice President of Communications and Technologies. (Applause)

**PRESIDENT BAHR:** For the purpose of seconding the nomination of Jim Irvine, the Chair recognizes Paula Buckley, President, Local 1110, at Microphone 3.

**DELEGATE PAULA BUCKLEY:** My name is Paula Buckley. I am President of Local 1110 in New York City. My local represents operators in New York Tel and AT&T.

I want to second the nomination of Jim Irvine for Vice President of the Communications/Technologies Unit. He is committed to our Union and to our members. Jim is a tireless worker who tries his very best at all times, whether the issue involves an installer or an operator.

Jim has one of the toughest jobs in the Union. He is the only national vice president who has the responsibility for collective bargaining, and he has to carry out that responsibility against a company that has been taking us on ever since divestiture.

As most of you know, AT&T is in the forefront of the telecommunications

industry. Everything AT&T does we see the other companies try against us. When we stop them in AT&T, we stop them in the whole industry. Nobody could do the job that Jim Irvine has done and do it as well.

The two most important qualities that I admire about Jim is his honesty and loyalty. Jim tells it straight, whether it is good news or bad news. He accepts responsibility for his decisions. He doesn't—

**PRESIDENT BAHR:** Ten seconds.

**DELEGATE BUCKLEY:**—play the blame game or try to push off his responsibilities onto others.

Jim is a tough negotiator, a battler for the rights of our members and a fighter for our Union. He deserves our support—

... The time having expired, the microphone was cut off...

**PRESIDENT BAHR:** Sorry, Paula.

Are there any further nominations? The Chair sees no one approaching any of the mikes for the purpose of making a nomination.

There being only one candidate for the office of Communications and Technologies Vice President, James Irvine is therefore elected.

Is there a motion from the floor to elect Jim Irvine as C&T Vice President by acclamation?

(Applause)

The motion is made and seconded. All those in favor indicate by saying aye. Opposed? Jim Irvine stands elected.

...The Delegates arose and applauded and Vice President Irvine was congratulated by the officials on the platform.. . .

**VICE PRESIDENT IRVINE:** First let me thank Greg and Paula and George. We began bargaining last Monday with AT&T. This election I believe demonstrates to them that we are committed to a Mobilization process where we will speak to them across the bargaining table with one voice, and we will.

I can pledge to you that over the term of this office I will do whatever I can to articulate the needs and the anger and frustration and trauma of each and every AT&T member that we have within CWA.

All I can say is over the next few months we have a long road with AT&T until May 30. I ask your support in our Mobilization effort so that we can be successful across the bargaining table.

Thank you. (Applause)

**PRESIDENT BAHR:** The next order of business is the election of Telecommunications Vice President of CWA. And for the purpose of placing an individual in nomination, the Chair recognizes Richard Kneupper, President of Local 6171.

**DELEGATE RICHARD KNEUPPER (Local 6171):** Brothers and Sisters, I rise to nominate for the office of Vice President, Telecommunications a dynamic leader within our union, a man who has over 25 years experience in CWA.

He started at the local level and rose to the position of CWA Staff Representative, and the Administrative Assistant to the Vice President of District 6. Just three short years ago, he was elected to the office of Vice President, Telecommunications. In that period of time he has accomplished a great deal

within the independent units. He has earned the respect of the numerous companies he has had to deal with, as well as establishing himself as a true colleague among the top leadership of our great Union, no small task by any means, for he has already succeeded in many areas where others could not or would not.

He is a wise individual who has the expertise to deal with the companies in the appropriate manner, and the ability to recognize the ever changing times within our industry.

The Bible says that where there is no vision the people shall perish. We will not perish because CWA leadership has a vision. We have a direction, and we have a way to get where we need to go.

Under the leadership of the current Vice President, Telecommunications, it is clear that the independent units will be able to move forward in a way we have never been able to before.

Brothers and Sisters, I urge you to join me in nominating a member of Local 6171 for the office of Vice President, Telecommunications, T.O. Moses. (Applause)

**PRESIDENT BAHR:** For the purpose of seconding the nomination of T.O. Moses, the Chair recognizes John Strickland, President of Local 9588.

**DELEGATE JOHN STRICKLAND (Local 9588):** Brothers and Sisters, three years ago, I had the opportunity to second the nomination of T.O. Moses for the office of Vice President of Telecommunications. Over the past three years, T.O. has time and again proven to me my decision to support him was the right thing to do.

In three short years, the members of the General Tel System, the Centel System, the United System and the AllTel System have had doors opened to the top levels of management. Through T.O.'s leadership, we have moved forward to establish Common Interest Forums with GTE and CenTel top levels of management, and talks continue at United and AllTel.

**PRESIDENT BAHR:** Ten seconds.

**DELEGATE STRICKLAND:**—and the decisions made that move us forward have only the membership's interest at heart.

I am proud to stand here before you and second—(Applause)

... At this point, the time had expired and the microphone was cut off...

**PRESIDENT BAHR:** For the purpose of another seconding of the nomination, the Chair recognizes William Gillispie, President of Local 2277.

**DELEGATE WILLIAM GILLISPIE (Local 2277):** Fellow Delegates, Officers and Guests to this 54th Convention: I am Billy Gillispie, President of CWA Local 2277 from Martinsville, Virginia and an employee of Centel.

I rise to second the nomination of T. O. Moses as the Vice President of Telecommunications. Like Joseph Beirne, who organized our Union into what it is today, T.O. has gotten us and the IBEW to pool our talents into a national contract for the first time. He has not made empty promises, but T.O. has given us his wisdom of many years in CWA. We have made many mistakes along the way, but T.O. has kept our locals honest in representing the membership.

For over 20 years, I have seen many officers come and go within our Union. There have been several that held the position that T.O. currently holds. But none has put forth more energy or determination than our present one.

In sum, it is a great pleasure and honor to second the nomination of T.O.

Moses, Vice President of Telecommunications. (Applause)

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

The Chair sees no one approaching any of the mikes for the purpose of making further nominations. There being only one candidate for the office of Telecommunications Vice President, T.O. Moses is, therefore, elected. (Applause)

Is there a motion from the floor to elect T.O. Moses as Telecommunications Vice President by acclamation?

... Cries of "I so move" and "Second"...

... The delegates arose and applauded...

**PRESIDENT BAHR:** The motion has been made and seconded.

All those in favor say aye. Opposed. T.O. Moses stands elected. (Applause and cheers)

**VICE PRESIDENT T.O. MOSES (Telecommunications):** I want to thank my local president and John and Billy, for those kind remarks. At a moment like this, I feel inadequate to convey to you my sincere feelings.

To those units who fall under the auspices of Telecommunications, it is an honor to serve you. I pledge to all of you all my efforts to bring you better representation in the future, for you know better than I that our struggles are not over, not by a long shot. Thank you again for this display of confidence. (Applause)

**PRESIDENT BAHR:** The next order of business is the election of Public Works Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Brenda Scott, Vice President of Local 3570.

**DELEGATE BRENDA SCOTT (Local 3570):** Mr. President, my Sisters and Brothers of this great Union, I am honored to place into nomination the name of Brooks Sunkett for re-election to the office of Vice President of the Public and Health Care Workers of the Communications Workers of America.

Brooks Sunkett is a powerful, credible, respected voice for CWA public and health care workers. His years of experience as a rank-and-file leader and as an activist both in the Union and the community have prepared him for the challenges that lie ahead. He has shown he can do the job.

I have known Brooks over the past three years we have been building a progressive and active union of state employees in Mississippi. He has been with us from the very beginning when we became a part of CWA.

He has come to help with our organizing work many times since. And now that our state has elected a governor whose political outlook ranges from Patrick Buchanan to David Duke, Brooks has spent time working with us to counter the union-busting attacks we are now suffering in the Department of Corrections and other agencies.

This is just a small part of the major contributions he has made to the struggle of public workers across the country. Brooks has developed a nationwide structure for public and health care workers in our union and has created a national publication, "Talking Union," to share the stories of our problems, struggles, victories and losses with each other. He is a valuable source for information and resources.

**PRESIDENT BAHR:** Ten seconds.

**DELEGATE SCOTT:** Brothers and Sisters, Brooks has brought us together in so many ways. He has us moving together as a union, no, as a movement of

public workers all across our country, struggling against governments who take pleasure in belittling and bashing workers who find it harder and harder to serve our citizens.

Brooks Sunkett is helping us educate, organize and lead our co-workers on the path we must embark upon to bring the breath of change into our lives. (Applause)

Walk with us—

...The time having expired, the microphone was cut off...

**PRESIDENT BAHR:** For the purpose of seconding the nomination of Brother Sunkett, the Chair recognizes Debora Hayes, President, Local 1168.

**DELEGATE DEBORA HAYES (Local 1168):** Thank you, President Bahr.

Fellow Delegates, it is with a great deal of respect that I rise to second the nomination of Brooks Sunkett.

In the nearly three years that Brooks has held his position, he has established a network for health care workers in CWA identifying which locals have health care workers and how many. He published a comparison of contract language from various health care units, initiated dialogue between the locals on such issues as hospital financing and reimbursement; collective bargaining in the industry; HIV/AIDS; organizing; bankruptcy mergers; and privatization and health care reform.

Brooks has proven that he will deal with health care issues in a progressive and responsible way, and I believe he should be nominated and elected for a second term to continue the work he has started.

Therefore, I nominate—I second the nomination of Brooks Sunkett for Vice President-

... The time having expired, the microphone was cut off...

**PRESIDENT BAHR:** For the purpose of another seconding nomination, the Chair recognizes Bill Henning, Second Vice President, Local 1180.

**DELEGATE WILLIAM HENNING, JR. (Local 1180):** It is my pleasure to second the nomination of Brooks Sunkett for Vice President.

Since his election three years ago, Brooks has demonstrated how well placed our trust and confidence in him has been. Public Workers in CWA have grown by 20,000 since his election and more are in the works. He brings to the position and to CWA's Executive Board a vision of a new and revitalized labor movement.

In an era of union busting and government bashing, Brooks has been out there advocating for the rights of government and health care workers. He has been shouting the message from the rooftops that the problems in our nation's economy don't come from government expenditures and can't be solved by cutting government services and contracting out our jobs to the low-wage sector.

He also recognizes that a call to save public worker jobs is hollow unless it is linked to a campaign to save all jobs and promote real growth and economic activity that will sustain the necessary public services.

**PRESIDENT BAHR:** Ten seconds.

**DELEGATE HENNING:** Brooks is a man of courage and conviction. He stood up for a bold and decisive statement and marched and rallied—(Applause)

... At this point the time had expired and the microphone was cut off...

**PRESIDENT BAHR:** For the purpose of placing a nomination before this body,

the Chair recognizes Carolyn C. Wade, President of Local 1040.

**DELEGATE CAROLYN C. WADE (Local 1040):** President Bahr, my fellow Delegates, it is with pleasure that I present to you our candidate of choice as a nominee for the office of Vice President, Public and Health Care Workers, Sister Adrienne R. Taylor. Adrienne is no stranger to this Union or to the Labor Movement. She is a woman who has been on a mission for the last 25 years. That mission was and is to build a more perfect Union, which includes public and health care workers.

In her quest to carry out this needed mission, Adrienne brought forth a multiplicity of accomplishments. Adrienne has served as a labor coordinator for the New York gubernatorial campaign. She has co-chaired the New York State Delegation to the National Women's Conference. When it was unpopular, Adrienne began and almost single-handedly led the charge for New Jersey's divestiture in South Africa.

She was instrumental in organizing a chapter of the Rainbow Coalition in New Jersey and currently serves as its Vice President.

This Union sister has consistently organized, mobilized and has bargained hundreds of contracts with some of the most difficult employers we have.

Adrienne has extensive experience in the political arena in all levels of government. She has been the voice of the working people. We as public and health care workers deserve a progressive, experienced and innovative leader on the Executive Board of this Union, and as a representative and spokesperson for the fast-growing sector of this Union.

Sisters and Brothers, I offer to you, Sister Adrienne Taylor as a nominee. Thank you. (Applause)

**PRESIDENT BAHR:** For the purpose of seconding the nomination, the Chair recognizes Arthur Cheliotos, President of Local 1180.

**DELEGATE ARTHUR CHELIOTES (Local 1180):** Adrienne Taylor is a member of Local 1180. In the '60s before we had a collective bargaining law, Adrienne was in the trenches fighting for that law, seeing that we get it. And we did.

In the '70s we saw her as a staff rep for Local 1180. Our town realized her capabilities and then Vice President Morton Bahr appointed her as a staff rep for CWA, who served with distinction. The governor of the state recognized her skill and appointed her a commissioner of labor, where she served with distinction.

Then in the '80s she moved to represent public and private workers in New York and New Jersey, where she served with distinction.

And now we look at the '90s. Adrienne Taylor has the voice and commitment—

**PRESIDENT BAHR:** Ten seconds.

**DELEGATE CHELIOTES:**—to see that public workers' needs are served.

She has a vision for the future, mapped out in her program and she has—

... At this point the time had expired and the microphone was cut of...

**PRESIDENT BAHR:** For the purpose of another seconding nomination the Chair recognizes James Ervin, President of Local 4501.

**DELEGATE JAMES ERVIN (Local 4501):** Thank you, Mr. President. I rise to second the nomination of Adrienne Taylor for Vice President for Public and Health Care Workers.

I've heard a lot about Adrienne Taylor for a lot of years and from a lot of people. I've heard about her qualifications, her training, her community work and about her work for our Union.

Most of all, I've heard from Adrienne. At this time and in this place, the best way I know of to carry out my chart for the public and health care workers of CWA is to support Adrienne Taylor. I'm confident that each and every one of us will do the right thing, support for Adrienne Taylor—

**PRESIDENT BAHR:** Ten seconds.

**DELEGATE ERVIN:**—support for CWA. Thank you. (Applause)

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

Are there any further nominations?

If not, the Chair will entertain a motion to close nominations.

... The motion was duly made...

**PRESIDENT BAHR:** It's been moved and seconded from the floor. All those in favor of closing nominations indicate by raising your hand. Down hands. Opposed by like sign. The motion is adopted and we have in nomination two individuals: Brooks Sunkett and Adrienne Taylor.

The next order of business is the election of Printing, Publishing and Media Workers Sector Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Robert Petersen, President, Local 14200, at Microphone No. 3.

**DELEGATE ROBERT J. PETERSEN (Local 14200):** Mr. Chairman, Brother and Sister Delegates, it is with great personal pleasure that I nominate Bill Boarman for re-election as CWA Vice President for the Printing, Publishing and Media Workers Sector.

Those of you who have worked with Bill as leader of the Printing Sector over the past couple of years know how good he is and what a tremendous job he is doing for us in Washington.

Bill has improved his servicing for our members. He has worked successfully to achieve a more fair Sector budget. He fought for the establishment of a position of Canadian director. Because of Bill's determination, we have a prize-winning newspaper for our people, published on a regular basis. We have got better relations with the other unions in our industry. We have a Negotiated Pension Plan that is fully funded. And those are just some of the more highly visible things that he has accomplished.

In Bill, we also have a leader who has helped CWA recognize the Sector for the valuable asset it is. Not just as numbers in their ranks, but as leaders with a history of trade union smarts.

We in the Sector are proud that President Bahr has recognized Bill's abilities and appointed him Chair of CWA's Organization and Integration Task Force.

Bill has continued his role in the Washington legislative and political arena. He has long been known and respected on Capitol Hill as a forceful and knowledgeable advocate for our industry.

Brothers and Sisters, I have known and worked with Bill Boarman for more than 25 years. I'm convinced beyond a shadow of a doubt that there is no one in our ranks who could do a better job as our Sector Vice President. It is with total confidence in his abilities, his honesty and his integrity that I place the name of Bill Boarman in nomination for re-election. (Applause)



**PRESIDENT BAHR:** For the purpose of seconding the nomination the Chair recognizes Wayne Mitchell, Vice President, Local 14170.

**DELEGATE WAYNE MITCHELL (Local 14170):** Brothers and Sisters, it is with great pleasure that I rise to second the nomination of Bill Boarman as CWA Vice President for the Printing, Publishing and Media Workers Sector of CWA.

There are a lot of reasons I support Bill Boarman, but you can't be from New York and not look to how Bill was there for us during our fight with the *Daily News*.

There was an awful lot of publicity surrounding that fight, but Bill never reached for it. He stayed in the background, but he was always concerned and always available whenever we needed something. And we appreciated that.

Our fight was brutal, against what is probably the worst union-busting employer in our industry, the Tribune Co. Bill—

**PRESIDENT BAHR:** Ten seconds.

**DELEGATE MITCHELL:** Bill can always be counted on to help whenever asked.

Bill Boarman is a real friend of the mailers in CWA. It—(Applause)

... At this point the time had expired and the microphone was cut off...

**PRESIDENT BAHR:** For the purpose of another seconding nomination the Chair recognizes Suzye Marino, President, Local 14629.

**DELEGATE SUZYE MARINO (Local 14629):** Fellow Delegates, I'm honored to second the nomination of Bill Boarman for the office of CWA Vice President for our Sector.

Bill has proven to be an excellent leader. He knows the job and he does it extremely well.

The enormity of the position, along with the amount of technology change in the Sector and the manner in which he handles our problems shows that he puts principles before personalities.

Another special reason I support Bill is because he has broken through some of the gender stereotypes that played a big role in our Union for years. He pushed for and won the hiring of women in two substantial jobs. The first is the administrator of the Negotiated Pension Plan. It is now handled by Judith Brown. Also, the administrator of the Union Printers Home is Connie Miller.

I appreciate the fact that Bill was courageous in looking beyond gender when he filled these jobs.

I urge you to join me and re-elect Bill at this Convention.

**PRESIDENT BAHR:** Ten seconds.

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

**PRESIDENT BAHR:** Are there any other nominations?

Is there a motion from the floor to elect Bill Boarman as Printing, Publishing and Media Workers Sector Vice President by acclamation?

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

**PRESIDENT BAHR:** The motion has been made and seconded. All those in favor indicate by saying aye. Opposed, no. Bill Boarman stands elected. (Prolonged applause)

**VICE PRESIDENT WILLIAM BOARMAN:** Thank you, everybody. And I'd first like to say a special thanks to Bob Petersen and Wayne Mitchell and Suzye Marino for standing up for me and the kind words and the confidence they have for me in this job. I promise all three of them that I'll never let them down.

This is the first time that we have been elected to this great Convention, and it's a major change for us in our procedure. It's the end of the merger transition period and really a great feeling for me to be the first President and Vice President of the Sector elected by this great body.

I think it's safe to say that in 150 years of the ITU's existence, and now in the Printer Sector, I don't believe that the top officer was ever unopposed.

This was the first time, and you can't imagine what a great feeling that is.

I'd like to pledge my support to the entire Executive Board, and especially to President Bahr. As we work together over the next three years to make this an even greater Union, I pledge to all the delegates that I will work hard not just for the Printing Sector, but for telecommunications, the Public Sector, the Health Sector, and all sectors of our Union, to help continue to build so that this Union can grow and be one of the greatest unions in the world.

Thank you very much. (Prolonged applause)

**PRESIDENT BAHR:** Brothers and Sisters, we have a little surprise right now.

Would you bring in the fellow who should be President of the United States please. He is coming.

We have with us the Senator from Iowa, Tom Harkin.

... The delegates arose and extended a great ovation to Tom Harkin, Senator from Iowa...

**PRESIDENT BAHR:** Now, we are just whetting your appetite because Sen. Harkin—well, first, I have to say that in the five years of Jobs with Justice, we have never invited a politician to speak. Tom is invited to address the rally that will take place in about an hour—not as the Senator from Iowa, but as a trade unionist, as a guy who has been carrying the fight for S.55 (applause and cheers), as a guy who has been there on every single working family issue, not because of political reasons, but just purely because he is one of us.

And so we made an exception tonight. I can tell you he has really put himself out to be with us since he has to make a 7:00 flight, the last flight out of Miami, back to Washington to be able to be on the floor tomorrow morning.

And so at this point, we will recess. It is 4:38. Those of you who are going to district meetings have 15 minutes to get to your district meeting where there will be nominations.

Those who do not have contests and will be through a little earlier, as quickly as your district meeting is over please come into the auditorium, right through those doors, and the rally will start.

The Teamsters will be coming here any moment, and I think you are in for an experience that we have not had since 1987.

We stand in recess for the district meetings.

While you are walking out, let me announce, the telephone platform observers for tomorrow are

Timmerman, President of Local 4400, and Charlotte Jamieson, President of Local 13100. They are to come to the platform at 12:15 p.m.

I want to thank the Escort Committee for escorting the Rabbi this morning: Don Burford, Treasurer, Local 2001; Barbara Davis, Vice President, Local 2110; Teri Pluta, President, Local 4039; Phil Evans, President, Local 4303; Richard Evanoski, President, Local 13571; Sandy Kmetyk, Vice President, Local 13500.

The Escort Committee for Rev. Winnie M. Bolle: Marie Gibson, Vice President, Local 6326; Alicia Del Rio, Vice President, Local 6132; Mike Rea, President, Local 7601; Mary Melby, Secretary, Local 7200; Andy Anderson, Executive Vice President, Local 9421; Kay Lawson, Vice President, Local 9408.

They should report backstage at 12:15 tomorrow. Thank you very much.

... The Convention recessed at five o'clock p.m....

## **TUESDAY SESSION**

**April 7, 1992**

The Convention reconvened on Tuesday, April 7, 1992, at twelve-thirty o'clock p.m., President Morton Bahr presiding.

**PRESIDENT BAHR:** Will the delegates take their seats please. The Convention will be in order.

You will note that on your tables this afternoon are copies of a book entitled *America: What Went Wrong?*, the book I am holding here. This book was written by two reporters at the *Philadelphia Inquirer*, and it lays out in depth, but also simplistically, just exactly what has happened to the working class Americans over the last decade.

Here is the answer should anyone ask the question as to why CWA and the Labor Movement is committed 100 percent to an all-out campaign to defeat George Bush.

We came up slightly short of having enough copies for every single delegate, but there are certainly enough for each Local delegation to take one or two back with you.

Consider it ammunition for your local newsletter and for speeches, leaflets, and mailings as you mobilize for the Presidential election this year. Should you want to purchase additional copies, perhaps for your stewards, we can get them in bulk for less than \$3.00 a copy. Simply write to Jeff Miller, the Editor of the *CWA News*.

As we do at the beginning of each convention session, it is now my privilege to introduce to you for the purpose of delivering the invocation, Reverend Winnie M. Bolle of Trinity Episcopal Cathedral in the City of Miami.

**REV. WINNIE M. BOLLE (Trinity Episcopal Cathedral):** On behalf of the people of this city, we welcome you, the leaders and representatives of the Communications Workers of America to this, the second day of your Annual Convention.

We pray that the loving hand of God may guide you this day; that wisdom, understanding and loving concern may be made manifest in all your deliberations.

Let us pray that all of you may have the faith to believe that whatever is right is also possible. Let us pray that this Convention may bring about changes that will challenge and have impact on the quality of communications that take place at all levels of our political, technological, industrial and social life; that all may work to promote justice, peace and goodwill.

Let us pray that all may have the courage and energy to think strongly and clearly, to seek the truth and follow it, whatever the cost; to work for the full cooperation of this Union and its major employers; that all prejudices and suspicions may be cast out, and that all people may be set free from want and fear and be able to labor in security and peace, so that in seeking what is just and equal and caring for the needs of others, we may live and work in unity and love.

We pray that this nation may truly offer leadership and be an example to the nations of the world. In God's grace I commend you this day, Amen.

**PRESIDENT BAHR:** Thank you very much, Reverend Bolle.

Would the Convention join me in thanking the escort committee and Reverend Bolle. (Applause)

In the district elections, Districts 1, 2, 3, 4 and 13, we know, where there was no opposition, the incumbents were reelected.

In District 6, where the incumbent did not choose to run and there was only a single candidate, Vic Crawley stands elected. (Applause)

But we did have three contested elections, and the auditors have just given me the results.

In District 7, the total votes cast were 46,159. The number of votes needed to receive a majority: 23,080. And the electoral results were as follows:

Sue Pisha, 34,309 votes. (Applause and cheers)

Walt Maulis, 11,850.

Sue Pishastands elected. (Applause and cheers)

In District 9, total votes cast, 52,879.

Number of votes needed to receive a majority, 26,440.

The electoral results were as follows:

Harry Ibsen, 12,437.

Janice Wood, 18,340.

Tony Bixler, 22,102.

No candidate received a majority, and a runoff election shall be required between candidates Bixler and Wood.

Let me make this announcement for District 9 alone. The runoff election for District 9 will commence at 1:15 p.m. in Room D233, and it would be most helpful if not all the District 9 delegates tried to vote at one time. In short, leave a few at a time. The polls will remain open until all delegates are provided a reasonable time to vote. And I will give about 15 or 20 minutes notice before the polls close to make sure that everyone has an opportunity. And the results will be reported from the podium when they come in.

In the election for Public Workers, total votes cast, 63,452. Number of votes needed to receive a majority, 31,727. And the election results are as follows:

Brooks Sunkett, 36,663. (Cheers and applause)

Adrienne Taylor, 26,789.

The candidate elected is Brooks Sunkett. (Cheers and applause)

Now before I introduce our guest speaker this morning, I'd like to share some good news with you because we often don't get it these days. But some time ago,

and again in our favorite employer, AT&T, in what we said was a clear violation of the contract, they split the title of Communications Technicians, and then began to lay off people in smaller universes according to their seniority and the universe in which the company put them.

We said that was a violation of the contract. We took it to arbitration, and this is the arbitrator's award: "The grievance is sustained." (Cheers and applause)

The company must recall employees laid off in violation of the agreement and make them whole. (Cheers and applause)

And not only will this restore the sanctity of our contract with AT&T, but because the company saw fit to do what they knew was illegal, it's going to cost them millions of dollars in back pay.

I want to congratulate Jim Irvine, the Staff, and those locals that played such an important role, as well as our legal staff, that brought this thing to justice. (Applause)

Will the Escort Committee bring Lenore Miller to the platform..

I am delighted to present our next speaker who is more than just a colleague of mine on the AFL-CIO Executive Council. She is a dear friend. Lenore is the President of the Retail, Wholesale and Department Store Union. The RWDSU represents workers largely in the retail and service trades, mostly workers at the lower end of the pay scale.

Lenore is a real fighter for them. This was demonstrated not only to me but to all of the members on the Executive Council at a meeting last February when she confronted our "great" Secretary of Labor, Lynn Martin, on OSHA violations that affected her members. As much as the Secretary tried to blame the lack of enforcement on her staff or her lack of knowledge, Lenore kept bringing back to the Secretary's attention, reminding her, where the buck stops.

She is the first woman to become a president of a major union and one of the most accomplished labor leaders in our nation. She has been with the RWDSU for 33 years and has served as a local union officer, chairperson of the Union-Industry Benefits and Pension Plan, and as assistant to the president. From 1980 until 1986, she was the Union's secretary-treasurer and served as the chairperson of the AFL-CIO's Secretary-Treasurers Committee.

Her dedication to the battle for workers' rights and human rights is legendary. She is vice chairman of the National Trade Union Council for Human Rights, a national board member of the A. Philip Randolph Institute, president of the Jewish Labor Committee, and a leader in many other organizations in the forefront of the fight for economic and social justice.

We are most pleased that she can be with us today to offer us her vision of the total commitment to union solidarity that we must achieve to strengthen our movement and protect our members.

Brothers and Sisters, please welcome Lenore Miller, a dedicated and sincere trade union leader. (Applause)

**SISTER LENORE MILLER (President, RWDSU):** What a lovely introduction, and I thank you, Morty. There are two phrases there that are most important, in my life anyway. That is the "dedicated and sincere" trade unionist, and to be called your friend. For that, I thank you very much.

I think I am going to start by telling you a story I told Barbara, because I promised I would tell her when I saw what she was dressed in. I said, you blend into the background. How do you do that? Then I told her a story about being the

first woman invited to the dais of a banquet of Teamster leaders in New York City. I knew I would be the only woman on the dais, and I knew they would be all formal and in tuxedos, so I decided to choose the reddest dress I could find. I put on this bright red dress and we walked into the room and looked around and every tablecloth and napkin in the room was bright red, so I blended right into the tablecloths. I thank whoever decorated this union hall for not doing it in black and white. (Laughter)

My Brothers and Sisters in the Labor Movement, when Morty asked me to address your convention, I was indeed flattered. I was flattered because you are privileged to be members of a great trade union with a tradition of organizing and an historic commitment to all workers, particularly to women and minority workers.

I want to say a little bit, if I may, about Morty, about Barbara, about Nick, about Jim, Glenn, Louis, who I am glad to see, but particularly about Morty, who sets a tone for leadership on the AFL-CIO Executive Council that most of us are privileged to follow. He is a steady rock to us who never waivers from his commitment to workers. I think there is no greater compliment that I could pay him than to tell you that. (Applause)

I will tell you one other thing: It is my understanding that you have established a Women's Committee and a Pay Equity Committee. You have done more for women and pay equity in recognizing Barbara's abilities and electing her to the office of Secretary-Treasurer than anything else you could have done. (Applause)

I want to congratulate you and I want to tell you that it has been a privilege to serve with Jim and Glenn and Louis. It will be my privilege to serve with Morty and with Barbara and with Nick. I have been to many labor conventions in the past 10 or 12 years and 1, too, like you, have heard the rhetoric of the Labor Movement move from outrage over attacks we faced, to anguish over the lack of public support, to optimism that we were on the comeback trail.

Now we must take a clear and honest look at where we stand in the closing years of the 20th century. The fact is, we have an opportunity to instill trade unionism in a new generation of workers, a generation not defined merely by age, but by their unfortunate experience of having entered the workforce and lived their working lives at a time when unions were not in favor.

As this generation watches its material wealth crumble under the strain of a stubborn recession, as they see the vast and growing disparity between the very wealthy and all the rest of us, and as they see the arbitrary manner in which facilities can close and jobs are taken away, they are finally becoming disenchanted with the hollow values and empty promises of the Reagan-Bush-Quayle years.

Now, it would be easy to taunt them from the high moral ground. It is tempting to those of us who stuck by our labor traditions and union principles during the lean years to bask in our righteousness. But it would also be fatally stupid to do so, and I do not think that people in the Labor Movement are stupid.

It is time to renew our dedication to our principles with energy and with vigor. It is the perfect time to communicate our message more loudly and more passionately than ever.

It is time to bring more people under the banner of Labor than ever before. I firmly believe that those working people who are not in unions are more receptive to our message than they have been in years.

Economically, hard times are not pretty. You do not have to be told that. Pain and suffering across this land is very real and very deep. But times such as these have the affect of focusing people's minds on the basics.

We are not taking advantage of people's misfortunes. Quite the opposite. We offer hope to those people whose futures are dim. We offer empowerment to those who have no voice. We offer solidarity to those who mistakenly viewed themselves as rugged individualists in an age of corporate greed.

It will not be easy. The anti-union feelings of the 1980's will not dissipate overnight. It will take all of our strength, our courage, and our commitment to get the job done.

We need to take three positive steps to accomplish our goals. First is old fashioned, one-to-one, organizing, because the traditional ways are still the best. We need to reach out to people who need us now more than ever.

My union represents workers in a wide variety of industries. And maybe I had better tell you a little bit about the Retail, Wholesale and Department Store Union so that you understand.

We are the product of five mergers. We began in 1937. I guess in this crowd I can define what our jurisdiction is. At one time this union represented the Young Rubber Co. in Trenton, New Jersey, which made condoms. And we represented grave diggers, and still do, outside of Indianapolis. So we used to say that our jurisdiction stretched from birth to death, and we still say that. (Laughter)

Our members are not the best paid in the nation. They work in department stores, small shops, supermarkets, dairies, bakeries, small manufacturing plants, health care facilities, poultry plants, and many other places.

And, Morty, only because I love you will I admit to you that we also have telephone answering members in the City of New York. (Laughter)

Now, their jobs are often the first to be shipped overseas by bosses looking for cheap wages and the most perfidious of terms, a union-free environment. These are people who need a collective voice, who need the dignity and security that unionism provides. They are scared by what is happening, and they have been intimidated by more than a decade of absolute management power.

But let me also take advantage of all that technology offers us, as well as the one-to-one organizing. Your members' work is some of the most sophisticated technology in the world. Communications is your very name. We as a labor movement must go everywhere, grab every microphone we can. Talk to anyone who will listen.

This is the age of mass media. Ronald Reagan and his ilk use it to the hilt. So must we.

And there is no need for our two unions or any unions to fight over turf. There are plenty of unorganized workers and their needs are too big for us to fight with one another. (Applause)

Let's convey our message in the clearest possible terms. There can be no real progress in this country without social justice. There can be no profits unless our people have the economic means to comprise a market in the first place.

There can be no true and lasting economic growth and prosperity unless we stop exporting jobs and start investing in the human and physical infrastructure of this country. That means roads, bridges, telephone lines, power plants and the like.

And it especially means better health care for all our people across the age spectrum. It means a decent education and skills training so that our children may have the opportunity to prosper.

It means protecting the lives of workers on the job. It means planning to make

our nation a high-skill, high-wage, just society instead of the polarized, mean-spirited place it is becoming before our very eyes.

And there is nothing radical about this. Well, it's good for business, social justice and investment in our human and physical infrastructure, it will promote productivity, promote labor-management cooperation, provide a ready market for our own products, and boost our competitive position in the global economy. It is the most American concept there is.

And most important in 1992, there is political action. Talk about opportunity.

My friends, if we don't get rid of George Bush and Dan Quayle in this election cycle, then shame on us (applause) because our president is ripe for the plucking this year.

Can there be any doubt that we must work harder than ever to get a decent president in the White House? There is no time to sit on the sidelines, to hold our resources in reserve. This is the year to jump into the fight with both feet and scratch, kick and punch like hell to get a Democrat in the White House.

And if there are any Republicans in the audience, I'm sorry, but I question your choice of associates. (Applause)

Let's not make the same old tired mistakes that we made in the past. Let's stop trashing our candidate because he or she is not perfect.

Let me repeat to you something that Tom Harkin said when he came out and endorsed Clinton. He said, "I don't like everything he does. I don't agree with him on everything. But, hell, I don't agree with my wife Ruth on everything."

So, let's keep our eyes on the real enemies of working people in this country—George Bush, Dan Quayle, and the whole Republican crowd that holds working people in nothing less than contempt. And if you think that isn't affecting us, just watch your television sets and see what is happening at Caterpillar. There has never been a time when employers would have tried this tactic with us as they are trying now. And if we don't stand in solidarity with those UAW workers, we will be next, you and our union as well. (Applause)

And let's look at this Republican administration. I want to describe to you something that is happening in Washington over OSHA regulations. The Department of Labor had drafted OSHA regulations to lower the permissible exposure level of certain hazardous materials for workers in certain industries that have been under protected or not protected at all.

Then the Labor Department gets a letter from one of George Bush's minions in the Office of Management and Budget, and the Office of Management and Budget says, "We can't impose these regulations on business, because if we do that, company costs will go up. They will have to lower wages or even lay off workers. And we know that workers are less and less healthy, and they live shorter lives."

So, they say, "These worker protections could actually cost more lives."

Now, no novelist ever wrote a more ridiculous, more insidious, more contemptuous line of reasoning into a work of fiction, and this is our government talking.

Well, I would like to take the officials of the OMB to a poultry plant in Georgia, where the incidence of carpal tunnel syndrome among the 400 workers, mostly black, mostly women, mostly single parents, mostly people unable to find a job anywhere else, where their statistically numbered carpal tunnel syndromes are higher in three months than a one-year average per 10,000 workers in the general population.



And five cents an hour in a paycheck is not a good substitute, nor would they take it. These are women who are not able to pick up their children anymore, who go to bed in pain every night, and we need regulations to prevent that. And a nickel an hour is not going to help them. (Applause)

I know better than to expect any candidate, Democrat or Republican, to be Labor's best buddy. After all, the President is the ultimate boss. Just as there are good bosses and bad bosses, so too there is enlightened leadership and there is reactionary leadership. And I will settle for a President who does not fight Labor every step of the way. I will settle for one who gives us a fair chance to win labor law reform so that we can organize more freely.

I am going to tell you another story about poultry workers in Pelahatchie, Mississippi, and how the law denies them the right to representation.

We organized the plant in Pelahatchie, Mississippi 18 months ago, after a two-year organizing drive, because we have a cadre of organizers who live in the South simply to bring justice to poultry workers. I do not know that we will ever have great numbers in our union, but I know that we are going to affect a lot of people's lives.

Eighteen months ago, that group of workers voted overwhelmingly for representation by the Retail, Wholesale and Department Store Union. And that employer has taken us to every conceivable board and he has lost at every board.

Just the other day we got a notice that an administrative law judge in Washington had ordered him to bargain with us. On the last day to file appeals, he filed an appeal. We will now go before the full board. When he loses there, he will take us into the courts and he will go on until he finds someone he knows will be there, because he will eventually run into a Reagan-Bush appointee who will do their work for them.

But make no mistake, the RWDSU will stay in this struggle until the workers win the benefits of trade unionism that they have fought so hard for and which a kinder and more gentle president would have seen as their constitutional right. (Applause)

And I will settle for a president whose appointees do not issue decisions that sound like something out of George Orwell. I will vote for a president who will not pack the Supreme Court with nominees who guarantee that social justice cannot get a fair trial in America.

Our union endorsed a candidate early. Our union endorsed Bill Clinton. Now, I am here to stump for him. I am here simply to say that we cannot afford to fail this year. We have got to get a decent occupant in the White House.

Our unions cannot take four more years of George Bush. Our members cannot take it. And the millions of unorganized workers out there, waiting for us, cannot take it either.

I have the honor to serve as Chair of the Civil Rights Committee, and this is the week of the Civil Rights Conference in Washington. Your union has always been active in that struggle and I left there last night and I am going back there again tomorrow morning.

We have long held that the goals of the Civil Rights Movement are identical. Indeed, unions are the most effective civil rights organizations ever created. The fair wages, good benefits and social justice won by Labor knows no boundaries of race, creed or color. All workers are equal in the eyes of Labor.

And Bill Clinton got it exactly right when he said in Michigan that prosperity in this country will come only when we put the differences of race, religion or other

artificial boundaries aside. It is long past time that we all pulled together for the common good.

This is perhaps the greatest and most noble principle for which we stand. It embodies what I believe, that though we are in the fight of our lives, we have justice, we have dignity, and we have right on our side. Let's take those mighty weapons and win the fight together.

I wish you good luck in your deliberations. May you emerge from this Convention a more united, more dedicated membership, who will carry on in the tradition of your fine Union and its great leadership. Thank you very much. (Applause)

**PRESIDENT BAHR:** Thank you so much, Lenore, for that inspiring message. As a remembrance of your visit with us, we would like you to have this piece of Steuben glass made by union workers in Upstate New York. (Presentation— Applause)

**SISTER MILLER:** Thank you. And thank you also very much for the Lifesavers that somebody gave me made by RWDSU workers in Michigan.

Thank you very much. Good luck. (Applause)

**PRESIDENT BAHR:** Despite the tremendous difficulties of the past year, CWA was one of the few unions to actually grow, adding nearly 20,000 potential members in new units in the eight months since our last convention.

Right now, I want to recognize the members of our Union in the State of Texas, where the past eight months have been particularly exciting. Texas has just become the fourth state where our membership has topped 50,000. (Applause)

That mark was first reached in New York, back in 1961, when our successful organizing drive in the New York Telephone Plant department brought our membership above the 50,000 mark.

Then in 1974, we reached the 50,000 level in California when Dina Beaumont and more than 10,000 telephone operators brought their union into CWA.

We reached it for the third time in 1981 in New Jersey when we won elections in four bargaining units of state employees numbering nearly 40,000 workers, culminating a 10-year organizing effort in both state and local government.

And now we have reached it in Texas with the affiliation last January of the Combined Law Enforcement Associations of Texas, and a doubling in size to nearly 9,000 in our membership in the Texas State Employees Union, Local 6186. (Applause)

Additionally, Local 6222 in Houston successfully organized Metromedia Paging, a subsidiary of Southwestern Bell and the first paging unit in CWA. (Applause and cheers)

Now, to receive recognition for this milestone in our Union's history, I would first like Albert Bowles, CWA Director for the State of Texas, and Administrative Assistant to Vice President Parsons to come to the podium. (Applause)

Hurry up, Albert. You know, while Albert comes up to the podium, he was driving me back to the airport in Austin when I was down for signing the agreement with the Law Enforcement Union. And in the car he said,

"You know, what is it that someone like me and staff has to do to win the Joe Beirne Award? I've been busting my chops for 40 years organizing for this Union."

And I knew we were going to do this today, but I said to him, "In recognition for what you have contributed, we are giving you and your wife a four week, all-paid

vacation."

He said, "No kidding? To where?"

I said, "Over to the Maquiladora." (Laughter)

So, Albert, we want to present to you what we call the Lone Star Award. It says: "To Albert Bowles. Your lifetime of work and unselfish effort have reached an impossible dream: 50,000 members in Texas and growing. To a union brother for 36 years, a national staff member for 34 years, a Texas Area Director and a real fighter for the rights of Texas working men and women."

It is signed by me on behalf of the Executive Board of the Union. And it really is an honor for me to give it to the kind of trade unionist we all aspire to be, Albert Bowles. (Presentation—applause)

**BROTHER ALBERT BOWLES (District Director for the State of Texas):** I would like to thank President Bahr and the Executive Board. I have to say, like they do at the Academy Awards, I have a number of people to thank.

I would like to thank Joe Gunn, the President of the State AFL-CIO, and our organizer Danny Fetonte. Without them we could not have done this. Thank you. (Applause)

**PRESIDENT BAHR:** Next, I would like Ron DeLord, President of CLEAT, to step forward so we can officially welcome Ron and his organization of 12,000 Texas law enforcement members into CWA.

Ron. (Applause)

**DELEGATE RON DeLORD (President of CLEAT):** I want to thank everyone for the opportunity to be here. I appreciate your allowing us to join one of the greatest unions in the United States. It is our pleasure to be here.

And we want to put out a challenge to everyone out there. We have reached 50,000 in Texas, and we are going to make a challenge to everyone here: When we get back to the Convention next year, we will have organized more members one on one than any other state and our District 6 will organize more people than any other district.

We are committed. We are going to be here, and we are going to build this Union. We are the largest union in the State of Texas, and we plan to dominate that state and our district for the years to come.

Thank you for the opportunity. (Applause)

**PRESIDENT BAHR:** As most of you know, for the past eight months we have been on strike at Austin Cablevision, an affiliate of Time Warner, which is the largest media conglomerate in America, probably in the world. The strike is basically over the right to have a union at this company.

As part of the support for the strike, Texas Jobs with Justice held a demonstration at the home of the cable manager, Tom Rutledge. Rutledge was furious and called the police.

Guess who showed up. When the police arrived, the officer said, "CWA? We're members too, and you have every right to picket here." And that is what solidarity is all about. (Applause)

Next, I'd like Tommy Parsons to accept a similar award on behalf of Joe Gunn, President of the Texas AFL-CIO and a former President of Local 6222. Joe is unable to attend today because he's at a regional AFL-CIO COPE meeting in Nevada, and Tommy will be presenting this to Joe.

The inscription is, "Your lifetime of work has helped us reach an impossible dream, the 50,000 members in Texas. To a Union Brother, as past President of Local 6222, a great President of the Texas AFL-CIO, and a real fighter for the rights of Texas working men and women." Signed by me, on behalf of the Board.

Tommy. (Presentation—Applause)

Now I'd like to echo some of the challenge to see which state can be next to hit 50,000 members. Many states can make it—Ohio is the closest. And in the other states set some reachable goal, and work together to achieve it.

As we all know, organizing in the United States is indeed a struggle. It took us 11 years in Texas to win dues check-off for state workers. In the private sector, brutal union-busting tactics are used by practically every employer.

And I want to turn the podium over now to my assistant and organizing director, Larry Cohen, who has some frontline organizers from NCR with us.

Larry. (Applause)

**BROTHER LARRY COHEN (Assistant to President Bahr and Organizing Director):** The organizers from NCR will be escorted into the room from the back by those members who are present from the "Dayton 31," led by District Vice President Bob Johnson.

Thirty-one of us sat in last Monday for three hours at AT&T and NCR headquarters in Dayton, Ohio. We sat in until we were arrested by the Dayton police. We sat in to send a message to Bob Allen and the immoral lawbreakers who run AT&T.

As they march in, repeat that message with them. As we welcome the Dayton 31 and our two brothers who will speak to us from NCR, the message is simple, "No more shut-downs. No more lies. We want the right to organize. No more shut-downs. No more lies. We want the right to organize...."

... The entire delegation arose and chanted as the frontline organizers from NCR came to the podium...

**BROTHER COHEN:** We could have presented another success story. Successes like Texas are important. They inspire us to move forward in difficult times.

Successes help motivate local unions to organize by demonstrating that your local can grow.

And we have had many other successes, locals that will be recognized in a few minutes.

But the real challenge facing us and our sisters and brothers in our unions is how to sustain ourselves in the face of an unrelenting assault from our employers, an assault on our standard of living and our values.

We can't stand here and claim victories when tens of thousands of our members are defeated. So we try to strike a balance, find a strategy, work for change, with real discussion and education as the engine of the change.

We learn from injustice as we fight for Jobs with Justice.

Some of us might feel that the NCR story is just one more story from AT&T. Last night we heard about the AT&T-Paradyne and now it's AT&T and NCR. Some might feel we are picking on AT&T. After all, it's our largest employer, the birthplace of our Union, a place that provides a living for a hundred thousand of our members. But the fight to keep union jobs at AT&T and the struggle to organize AT&T and NCR or the other union-busting units are among our most important

efforts to protect our values, to protect our standard of living, not just in NCR, AT&T, but for all working men and women in America.

As we say in Jobs with Justice, if we don't stand up for each other and fight each other's fights, none of us can win.

We will hear from two NCR field engineers that are here today, and they are here on behalf of hundreds that are trying to organize across NCR. They will be introduced by two of our local unions, two of the 30 unions that have stood behind NCR field engineers, 4,100 technicians, non-union, unorganized. And AT&T is subject to union busting every day on the job.

First I call on Ed Hogg, Local 4322, Dayton, Ohio. (Applause)

**DELEGATE EDWARD HOGG (Local 4322):** Good afternoon. I am vice president of Local 4322, Dayton, Ohio. Dayton is the world's headquarters of AT&T's newest business unit, NCR.

In Dayton we have seen AT&T destroy the lives of thousands of CWA members in the past eight years.

When AT&T bought NCR last year, we knew we had to make a commitment to Wall-to-Wall in Dayton at NCR. (Applause)

What we didn't know was that we would find a group of NCR employees who felt that commitment even more strongly than we do. Our organizing committee included over 25 percent of the workforce.

Roger Runyan, a 32-year NCR employee, was one of those courageous and committed leaders. I am very proud to introduce to you Roger Runyan. (Applause)

**BROTHER ROGER RUNYAN:** Seeing all of you here today proves what I have been telling the people that I work with for the past six months at NCR, we are not alone. (Applause)

We started organizing in Dayton, because we were tired of being treated like we did not matter. As skilled engineers, we are employees that made NCR successful and attractive to AT&T; yet, we are not treated with respect.

In the past 10 years we have been paying more and more for less and less health benefits. We have a pension plan that makes it impossible to retire with dignity and a so-called merit plan that often gives hard-working employees little or no raises.

When we heard about the wages, benefits and pension that CWA had negotiated for AT&T employees, we became even more angry that we were treated as second-class citizens at AT&T. Many of us have tried to organize before in Dayton and elsewhere, but we have never seen such an anti-union effort as we saw from AT&T and NCR.

They unleashed a brutal attack on CWA and our organizing efforts. We were forced to attend captive-audience meetings, filled with lies and threats. They blamed CWA for layoffs at AT&T and for AT&T's failure in the computer business. They used letters from AT&T officers, including letters from Bob Powers to President Bahrand anti-union campaign literature, to show us that CWA cannot do anything for us and was lying to us about the Union plot at AT&T.

Finally, in the days before the election they started finding guys on job sites and met with them one on one. They went after the guys who were living paycheck to paycheck and filled them full of fears.

We are not sure exactly what was said in those private meetings, because the guys are still too afraid to talk about them.

When the vote took place, they had scared enough people for us to lose by five votes. If three no's had voted yes, we could have won. But I am here today to let you know that we will not give up. (Applause)

The support we have from Local 4322, President Jerry Schaeff and Vice President Ed Hogg, has been outstanding.

Also, Seth Rosen, a District 4 organizer.

We have just begun to fight. Our supporters in Dayton have all sent letters to Bob Powers telling him about the union busting and advising him we will be switching our long distance carrier. (Applause)

We will continue to do our part to make Wall-to-Wall a reality. We stand together with you. (Applause) I ask for your support. Thank you. (Applause)

**BROTHER COHEN:** And with a similar story, from the neighboring state of Indiana, Larry Henninger, who led the organizing drive in Indianapolis, from Local 4900.

**DELEGATE LARRY HENNINGER (Local 4900):** I am an AT&T systems technician. After 24 years in the industry, and particularly the last eight years at AT&T, I was beginning to get pretty frustrated. I would be less than honest if I didn't admit that I was starting to lose hope about our ability to make any difference at AT&T. But, the experience we have had with the NCR organizing committee in Indianapolis and the organizing of NCR has convinced me that we can win. (Applause)

Last Monday, along with the District 4 Vice President, Bob Johnson, and dozens of others, we were arrested for sitting in at NCR world headquarters. It is time to take our fight to a new level.

My inspiration for this has been our organizing committee at NCR in Indianapolis. No one better represents that committee than Bob Stevens. Bob is a 27-year NCR employee who has led three organizing efforts in his career, and who, with his committee, has just recently said, "Organizing NCR is over only when we have a CWA contract." (Applause)

Brothers and Sisters, Bob Stevens.

**BROTHER BOB STEVENS:** Good afternoon. Let me thank Larry Henninger for that kind introduction. He, Local 4900 President Larry Cave, his officers and his staff, and the District 4 organizing committee, and Seth Rosen, have all worked together with us over the past year. Roger did a good job of explaining the issues we are concerned about, and while pensions, pay and benefits are all important, there is one other part of the organizing campaign in Indianapolis that we should mention.

Particularly in the last 10 years NCR has promoted an attitude of every man for himself. Through merit pay systems, sales quotas, and other policies they have kept us divided. Once we began organizing, that started to change. We began to work together and to help each other, to build a real community on the job, and that is what the Union is all about. And that is why in spite of losing our election, we are still committed to stay with it for as long as it takes. (Applause)

We filed our petition with over 60 percent of our field engineers signing an open petition in support of representation by CWA. But Jackson & Lewis came in with their anti-union war, and the main weapon they used was fear.

In captive-audience meetings they tried to cause fear of strikes, assessments, dues, lack of support by the Union; but our committee took them on in these meetings, and our supporters—we grew stronger. They went back to their divide-

and-conquer tactics. They stopped holding the district captive-audience meetings and started back on the one-on-one and small groups.

As in Dayton, they used CWA's history at AT&T as negative propaganda. They used private correspondence with your leaders, Jim Irvine and Morty Bahr, from AT&T, as pieces of campaign literature.

After the loss in Dayton, they told us we would stand alone if we voted for CWA. That scared enough of the people that we lost the election. But, at least 26 of us understand that we are not alone. CWA members at AT&T and other companies will stand with us, not just because it is right, but because your jobs are on the line also.

At the first of this year I went to our appropriate technical center and was trained on AT&T equipment. Since then I have been working almost exclusively on AT&T. And at least four times in the last month I have been sent out on what I believe you people call GBS. I have complained to my boss, but I am a "worker at will" in Indiana, so I do what I am told when I am told. And I don't want to take over the union work, but I have heard since then from a number of sources that we will be getting some of this GBS work. So, I think we are all in this together.

The fight for union jobs at AT&T involves telephone operators, technicians, field engineers at NCR, AT&T Credit Card and many others. If we stand together, we can win, and we will win. Thank you. (Applause)

**BROTHER COHEN:** Thank you.

Two gutsy brothers stand up here without a union back in their shop to take on AT&T. Thirty-one people, led by a vice president of this Union, consciously commit civil disobedience to say to AT&T, "You are the real lawbreakers. We are prepared to stand up and do whatever it takes to stop the union-busting and stop the closings."

The challenge is to the rest of us. Are we willing to all stand up for that fight at AT&T and every other union-busting employer we have? (Applause)

As they leave the podium, stand with them and chant again, "No more closings. No more lies. We want the right to organize. No more closings. No more lies. We want the right to organize...."

...The Delegates arose and commenced a rhythmic clapping and a chant of "No more closings. No more lies. We want the right to organize," as the brothers and sisters from Dayton and Indianapolis left the stage...

**PRESIDENT BAHR:** During the last five years more than 130 of our local unions have taken the organizing pledge and have made a serious effort to organize the unorganized.

In 1991 we added over 20,000 potential new members to our Union. These gains were accomplished by the CWA Local Organizing Network.

We are now going to honor those locals that reached that goal of organizing 100 or more new members in new bargaining units during the past year. We have asked the president and the organizing chair of each local to come to the platform to receive this very special award.

As I call your local number, please step forward; come up to the platform. Let's all give each local the traditional one clap in recognition.

... As each Local number was called, the delegation responded with a single clap of recognition...

Local 1032, Trenton, New Jersey, organized 293 employees at 10 employers

this year.

Local 1033 in Trenton, New Jersey; Local 1037 in Newark, New Jersey; and Local 1038 in Woodbury, New Jersey joined together and organized 361 New Jersey public defenders.

Local 1040 in Trenton, New Jersey organized 155 group home employees and 750 hospital workers.

Local 1081 in Essex County, New Jersey for assisting in the affiliation of 700 Overbrook Hospital employees.

And moving across the Hudson River, Local 1110 for organizing 2,000 associates of the New York state alcoholism counselors.

Would the presidents and organizing chairs please come up to the platform those locals I called and those I am going to call.

Local 1133 for organizing 1,208 service and maintenance workers at Mercy Hospital.

Local 1168 organized 225 nurses at St. Joseph's Hospital and 18 health care workers at the United Church Colony Nursing Home.

Local 2336 for organizing 240 employees at United Planning Organization, a non-profit organization in Washington, D.C.

Local 3102 in Florida for the employees at Flagler County.

Local 3150 in Florida for organizing 120 AT&T employees in Puerto Rico.

Local 7117 in Davenport, Iowa affiliated 130 employees at Clinton schools.

Local 7803 organized 105 employees at Waco Construction.

Local 9000 organized 250 employees at the National Research Group.

Locals 9400, 9503 and 9505 joined forces and organized 107 employees at American Auto. Print-Media Union of Alberta No.36, CWA Local 14000, organized over 200 employees at three employers, *Red Deer Advocate*, *Medicine Hat* and *Tri-City News*.

And CWA Local 226 of Vancouver, Canada, organized 104 workers at five newspapers in British Columbia.

There is one of the guys who gets his job back as a result of the arbitration victory. (Applause as he raised his hands above his head) He says he is so excited. (Applause)

Please join me in congratulating these locals represented on the platform.. I hope you would make a commitment to make every effort to join them next year. (Applause) Thank you all.

Would the locals come back. I would like you all for the next one.

## **PRESIDENT'S ANNUAL AWARD**

It is now that time in the program for the President's Annual Award, presented each year to honor the Union's absolute best in the field of organizing.

This is the 20th anniversary of the President's Award, so we are approaching a milestone of sorts.

When Joe Beirne created this award, in 1972, he wanted it to go each year to the CWA members, local officers, staff or national officers who had best demonstrated their commitment to helping CWA grow.



He also wanted the award to be CWA's most prestigious award, the award that every one of us aspired to win—and I share with you, that includes me.

The award remains true to its original purpose—to inspire the efforts and energy of all of us to work together, to work hard and to make a commitment to the growth of our Union.

If you haven't already made that commitment, do it now. Surely, as a result of this Convention, you have a deeper, fuller understanding of the need to break down the barriers to Wall-to-Wall unionism.

Start now to build for CWA's future, and the future of your members and your families.

The large award trophy is on display, over to my right. Throughout the rest of the year, the trophy is on display outside my office in our headquarters building.

The names of all past winners are engraved on that trophy. The winners of the President's Annual Award are chosen by the president, based on recommendations from members of the Executive Board.

This year I am acting on a recommendation from Vice President Jan Pierce.

Usually, there is a single winner, one man or woman who gets all the honor. This year, however, the President's Annual Award is being given to two people. They are Carolyn Wade, president of CWA Local 1040, and Norman Leavens, former president of Local 1040. (Applause)

For more than a decade, Norm and Carolyn have worked in partnership to expand Local 1040, to organize new workers and to help it grow in power and prestige in and around Trenton, New Jersey.

One of their first achievements was in 1980, when they successfully affiliated Mercer Council 4 of the Civil Service Employees Association of New Jersey into CWA.

As the then Vice President of District 1, I can tell you that their affiliation came at a crucial time in that campaign, enabling us to keep our New Jersey State Worker organizing drive on track. The affiliation served as the most crucial factor in our ultimate success.

When the Mercer Council came into CWA, they became chartered—I am beginning to sound like Bill Clinton. (Laughter) When the Mercer Council came into CWA, they became chartered as Local 1040, and Norm Leavens became President and Carolyn Wade became Executive Vice President.

The local had 1,000 members. They could easily have sat back satisfied, content to do nothing more than represent the members they had. However, Norm Leavens, in particular, decided to set an example.

And, today, my assistant and our organizing director, Larry Cohen, still credits Norm Leavens with serving as a role model for him. Norm did not seek re-elections local president in 1989 and Carolyn was elected to succeed him.

Today, Norm Leavens has returned to full-time work as a state employee at Trenton Psychiatric Hospital and remains the very active, very successful organizing chairman of Local 1040. He works five days for the state and volunteers his two days off for Local 1040. He has brought about 12 new groups into CWA over the years, mostly in the health care field, including several nursing homes. The local's membership has grown from 1,000 in 1980 to 8,000 today.

I even want to congratulate them for one they lost, because it shows their commitment in a way that needs to be recognized too. I refer to a campaign

involving 1,000 workers at the Monmouth Medical Center. In that organizing drive, the local assigned a number of staff over a nearly three-year period to what proved to be two close but unsuccessful campaigns.

Within the last year, however, Local 1040 has succeeded in organizing the Associations for Retarded Citizens in Union and Atlantic Counties, bringing union representation to some of the nation's neediest women and people of color, people who live in group homes and make only \$5 an hour and have practically no benefits.

For these downtrodden workers, Local 1040 had to fight management tooth and nail, even to the extent of going to court to determine whether the state public employee relations commission or the National Labor Relations Board was the appropriate body to conduct the union representation elections.

Along with Marilyn Haith, the former District 1 organizer who is now assigned to North Carolina, and with help from Local 1081, Norm Leavens and Carolyn Wade were instrumental in bringing about the merger of the 700-member Overbrook Employees Association within the last year.

So, I want Carolyn Wade and Norm Leavens to step forward and receive their awards. And, I want to congratulate them for their fight over the years to bring union benefits to thousands of workers whose wages have been low and whose benefits have been few, for organizing workers who need us and who we, in turn, need in our ranks.

First, I would like to present a miniature of what you see at the end of this platform.. And I know that we have so many new people here—by new, I mean since Joe left us in 1974—that we lost some of the importance of what this refers to. That is Joe's hat. We refer to it as "The Hat Award."

And the inscription on this one, which is Norm Leavens: "The President's Annual Award to Norm Leavens, CWA Local 1040, in grateful recognition of dedicated service as evidenced through wholehearted acceptance of CWA's growth policy and program, and dedicated effort directed toward making that policy effective. Awarded by the President of the Communications Workers of America on behalf of our organization. April 1992."

And this is for you, Norm. Why don't you stand up wherever you are.  
(Applause)

Where are you, Norm? Well, he is somewhere down there in District 1. And it is indeed a dual honor for me to present the same award to a woman who has stood shoulder to shoulder with Norm all of these years as they accomplished moving from 1,000 to 8,000 members.

Carolyn, it is indeed a privilege and an honor for me to present this to you.  
(Presentation—Applause) With it goes this plaque to both Carolyn Wade and Norman, which just repeats what is on "The Hat Award," as well as a parchment that is suitable for framing.

So, Carolyn, on behalf of everyone here, we want to congratulate you and thank you for setting an example that each of us hopes to emulate.  
(Presentation—applause)

**DELEGATE CAROLYN WADE (Local 1040):** President Bahr, my fellow Delegates: I am most pleased to accept the award on behalf of Local 1040 and Norman Leavens. We call Local 1040 the Health Care Local in Trenton, New Jersey, of CWA.

This is my first year in office as President of this Local, and I admit the previous year has been one of the most difficult years this Local has ever

experienced. We had to put all of our energies together to fight the Governor to keep him from breaking our contract.

But in the midst of that, we still felt that organizing was an intricate and important part of this Local, so we tried to divide ourselves to put our efforts between protecting our contract and organizing.

Our previous President, Norman Leavens, has been an inspiration in emphasizing the critical need for organizing workers. We are indebted to Norman and I am personally indebted to him because I learned from him. He is not a very vocal person who would come forward, but he does a tremendous amount of work in the background. And for that we are grateful.

Brothers and Sisters, Local 1040 has caught the spirit, and we say to you, thank you; but most importantly we say "Catch the spirit—organize." (Applause)

**PRESIDENT BAHR:** Please join me in congratulating all of the winners. (Applause)

There is only one delegate from District 9 who has not voted. The polls will close in 10 minutes, so if it is you, get over there.

Would the Constitution Committee come to the platform please. I want to introduce the members of the Constitution Committee.

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

Kathy Ciner, Vice President, Local 1105;  
Carla Owen, President, Local 6201;  
James Robillard, President, Local 7303;  
Sue Inman, Secretary-Treasurer, Local 9510;  
Joseph Clinton, Executive Vice President, Local 13000, Chair.

**PRESIDENT BAHR:** And the Chair recognizes Brother Clinton.

**CHAIR JOSEPH CLINTON (Local 13000, Chair of the of the Constitution Committee):** Brothers and Sisters, before reading the report, the Committee would like to make a correction on line 13 by deleting the sentence beginning with "No proposal was received...", and adding, "One additional proposal was received."

## **REPORT OF THE CONSTITUTION COMMITTEE TO THE 54TH ANNUAL CONVENTION**

The Constitution Committee met in the City of Washington, D.C. beginning February 2, 1992 through February 6, 1992 for the purpose of reviewing and considering proposed amendments to the CWA Constitution. All members of the Committee were present.

The Constitution provides under Article XVI that the Constitution Committee is "charged with the duty of considering proposals to change this Constitution." Article XXVIII provides that amendments submitted to the Locals sixty (60) days in advance of the Convention will require a majority vote of the Delegates present to be enacted. Any amendment proposed at the Convention shall require a three-fourths (3/4) vote of those voting to effectuate such proposed amendment, but in no event shall the three-fourths (3/4) vote of those voting thereupon be less than a majority vote of the approved delegates at the Convention.

The Constitution Committee has held meetings in Miami, Florida beginning Thursday, April 2, 1992, to consider additional proposals which may be received after the Preliminary Report was issued. One additional proposal was received.

The Committee has made itself available to any and all wishing to appear before the Committee.

This Final Report sets forth all proposed amendments which have been considered by the Committee.

1. AMEND ARTICLE IX (Executive Board), Section 2, Paragraph (b) to read as follows:

Section 2

(b) If the office of President becomes vacant, the Executive Board shall designate a successor from among the **Executive Committee Board**, who shall serve until the next regular Convention at which a successor shall be elected for the balance of the unexpired term, if any.

(Submitted by James Pappas, Executive Vice President, Local 2336, Carla Floyd, President, Local 7901, Robert J. Lambert, Local 13000, Harry McFarland, President, Local 3218)

The Constitution Committee received four (4) separate proposals to amend this Article and Section of the CWA Constitution. Since all four proposals were identical, the Committee decided to address all of them as one.

Article IX, Section 2, Paragraph (b) now specifically directs the Executive Board to select an appointee for a vacancy in the office of the President from the Executive Committee to serve until the next regular Convention at which a successor shall be elected for the balance of the unexpired term, if any.

This amendment proposes expanding the pool of available people for the purpose of designating an interim successor, should a vacancy occur.

Over the years the size of Executive Committee has been reduced and conceivably the Delegates could elect to reduce the size of the Executive Committee once again. Clearly it is evident that presidential ability has been demonstrated from both within and outside of the Executive Committee. The Constitution Committee believes it better serves our Union to have the widest possible pool of talent and ability to draw from when selecting a person to fill the highest office in our Union.

The Constitution Committee believes this can be accomplished by including the entire Executive Board in the selection process.

**THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.**

2. AMEND ARTICLE IX (Executive Board), Section 2, Paragraph (d) to read as follows:

Section 2

(d) The successors elected to fill the vacancies in the offices of President, of Secretary -Treasurer, ~~and~~ of Executive Vice President, **District Vice President, Communications and Technologies Vice President, the Telecommunications Vice President, the Public Workers Vice President and the CWA Sector Vice President**, at the ~~1985~~ **1992** Annual Convention only, shall be elected for a term of office ~~extending to the regular elections to be held at the 1989 Annual Convention.~~ **of two years with the next regular elections to be held at the 1994 Annual Convention.**

(Submitted by Carla Floyd, President, Local 7901)

The purpose of this amendment is to provide for conducting National officer elections in 1992 thus limiting for one time only the term of office to two (2) years.

This Committee considered this amendment in conjunction with the proposal discussed in Number 5 in this Report and on this basis does not recommend adoption of this proposal.

**THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.**

3. AMEND ARTICLE X (Executive Committee) and add a new Section 2 to read as follows:

**Section 1**

There shall be an Executive Committee of the Union consisting of the President, Executive Vice President, and the Secretary-Treasurer **and two at-large members from the ranks of the District Vice Presidents** who shall have such administrative powers, duties and authorities as may be assigned by the Convention or the Executive Board.

**Section 2**

The two at-large members of the Executive Committee will be selected in numerical order by District (District 1, District 2 etc.) and will serve for two years.

(Submitted by -George William Sonnik, 111, Treasurer, Local 2105)

The Constitution Committee considered this amendment closely in light of the proposed reduction in the EVP position. Looking at the Constitution, it became apparent to us that the apparatus is in place for administration of the Union. The Executive Board and the Convention of the Union have the power to assign duties to the Executive Committee. Conversely, the Executive Board and Convention have the ability to remove Executive Committee duties. The Executive Board has the duty to provide checks and balances and to supply guidance and fresh ideas. There is also the Strategic Planning and Budget Committee which, already combines the Executive Committee with Vice Presidents, thus providing the Union with adequate support.

Finally, by recommending a resolution to reduce an Executive Vice President position, it is implied that a smaller Executive Committee is not a problem.

**THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.**

4. AMEND ARTICLE XII (Officers and Their Duties) by adding a new Section 9, a new Section 10, and a new Section 11 to read as follows:

**Section 9 — The Executive Board's Duties and Obligations to the Members**

**The Executive Board must be a national and international advocate for the members and pursue the goal of social and economic justice throughout our society. To meet this goal the Executive Board is obligated to do the following:**

**(a) Pursue an aggressive political and public information program at an international, national, and state or provincial level to advance the interest of workers.**

**(b) Pursue an aggressive organizing program to assure an annual net increase of membership in the Union.**

**(c) Disseminate information on economic, social, political and other matters to the members and facilitate communications and networking among Locals and members.**

(d) Ensure that Locals are effectively meeting their duties and obligations to the members.

(e) Carry out the resolutions and actions of the Convention.

#### **Section 10 — The Executive Board's Duties and Obligations to the Locals**

The Chartered Locals, their officers and members are entitled to receive the following services from the Executive Board:

(a) Trained and skilled staff able to assist and teach Locals how to:

(1 ) effectively represent the workers in their respective jurisdictions, using the organizing rather than

service model of a Local,

(2) implement all Union Programs,

(3) abide by the Constitution,

(4) adopt By-Laws and Rules,

(5) establish and maintain actively functioning organizing, education, legislative-political, community services, and other such committees,

(6) to participate actively in the political and legislative process,

(7) hold Local meetings,

(8) hold Local elections,

(9) maintain adequate files and records and conduct audits,

(10) establish a program to keep members informed,

(11) process grievances to the step below top level preceding arbitration,

(12) to do all things necessary for the proper disposition of matters which may come before the Local for consideration.

(b) The Executive Board shall provide each bargaining unit with legal staff to:

(1 ) conduct arbitrations,

(2) protect the bargaining unit's interests and facilitate the achievement of the goals of the bargaining unit in the courts, administrative hearings, or other legal forums,

(3) assist a Local when it can substantiate a need,

(4) to review all contracts, stipulations and agreements and assist in negotiations.

(c) The Executive Board shall provide skilled and trained staff and the necessary resources to attain the goals of a bargaining unit by:

(1) developing a long-term strategic plan that uses member mobilization, corporate, political and community campaigns,

(2) providing expert analysis and supporting documentation that support a bargaining unit's goals,

(3) developing and instituting a communications and public relations program designed to mobilize the membership and gain shareholder, political and community support of the bargaining unit's goals.

#### **Section 11 — The Local's Right to Ensure that the Executive**

## **Board Carries Out the Obligations Enumerated in Section 10 of this Article**

**Local Officers are directly accountable to the members they represent, they must see that the obligations of the Executive Board to the Local are met. If the Executive Board fails the Local must be able to initiate action and obtain the resources to meet the needs of the Local's bargaining unit and members. Locals can accept the burden of the Executive Board duties and obligations and obtain resources for that purpose in the following manner:**

**(a) A Local's governing body shall notify the District Vice President that the duties and responsibilities enumerated in Section 10 of this Article have not been met and submit documentation to substantiate the claim.**

**(b) The District Vice President shall respond within 30 days to:**

**(1) Deny the claim and document how the duties and obligations were met, or;**

**(2) Confirm the claim and propose a plan to remedy the situation to the satisfaction of the Local, or;**

**(3) Confirm the claim and propose that the Local accept the Executive Board's duties and obligations enumerated in subsections a, b, or c in Section 10 of this Article. The additional resources the Local will receive for this purpose shall be equal to ten percent (10%) of the total per capita dues collected for the bargaining unit for each of the subsections.**

**(c) A Local which selects item 3 of subsection b immediately above shall do the following:**

**(1) Submit an annual report to the Executive Board explaining how the Local met the duties and obligations it accepted.**

**(2) Submit a full accounting of the resources prescribed above to carry out the duties and obligations.**

**(3) Cooperate fully with any audits to determine the proper delivery of services or expenditure of funds.**

**(d) Any disputes arising from this Section shall be subject to the internal Appeals Procedure of the Union.**

(submitted by Arthur Cheliotas, President, Local 1180)

This proposal would mandate far-reaching, fundamental changes in our Union that would not be for the better. It would create a fragmentation in the very structure of our Union and could potentially create on-going conflicts in our two-level structure, i.e., Local vs. Local; Local vs. District Vice President; District Vice President vs. Executive Board, etc. The best interests of our members require procedures that promote harmony within our Union, not conflict.

Cutbacks in legislative, organizing and mobilization programs could be the unintended result if the Union's finances were reallocated or shifted at the discretion of a District Vice President. The District Vice President could be placed in the position of making a decision which disturbs approved budgets or is contrary to Executive Board policy. Such decisions could affect other Locals without necessarily helping the Local involved. Further, the rules set forth in this proposal are overly broad and would create a situation that would be impossible to police. The resultant decentralization and obvious financial loss to the Union would require us to revisit the issues of Annual Conventions, Legislative conferences and many other functions for which the National Union currently has responsibility.

While the Committee does not recommend this proposal, nevertheless, we are

mindful that the maker of this proposal has described some unique problems and conditions in his Local that must be addressed. The Committee talked to the maker of this proposal and to various individuals who had some knowledge of the Local's problems. While we cannot support this amendment, the committee has referred the serious issues to the President of the Union so that an administrative solution can be fairly and expeditiously found.

**THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.**

5. AMEND ARTICLE XV (Elections), Section 1 (Union Officers), and Section 2 (Vice Presidents), paragraphs (a), (b), and (c) to read as follows:

Section 1 — Union Officers

The President, Executive Vice Presidents and Secretary-Treasurer of the Union shall be elected separately ~~by secret ballot of the delegates to the Convention~~ **by secret ballot of CWA members in good standing** following nominations made from the floor of the Convention. **The election will be held by U.S. Mail within one hundred twenty (120) days of the nominations.** Beginning with the elections held in ~~1974~~ **1994** the term of office shall be three (3) years or until their successors have been duly elected and qualified, except for the term of office of any Executive Vice President added by the convention during a non-election year, such term of office shall expire at the same time as the terms of office of the other officers.

The successors elected to fill the vacancies in the offices of President, of Secretary-Treasurer, and of Executive Vice President, and the ~~1985~~ **1992** Annual Convention only, shall be elected for a term of office extending to the regular elections to be held at the ~~1989~~ **1994** Annual Convention.

Section 2—Vice Presidents

(a) District Vice Presidents shall be elected by a secret ballot, after nominations from the floor, ~~at a district meeting, at a meeting of delegates from the District~~ **by members in good standing from the District, the election to be held by U.S. Mail within one hundred twenty (120) days of nomination.** The Communications and Technologies Vice President, the Telecommunications Vice President and the Public Workers Vice President, shall be elected by secret ballot, after nominations from the floor at meetings of delegates representing members of AT&T bargaining units, affected telecommunications bargaining units and public workers unit respectively, **by members in good standing from the AT&T bargaining units, affected telecommunications bargaining units and public workers units respectively. The election to be held by U.S. Mail within one hundred twenty (120) days of nomination.** The duly elected President of the Printing, Publishing and Media Sector of CWA shall be the CWA Sector Vice President and shall be elected in accordance with the Sector Bylaws. After 1991 the CWA Sector Vice President shall be elected in accordance with the Sector Bylaws and the CWA Constitution.

(b) The term of office of Vice Presidents shall be three (3) years or until their successors have been duly elected and qualified, except ~~that the Communications and Technologies Vice President shall be elected initially for a two (2) year term commencing at the 1987 Convention.~~ **that all Vice Presidents elected at the 1992 Convention shall serve a two (2) year term and elections shall be held for a three (3) year term commencing in 1994.**

(c) In the event a vacancy occurs in the office of Vice President for any reason, an election shall be held ~~at the next regular Convention for the purpose of riveting a Vice President to fill the unexpired term except that a vacancy in the office of the~~



~~Sector Vice President shall be filled in accordance with the Sector Bylaws.~~ **with nominations at the next regular meeting of the District, AT&T bargaining units, affected telecommunications bargaining units, public workers units and Printing, Publishing and Media Sector. With the election to be by secret ballot of members in good standing of the respective bargaining units. The election to be held by U.S. Mail within one hundred twenty (120) days of nominations. The election to be held for the purpose of electing a Vice President to fill the unexpired term.**

(Submitted by Carla Floyd, President, Local 7901)

The Constitution Committee received two (2) proposals both of which have as a primary objective the election of National officers by the rank and file.

This amendment differs in that it requires National officer elections to be held again in 1994. It would continue the present nominations process but would require that vacancies be filled by voting of the rank and file.

The Committee has elsewhere in this report expressed its reasons for not recommending the requirement for rank-and-file voting in National officer elections. Additionally, this proposal would not even require a base of support to become a candidate and would put an additional financial burden on the Union that could not be planned for or budgeted due to the unpredictability of vacancies occurring.

**THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.**

**6. AMEND ARTICLE XV (Elections) by deleting present Section 1 (Union Officers) and present Section 2 (Vice Presidents) and replacing them with a new Section 1 (Union Officers and Vice Presidents) and renumber Section 3 and Section 4 to Section 2 and Section 3 to read as follows:**

**Section 1 — Union Officers and Vice Presidents**

**(a) The procedures described herein shall apply to elections of the CWA's President, Executive Vice Presidents, Secretary-Treasurer, District Vice Presidents, AT&T Communications and Technologies Vice President, Telecommunications Vice President, Public Workers Vice President and Sector Vice President.**

**(b) Beginning with the Convention in 1993 and every three years thereafter, delegates shall nominate Candidates from the floor of the convention and will then vote by secret ballot for the above named Union Offices. All duly nominated Candidates for the above named offices shall stand for direct rank-and-file election at the same time, on the same ballot.**

**(c) To qualify for the ballot for direct rank-and-file voting for the offices of President, Executive Vice Presidents, and Secretary-Treasurer, Candidates must receive Delegate votes at the CWA Convention representing at least ten (10) percent of the CWA Membership. To qualify for the ballot for direct rank-and-file voting for the other above named offices, Candidates must receive Delegate votes at the CWA Convention as follows:**

**(i.) For the office of District Vice President Candidates must receive delegate votes representing at least ten (10) percent of the CWA Membership of the District;**

**(ii.) For the office of Vice President AT&T Communications and Technologies Candidates must receive Delegate votes representing at least ten (10) percent of AT&T Communications and Technologies Bargaining Unit Members;**

**(iii.) For the Office of Telecommunications Vice President Candidates must**

receive Delegates votes representing at least ten (10) percent of affected Telecommunications Bargaining Unit members;

(iv.) For the office of Public Workers Vice President Candidates must receive Delegate votes representing at least ten (10) percent of affected Public Workers Bargaining Unit Members;

(v.) For the office of Printing, Publishing and Media Sector Vice President Candidates must receive Delegate votes representing at least ten (10) percent of affected Printing, Publishing and Media Sector Bargaining Unit members.

(d) No person may appear on the ballot in the same election for more than one of the above named Union Offices.

(e) Between three (3) and six (6) months after the CWA Convention at which Candidates are nominated, the above named Union officers shall be elected by direct rank-and-file voting by secret ballot in union-wide, one-member, one-vote elections for the offices of President. Executive Vice Presidents, and Secretary-Treasurer, District-wide, one-member, one-vote elections for the offices of District Vice Presidents. Other above named Union officers shall be elected in one-member, one-vote elections as follows:

i. AT&T Communications and Technologies Bargaining Unit members shall vote for the office of Vice President AT&T Communications and Technologies;

ii. Affected Telecommunications Bargaining Unit Members shall vote for the office of Telecommunications Vice President; and

iii. Affected Public Worker Bargaining Unit Members shall vote for the office of Public Workers Vice President; and

iv. Affected Printing, Publishing and Media Sector Bargaining Unit Members shall vote for the office of Printing, Publishing and Media Sector Vice President.

(f) The election shall be conducted by national mail ballot. The ballots shall be counted no later than November 30th beginning in 1993 and every three years thereafter. The above named officers shall be elected by a plurality of the rank-and-file CWA Members voting for each office.

(9) The term of each of the above named offices shall commence in January, 1994 and every three years thereafter.

(h) In the event of a vacancy in any of the above named offices, for any reason, an election shall be held at the next regular Convention for the purpose of electing a replacement to fill the unexpired term. After nominations from the floor, the election shall be conducted by secret ballot voting of the Delegates representing the entire Membership, or appropriate District, or Bargaining Unit. The Candidate receiving the majority of votes cast will be elected.

(Submitted by Robert A. Krukles, President, Local 3121 )

The Constitution Committee has given very careful consideration to this proposal as it would require a radical change in the way we elect officers. The Committee looked at many aspects; legal, financial and logistical. We spoke at length with the maker of the proposal and consulted with the General Counsel for any possible legal ramifications. We will attempt to spell out the impact of this proposal.

The proposal would allow a candidate to win office with just a plurality in

contrast to the majority now required. The proposal does not have a provision to prohibit write-in ballots and there is no language to cover a single nominee election. A notice of elections and a procedure to challenge elections would need to be built in, otherwise the Department of Labor would intervene in our election process. The Committee struggled with the idea that a membership ballot is more democratic than the current process. The Committee feels that the way we elect officers now is equally democratic; our delegates are democratically elected, and vote their membership strength, **thus one member, one vote.**

The Committee also feels that this proposal would give incumbents even more advantage and it would reduce the leverage that Local Officers can exert on National Officers. Finally, the estimated \$500,000 cost could have an adverse effect on the Union's minimum dues structure.

The Committee appreciates the rationale behind this proposal. We are not against the idea of direct membership involvement in the election of our officers. However, for the reasons given above, we recommend that this proposal not be adopted.

#### **THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.**

7. AMEND ARTICLE XV (Elections), Section 1 (Union Officers), and Section 2 (Vice Presidents) by deleting Paragraph (b) and substituting a new Paragraph (b) to read as follows:

##### Section 1 — Union Officers

The President, Executive Vice Presidents and Secretary-Treasurer of the Union shall be elected separately by secret ballot of the delegates to the Convention following nominations made from the floor of the Convention. ~~Beginning with the election held in 1971.~~ **Beginning with the election of 1996** the term of office shall be three 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

**(b) The term of office of Vice President shall be three 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.**

(Submitted by Laura Unger, President, Local 1150, John McCann, President, Local 1152, Joanne Bell, President, Local 2336)

The Constitution Committee has given careful and serious consideration to this proposal, especially in light of this being a bargaining and an election year. The intent of this proposal is to remove the elections of Union Officers and Vice Presidents from the bargaining years of the major telecommunications units.

The Committee agrees that the bargaining process must have the full attention of the Union. This amendment presupposes that there has been an adverse effect on bargaining. There is no evidence that we have been able to determine that elections in a bargaining year have hurt the bargaining process, nor does our history show that it necessarily protects incumbents.

In these changing times there are no guarantees that our current contracts will expire every three (3) years. As we succeed in our Wall-to-Wall strategy, bargaining contracts for our new members in subsidiaries could occur in off years.

In fact, bargaining occurs all year round on behalf of our Public Sector members, Printing Sector members, our Health Care and our Independent Telephone Company members.

The Committee does not believe that this proposal will achieve the intended objectives.

**THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.**

8. AMEND ARTICLE XV (Elections), by adding a new Section 3 to read as follows:

**Section 3 — AT&T Communications District Coordinators**

**(a) AT&T Communications District Coordinators shall be elected by secret ballot, after nominations from the floor at District meetings by delegates representing members of AT&T Communications bargaining unit. Elections shall be in accordance with the CWA Constitution.**

**(b) The term of office shall be three years or until their successors have been duly elected and qualified.**

**(c) In the event a vacancy occurs in the office of AT&T Communications District Coordinator for any reason, an election shall be held at the next regular District meeting.**

Renumber 3 to 4

Renumber 4 to 5

Renumber 5 to 6.

(Submitted by Gerald Souder, President, Local 4351)

In 1991 the Convention delegates upheld the Constitution Committee's decision not to recommend adoption of this proposal.

The 1992 Constitution Committee agrees with the philosophy of the previous Constitution Committee, in that this proposal establishes eight (8) additional elected staff positions, creates unnecessary large expenditures and another bureaucratic layer of administration.

**THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.**

9. AMEND ARTICLE XXI (Recall Petition Against Persons Holding Elective Office in the Union), by adding a new Section 2 to read as follows:

**Section 2—Recall Petition Against AT&T Communications District Coordinators**

**(1) May be preferred against an AT&T Communications District Coordinator by twenty (20) percent of the Local is representing twenty (20) percent of the AT&T Communications bargaining unit within the District the affected AT&T Communications Coordinator represents;**

**(2) Shall be in writing and signed by the accusing member or members or may be accompanied by attesting copies of appropriate resolutions adopted by a Local or Locals;**

**(3) Shall contain a description of the offense or offenses as specified in Article XIX, Section 1, and the approximate date or dates thereof;**

**(4) Shall be submitted within sixty (60) days from the time the accusing member became aware of the alleged offense or offenses;**

**(5) Shall be filed with the President of the Union. Should the President conclude that the offense or offenses described are too vague or frivolous to warrant submission to a referendum, that determination shall be presented in writing to the petitioners and to the accused. The determination shall become final unless appealed by one or more of the petitioners within thirty (30) days after receipt, using the procedures established pursuant to Article IX, Section 7, of the Constitution.**

Renumber old Sections 2,3 and 4 to Sections 3,4 and 5.

(Submitted by Gerald Souder, President, Local 4351)

The Constitution Committee considered this amendment in conjunction with the proposal discussed in Number 8 in this Report and on this basis does not recommend adoption of this proposal.

**THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.**

10. AMEND ARTICLE XXII, (Referendum and Recall), by adding a new Section 8 to read as follows:

**Section 8**

An AT&T Communications District Coordinator may be recalled by delegates at an international Convention who represent the membership of the AT&T Communications bargaining unit within the affected District, by two-thirds (2/3) vote of those voting on the question or by a referendum among the members of the Union in the District the affected Coordinator represents, if two-thirds (2/3) of the votes cast in such a referendum favor recall.

Renumber Sections 8 and 9 to Sections 9 and 10.

The Constitution Committee considered this amendment in conjunction with the proposal discussed in Number 8 in this Report and on this basis does not recommend adoption of this proposal.

**THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.**

**CHAIR CLINTON:** To the extent the delegates have come before the Committee, they have helped to expedite the business of the Convention. It has been a privilege for us to serve you and we appreciate the cooperation given by one and all.

If the delegates will turn to page 10 of the Constitution Committee report, Committee Member Kathy Ciner will read the resolution.

**DELEGATE KATHY CINER (Local 1105):**

**CONSTITUTIONAL AMENDMENT 54A-92-14**

BE IT RESOLVED That Article IX (Executive Board) Section 2, Paragraph (b) of the CWA Constitution be amended to read as follows:

Section 2

(b) If the office of President becomes vacant, the Executive Board shall designate a successor from among the Executive Board who shall serve until the next regular Convention at which a successor shall be elected for the balance of the unexpired term, if any.

Mr. President, the Constitution Committee moves adoption of Constitutional Amendment 54A-92-14.

**PRESIDENT BAHR:** You have heard the motion.

... The motion was duly seconded...

**PRESIDENT BAHR:** It has been seconded from the floor. On Microphone 3, Delegate Floyd.

**DELEGATE CARLA FLOYD (Local 7901):** I rise in support of this Constitutional amendment. As the Executive Committee shrinks to two positions, that of Executive Vice President and Secretary -Treasurer, the choice of an interim successor for the office of President should be broadened to include all of the National Executive Board members.

The experience and ability that these members have will only enhance CWA. Please vote "Yes" on this resolution. (Applause)

**PRESIDENT BAHR:** There are no other delegates desiring to be heard on this subject. Before us is Amendment 54A -92-14. All those in favor indicate by raising your hand Down hands. Opposed by like sign. The amendment is adopted.

On Microphone 1, Delegate Krukles.

**DELEGATE BOB KRUKLES (Local 3121):** I would like to make a motion to amend the CWA Constitution to adopt Constitutional Amendment No. 6 in their report.

You heard the motion. Is there a second?

... The motion was duly seconded...

**PRESIDENT BAHR:** Seconded from the floor. The delegate has five minutes to speak.

**DELEGATE KRUKLES:** The majority of the Constitution Committee does not recommend the adoption of this proposal that would create rank-and-file elections for the Executive Board Members of CWA.

This action within itself sends a strong and conflicting message to the membership.

A message that CWA does not trust their judgment as members.

A message that CWA does not really want the member involved in Union decision-making when it comes to selecting their leadership.

A message that although democracy is a fundamental part of our existence, true democracy is not acceptable to us for a host of reasons that only we as delegates can understand.

A message that CWA is not willing to make changes that the members feel are so desperately needed in order for us to survive as a Union.

Giving the member the right to vote is inviting the member to participate, and challenges the member to become more informed of issues and candidates in our union, and encourages their involvement and opinions in a most fundamental process of electing officers. That in itself would strengthen us as an organization, and promote the Labor Movement in a positive manner, as a whole.

This is not a political issue. This is not a cost issue. Rank-and-file voting is simply a fundamental issue.

How can you go wrong when the member impacts policy and decisions?

How can you go wrong when the member mobilizes to make the Union better for you and me?

Of course, there are many arguments against membership voting. It's logistically complicated, when we have the most intelligent workforce in our membership. Some still feel that the coordination of balloting would be too complex and the ballot would be too confusing for our members to understand.

I say hogwash to that. (Applause)

Cost. The committee estimates a cost of \$500,000 every three years. That would equate to approximately \$1 per member, or \$1 out of an average of over \$1,000 in dues paid over the same time frame, by that same member, and that is only one cost comparison. From a \$65 million annual budget, savings could be obtained from many categories.

Cost is only a smokescreen to the real issue.

Another argument is that cost to be a candidate would be astronomical and incumbents would have a tremendous advantage. Incumbents have an advantage in any system and there are many ways to be creative and utilize publications, such as the *CWA News*, to express views and ideas, as well as using networks to run a campaign. It works in other unions and it can work in CWA as well. (Applause)

You will also be told that only 30 to 35 percent of members vote. Twenty-nine percent of the Teamsters voted. Maybe that doesn't sound like much, but that equated to 424,392 members voting in comparison to 1,888 delegates voting at their convention. Which number do you think best represents the membership?

Many of the committee's arguments were very technical and would be easily addressed in election rules that would be consistent with Department of Labor guidelines. If the issue of challenges or write-ins are of importance, then the method of election is not the issue.

We have had at least one Vice President's election overturned by the Department of Labor in the past. Under our current system, these issues are separate and should be separately addressed.

We must understand our industry has changed; our demographics have changed, our employers have changed and our members' perception of us has changed as well.

Obviously the time has come for us to change.

**PRESIDENT BAHR:** One minute.

**DELEGATE KRUKLES:** Why fight the inevitable. In order for the Labor Movement to survive and prosper we must get the member directly involved in every aspect of CWA. We must promote and demonstrate that CWA is their union—it belongs to them.

Why not join with the Teamsters, Letter Carriers, Machinists, Steelworkers, United Mine Workers, the International Graphic Communication Workers and allow the members to elect the leaders that impact every day of their working life, allow the members the fundamental right of democracy.

I urge you to please support this amendment. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone No. 4, Delegate McNichols.

**DELEGATE RALPH C. McNICHOLS (Local 4320):** I am opposed to this motion for a number of reasons. Although the cost is great, if it was for the betterment of the Union I think I would go along with the cost.

I have a problem with the cost up front, because the method we use right now is working, and it's working now. I'm opposed to it. Just because other unions have

changed their methods of holding elections, let's remember why they changed.

They changed because of corruption within their organizations, and we don't have that problem.

We have had some major wins against AT&T in Columbus, Ohio. Some wins without the local involvement of other officers in our city we now have had. These are possible because they work with our office sometimes on a day by day basis.

Some time back we were able to stop AT&T from laying off employees targeted for layoffs. They brought back employees. One had 17 years service. They had no intention of bringing him back. When we went to the table and got involved with it, they brought him back from layoff.

About 14 percent of our work at one point in time was being contracted out, and we went for six months straight with no job in our city being contracted. That was because, as many of you probably read, we picketed the Hyatts and we got the lawyers in and the International worked directly with our office to work us through that. Because of those types of direct involvement we were successful in those wins.

We ended up recently in federal court, and the International came in through the officers working directly with us, and we were able to get out of that.

As local officers we know whether or not the National Officers are talkers or doers. We know because they must answer directly to us.

If this motion is passed, that accountability changes. I urge you to defeat this motion. (Applause)

**PRESIDENT BAHR:** On Microphone No. 5, Delegate Fahrenholt.

**DELEGATE MICHAEL J. FAHRENHOLT (Local 3410):** Did one of the committee members have an opposing view on this change?

**PRESIDENT BAHR:** I refer that to the Chair of the committee.

**CHAIR CLINTON:** Will you repeat the question, please?

**DELEGATE FAHRENHOLT:** Did one of the committee members have an opposing view on the committee's recommendation?

**CHAIR CLINTON:** Did you say an opposing view?

**DELEGATE FAHRENHOLT:** Correct.

**CHAIR CLINTON:** At the time of our meeting in Washington, the committee met and thoroughly addressed all of these amendments, spoke to the people involved, including the maker of this amendment, and looked at the pros and cons, and the committee at that point in time reached a consensus that they were not in favor of recommendation for this amendment.

In April, last Thursday when we met here, a committee member did come in— incidentally that report you all received at home, it was a signed report. When that committee member came in Thursday of this past week, she indicated she had a change of mind, and that she was interested in placing a minority report attached to the amendments, to our report to you.

**PRESIDENT BAHR:** You are entitled to a second question.

**DELEGATE FAHRENHOLT:** Why then, as in the past when we had a majority report, why wasn't it given to the delegates for their consideration?

**PRESIDENT BAHR:** The Chair of the committee and the committee itself has no authority to issue a minority report, and it has not been done.



On Microphone No. 3, Delegate Israel.

**DELEGATE STEVE ISRAEL (Local 7037):** President Bahr and Fellow Unionists. The stage has been set for us to make real history at this Convention. Yesterday, the team of Bahr, Harkin and Carey were great. A hell of a rally.

Thank you very much. (Applause)

They said a few things that I want to reflect on today. By the way, I also want to add, Ron Carey was a product of the same election process that we are trying to create with this motion.

Ron Carey said, and I quote, "We need to do a better job of mobilizing the members."

Well, President Carey, I wholeheartedly agree.

I also want to say that a mobilized member is an active member. (Applause)

We must send the message from this Convention telling our members that their voice, their opinion and their vote is important to this Union.

Brothers and Sisters, we in CWA place a lot of value on being in the forefront of the Labor Movement when it comes to democracy. I hope that when you vote on this issue, you do so as if your membership were here watching you.

The question is simple: Do I want the members to personally be involved? Do I personally want their opinions to be heard? And do I want them to personally vote for the officers of this Union?

This Union is its members, the rank and file, and we need to make them a partner in the future of this great Union.

We are the leaders of CWA. That does not mean that we walk in front of the members who follow. It means we show them how to lock arms and walk together in unity and in solidarity. (Applause)

Without them we are nothing. Without the members there can be no union.

The other night I was in a hospitality room and heard someone say this referendum thing was just another cost, just more money we would be throwing away. You know, I want to tell you something: there is cost involved, yes, but I would much rather spend a few dollars today to save my union than to possibly lose it tomorrow. (Applause)

You know, yesterday Brother Fritz Clark stood and talked about being in the Union for a long time. I want you all to know I was a young man when I first got into this thing, but I too have been around for a while. I have seen us struggle with change in the past. I have seen us struggle with things like two-hour dues. I have seen us struggle with things like Committee on the Future report, on the structure of our Union. I saw us go through the arguments and the good debate over the biennial convention. And every time we walked out of here we walked out of here with what was right for our members.

I say let's do what is right with this, brothers and sisters. Let's be in the forefront of revitalizing the Labor Movement. Let's give the strength to those who make us strong, the members.

Please support this change. Please support our members. Vote yes on this change. (Applause)

**PRESIDENT BAHR:** Mike 1, Delegate Floyd.

**DELEGATE CARLA FLOYD (Local 7901):** Fellow delegates, I move to

amend the constitutional change proposed as follows:

Article XV, Section 1 (b), to remove the words "Convention in 1993" and replace them with "beginning with the next nominations and election of officers."

Article XV, Section 1 (f), to remove the words "beginning in 1993" and replace them with "of the election year."

Article XV, Section 1(g), to remove "1994" and replace that with "of the year following the elections."

**PRESIDENT BAHR:** Is there a second to the amendment?

... The motion was duly seconded...

**PRESIDENT BAHR:** Seconded from the floor. You may speak five minutes.

**DELEGATE FLOYD:** This amendment is to remove any change of election year from this main motion. While the issue of changing the year of CWA elections is vital and one that the delegates must address at this Convention, we need to separate the two issues of the election year and the issue of a membership vote for National CWA officers. To combine those issues muddies the waters. Let us look at each issue on its own merits.

I urge you to pass the main motion as amended.

As the debate over one member and one vote proceeds, delegates will hear how expensive, confusing and difficult direct elections would be for CWA. We will hear how few CWA members will vote and generally what a bad idea direct elections are. We may even hear how members are not interested or educated enough and that only 29 to 35 percent of them will vote.

Tell that to the Teamsters. Tell that to the United Mine Workers, the Steelworkers, the Postal Workers, Machinists, Graphic Communication Workers, all of whom have direct elections. And, most of all, go back to your local and tell that to CWA members.

**PRESIDENT BAHR:** I have to point out you are straying far from the content of the amendment. I gave you latitude, but I think you should stick to the amendment.

**DELEGATE FLOYD:** Democracy is not easy. It takes a lot of work and education and participation. Please vote for this amendment to separate the two issues. Thank you. (Applause)

**PRESIDENT BAHR:** On the amendment. On Microphone 4, Delegate Clark.

**DELEGATE FRITZ CLARK (Local 1111):** Brother and Sister Delegates, I am against the amendment to this proposal because it would change the way we elect our national officers. I think the national officers, the way we elect them, has been satisfactory over these many years. Yesterday we talked about saving a half-million dollars by eliminating one of the executive positions. Today we are here talking about spending that same half-million dollars again in electing our officers in a different way at a different time. (Applause)

We, the elected officers of the locals, know who is working hardest for us at the national and district levels better than our members do. That is not taking anything away from our members. We simply know better than they do what is going on.

We should. They elected us to know that. They elected us because they trusted us to carry their best interests and to use our knowledge and skills that we have acquired over the years in selecting the best among us to lead us.

We are not taking anything away from the member, the way we elect our

officers. They elect us to do that job for them. That is perfectly all right, and that is very democratic. There is more democracy in CWA than any of the unions mentioned at this microphone before me. (Applause and cheers)

**PRESIDENT BAHR:** Fritz, just as I called attention to the maker of the amendment, you are getting to the main motion, and we ought to try to stick to the amendment.

**DELEGATE CLARK:** I apologize, Mr. President.

I am against the amendment and the main motion, too. (Laughter and applause)

**PRESIDENT BAHR:** On the amendment, on Microphone 3, Bill Henning.

**PRESIDENT BAHR:** I was just trying to be fair, Bill. That's all.

**DELEGATE WILLIAM HENNING:** I rise in support of this amendment to the constitutional amendment to provide for direct election of our national union leaders without complicating the issue by talking about moving the terms of office around. That issue is a separate one. Let's deal with it separately.

I agree with this amendment. I urge your support. And then I will tell you to support the main amendment. Thank you. (Applause)

**PRESIDENT BAHR:** Now we are going to try something, because I don't want you all to lose your places in line. So, if you stay where you are, and they are about equal, what we have before us is an amendment, and I will read from my copy, to delete from Line 241 the words "Convention in 1993" and insert, "beginning with the next nominations and election of officers."

Then, on Line 282 remove the words "beginning in 1993" and insert "of the election year."

Line 285, remove "1994" and insert "of the year following the election."

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

We are back on the main motion. Microphone 4, Delegate McLucas.

**DELEGATE AVANELL M. McLUCAS (Local 4630):** I defer to the delegate behind me.

**DELEGATE JAMES ALLEN (Local 6215):** The issue that came before us I kind of wish had not come before us in this fashion. I wish we could have settled it without bringing it in front of us, primarily because it is the kind of issue that is kind of like, as they used to ask the guy, "When did you stop beating your wife?"

It is kind of a situation where we can't really come out a winner in this situation. If there is ever anyone that is in favor of being fair to the members, in making sure that our members' rights are protected, and making sure they have the opportunity to vote and voice and express their approval, I am for that. I am for what they want.

However, I fully realize they are not fully cognizant of what goes on in the National Union, what we do on a day-to-day basis. They are not familiar with our vice presidents, the people that they select to negotiate our contracts. They are not familiar with any of those folks. They trust me as a delegate to this Convention to make that decision for them. (Applause)

And that is what I am here for.

I think that each one of you is here to make a decision, to represent the members you represent, and to vote their wishes. I think each one of you knows

what is best for your people, because they trust you and sent you here to make that decision.

We are going to make that decision today. (Applause)

The cost issue is certainly a problem. It is a problem to think of spending this kind of money to conduct an election that our members have really not asked us to do. I doubt very seriously that anyone I know—I know of no local, prior to coming to this Convention, that had a groundswell of members asking us to do this sort of thing.

The issue that concerns me is taking money that we could rightfully negotiating a fair contract for our members, that we could rightfully spend in arbitration of some member who has lost his job and instead spending it for an election they neither called for, nor asked for.

I urge that you vote this amendment down. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone No. 1, Delegate Schultz.

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

... The motions was duly seconded...

**PRESIDENT BAHR:** Motion made to close debate. Not debatable. It requires a two-thirds vote. All those in favor of the motion to close debate indicate by raising your hand. Down hands. Opposed, by like sign. Debate is closed.

I am going to give you all a minute to get back to your seats before we vote.

We have before us Constitutional Amendment No. 6. All those in favor of Amendment 6 please indicate by raising your hands. Down hands. Opposed by like sign. It is defeated. (Applause)

... Cry of "Roll call" and laughter...

**PRESIDENT BAHR:** On Microphone 1, Delegate Unger.

**DELEGATE LAURA UNGER (Local 1150):** I rise to move to amend Article XV of the CWA Constitution, as stated in No. 7 on Page 8 of the Constitution Committee Report.

**PRESIDENT BAHR:** Is there a second?

... The motion was duly seconded...

**PRESIDENT BAHR:** Seconded from the floor.

You may speak five minutes, Laura.

**DELEGATE UNGER:** The purpose of this change is to remove the election of officers and vice presidents from the bargaining years of the major telecommunications units. It provides for one four-year term, starting in 1992, and then, after bargaining, would provide for three-year terms thereafter.

Sour grapes. I have been told this amendment was introduced out of some sort of spite because I made an attempt to run for office of vice president of the Communications and Technologies Unit.

Sour grapes. I haven't heard so much about grapes since Cesar Chavez spoke at this convention a few years ago. (Laughter and applause)

I will not deny that my experience trying to run for office had an effect on my decision to introduce this amendment to remove it from the bargaining year. Some things became very clear to me. Election in the middle of bargaining forces a situation where people are not free to judge a candidate based solely on their

qualifications and their record.

In AT&T formal negotiations started a week before this Convention, and a change would have meant a change in the chair of the bargaining team after negotiations were underway. Bargaining at Bell Atlantic and other Bell units are already well into preparation. People say you cannot change horses in midstream. Personally, I feel if a horse is drowning, you damned well better change. But that fact should not be an issue in these elections. It is a ridiculous system for people to have to impact their bargaining and potentially benefit an employer by having to raise this issue in the middle of bargaining and elect our officers at this time.

The second issue is accountability. An election year after bargaining would make the incumbent much more accountable for his or her leadership during the bargaining process. (Applause)

I am not naive. I understand that we have difficulties in bargaining, and just because we get a contract that we don't think is so good, we should not vote out our leadership. But, they should be accountable for the leadership they give during the bargaining process.

And now the local officers take all the heat. Our elections are a year after bargaining. Why not the elections of the national officers? Let's give them the same privilege. (Applause and cheers)

Thirdly, we know that we do not have to fight contracts with a simple strike vote anymore. Mobilization takes more time. Developing a corporate strategy against employers takes time. Preparing legislative and regulatory policy against an employer takes time. This proposal would give newly-elected officers time to develop their plans prior to the next bargaining.

One last thing. Of course I understand that this Union is made up of a lot of people besides the RBOCs and AT&T. However, a large percentage of this Union is at those companies, and what restricts the democracy of part of this Union restricts it all.

I also understand that some are saying the contract expirations may change. But the facts are, they have been stable for many years.

When NYNEX signed early, their expiration date did not change.

Finally, we have some control over that issue. I hope the employers cannot unilaterally change the year we bargain. Therefore, I am asking you to change the term of election a single time to a four-year term to put this after the bargaining process.

If it is sour grapes to think it is unfair for a newly-elected person to walk into the middle of bargaining without having the time to implement strategy or leadership, then so be it. If it is sour grapes to feel that the threat to disrupt the bargaining process should not be an issue, then so be it. And if it is sour grapes to be angry about a system that makes local officers accountable for what happens to bargaining but not national officers, so be it also.

Elections of leadership smack in the middle of bargaining makes no sense. Let's change it. The time has come to change it. Let's do it. (Applause)

**PRESIDENT BAHR:** Microphone 4, Deleгат Clark.

**DELEGATE FRITZ CLARK (Local 1111):** Brother and Sister Delegates, let's think about this one. We are flexible and must be even more flexible, I think, as we approach the future in collective bargaining. And I don't think we ought to tamper with this Constitution every time we change the length of a contract.

We in NYNEX were fortunate enough to sign a three-year contract early. It is a

good contract. I hope it paves the way for the other RBOCS to do as well with AT&T, and we will be there with you even though we got ours behind us this time.

But it would not be wise to come down here and change the term of our officers because we did something different.

We've got to do a lot of things different relative to collective bargaining, and I do not think it ties in to the election of our national officers.

If we have to change the national officers in the course of negotiations, we will just have to do it. I just don't think we should tamper with the Constitution and tie it to the length of contracts or anything else.

So, it is very important that we only change this Constitution when it is absolutely necessary.

I also like the balance that is there between national and local officers. There have been other proposals that we have debated before about extending the terms of national officers without extending the terms of local officers. I like the balance.

Thank you very much. (Applause)

**PRESIDENT BAHR:** Microphone No. 5, Delegate Woitena.

**DELEGATE GARY WOITENA (Local 6143):** After that nice little emotional appeal we heard here, I want to know some of the economic impacts of all this. I want to know what are the real advantages to passing this thing. Are there going to be any logistics which help the Union do things differently if we elect the officers in non-bargaining years?

**PRESIDENT BAHR:** I think you would have to pose that to the maker of the motion. I have no way of responding to that. You are entitled to a second question.

**DELEGATE WOITENA:** I have none, thank you.

**PRESIDENT BAHR:** On Mike 3, Delegate McCann.

**DELEGATE JOHN McCANN (Local 1152):** Morty, this is my 20th Convention.

**PRESIDENT BAHR:** I know, John.

**DELEGATE McCANN:** And it is my best convention, with that announcement you made on the arbitration cases. (Applause)

Sisters and Brothers, I rise to support this motion. We do not need to mix elections into a bargaining year. Let's make it so that we use all our energies for bargaining with our employers rather than sharing our energies in the same year with bargaining and national elections.

Brothers and Sisters, this is not a ploy for biennial conventions. We have and will continue to support annual conventions. Please support this motion. Thank you. (Applause)

**PRESIDENT BAHR:** On Mike 5, Delegate Cox.

**DELEGATE ERIC COX (Local 3519):** I think I am a little confused on this. If I could ask a question.

This is extending to a four-year term one time for the National Officers and Executive Board, right?

**PRESIDENT BAHR:** Yes.

**DELEGATE COX:** That being the case and it seems, if I understood the maker, that bargaining is an issue. I wonder if the maker could explain why we would go to contracts with the issue rather than do this next year?

**PRESIDENT BAHR:** Well, the motion has been made. It stands on its face, and that is the answer you have to accept. It is clear, and it is not ambiguous.

On Microphone 1, Delegate Conroy.

**DELEGATE DONNA CONROY (Local 1112):** I move the question.

... The motion was duly seconded...

**PRESIDENT BAHR:** The motion has been made to close debate. It is not debatable. It takes a two-thirds vote.

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

The issue before us is Constitutional Amendment No. 7, on Page 8. All those in favor of the Amendment indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause and cheers)

On behalf of all my colleagues who have been elected, we thank you for the additional year. (Laughter)

With your indulgence, prior to Laura making her amendment, someone did shout out "roll call," but he didn't make it to the mike before I recognized Laura. Technically, he would be out of order. But in the interest of fairness, I would like to roll back and put to this body whether you want a roll call vote on the previous vote, on the previous amendment.

... Cries of "No"...

**PRESIDENT BAHR:** Let me take the vote. It requires 20 percent of the delegates. All those in favor of a roll call vote indicate by raising your hand. Down hands. Opposed by like sign. The motion fails. (Applause)

On Mike 1, Delegate Souder.

**DELEGATE GERALD SOUDER (Local 4351):** I move to adopt Constitutional change No. 8 in the Constitution Committee's report. I have a second, and I would like to speak on the motion.

... The motion was duly seconded...

**PRESIDENT BAHR:** It has been moved and seconded from the floor. You have five minutes.

**DELEGATE SOUDER:** Constitutional Amendment No. 8 relates to the AT&T District Coordinator.

The AT&T District Coordinator has the responsibility for receiving all third-step grievances from locals representing AT&T members. That person must then decide whether it is a contract interpretation issue that should be heard in the National Office or if the issue should more properly be heard in the District office. This office also is responsible for handling surplus notifications, interfaces with the AT&T District Labor Relations Office, filters mediation/arbitration requests, interfaces between the National Office and the District Staff Rep for the AT&T Locals, and should be a key player in the overall organization of the national unit. This is why it has become an office that should be elective, not appointive.

My intent is not to add to the bureaucracy that already exists, but to establish a direct method of accountability and democracy to the office. At this point, the only method the membership has to deal with a perceived inefficiency in grievance handling at the third step is to push to have the Vice President held responsible or, worse yet, blame the local officer for the misrepresentation at the Coordinator's level.

The problem seems to be that the District Coordinator is appointed by, and reports to, the District Vice President, yet is responsible for everything from the Communications and Technologies Office. Where does the accountability lie? In the district, the C&T office, or the Coordinator position? To me, the person in the decision-making position should be made to stand for election just like you and I do in our office. As to the argument concerning added cost, it would seem appropriate that the existing coordinators would run for the elected offices if this amendment passes, therefore incurring no increase in salaries.

If they were doing the job they are supposed to do, they would probably get elected. Thank you. (Applause)

**PRESIDENT BAHR:** No other delegates desiring to speak? All those in favor of Amendment No. 8 indicate by raising your hand. Down hands. Opposed by like sign. It is defeated.

Since there is nothing else before the Constitution Committee, please join me in thanking them for the great job they have done. (Applause)

I am sorry, the delegate at the Motions mike should have shouted out when I said what I did, because he is still on the Constitution Committee report. On Mike 1, Delegate Rucker.

**DELEGATE KEN RUCKER (Local 2323):** I move that we amend the Constitution by adopting the proposed amendment that is known as Item 11 in the Supplemental Report of the Constitution Committee.

## **SUPPLEMENTAL REPORT OF THE CONSTITUTION COMMITTEE TO THE 54TH ANNUAL CONVENTION**

11. AMEND ARTICLE XV (Elections), Section 1, (Union Officers), and Section 2, (Vice Presidents), Paragraph (b) to read as follows:

### Section 1 — Union Officers

The President, Executive Vice Presidents and Secretary-Treasurer of the Union shall be elected separately by secret ballot of the delegates to the Convention following nominations made from the floor of the Convention. **No individual shall serve in the same position for more than nine (9) years.** ~~Beginning with the elections held in 1974~~ The term of office shall be three years or until their successors have been duly elected and qualified, except for the term of office of any Executive Vice President added by the Convention during a non-election year, such term of office shall expire at the same time as the terms of office of the other officers.

The successors elected to fill the vacancies in the offices of President, of Secretary-Treasurer, and of 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 2—Vice Presidents

(b) The term of office of Vice President shall be three years or until their successors have been duly elected and qualified, except that the Communications and Technologies Vice President shall be elected initially for a two-year term commencing at the 1987 Convention. **No individual shall serve in the same position for more than nine years.**

(Submitted by Kenneth A. Rucker, President, Local 2323).

The Committee spoke to the proposer regarding his rationale for this amendment. He stated that he is concerned with possible stagnation at the higher



levels of the Union, that new technology is passing those officers by and that there is a need for a fresh flow of blood.

The Committee also spoke to General Counsel for a legal opinion. Although term limitations are legal, the effect of this amendment would require anyone currently in office for nine years to leave 30 days after its adoption.

It would also require officers to leave in mid-term if their nine years were completed. The Committee believes that this amendment would limit the delegates' right to elect Executive Officers.

This proposal was received late and therefore requires a three-fourths majority vote to adopt.

**THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.**

**PRESIDENT BAHR:** Is there a second to that?

... The motion was duly seconded...

**PRESIDENT BAHR:** Seconded from the floor. You may speak for five minutes.

**DELEGATE RUCKER:** Fellow delegates, I make this motion because I do love CWA, but I am scared for our future. I believe that we must now, more than ever, truly be the progressive, aggressive union that we claimed to be throughout our history.

This proposal would limit the Executive Board officers to nine years of service in each position. It is designed to help prevent stagnation and to help us keep on the cutting edge of technological, political and economical changes. It promotes new blood and fresh ideas on the Executive Board, again, in an effort to prevent stagnation.

I recently heard in a speech by one of the members of the Executive Board that we truly suffer from "Ale's" disease. We are stale, male and pale at the top.

The committee did not recommend the adoption of this proposal. One of the issues that was raised was that it would be retroactive for those incumbents now. Another one of their arguments was that it would require people to leave in mid-term.

In an effort to make this more palatable at this time, I would like to amend my motion. What I would like to do would be, in both Sections 1 and 2(b), strike the wording "nine years" and replace it with "three terms."

**PRESIDENT BAHR:** I have to rule you out of order. You cannot be amending your own motion. So stick with the original amendment.

**DELEGATE RUCKER:** Okay. Then I would like to explain the issue. First of all, yesterday I tried to get this issue dealt with before the nominations were taken to prevent the stagnation we now find ourselves in. If this issue would be passed today, it would prevent at least three of the people who were elected from taking office, according to the legal opinion that was received by the committee. That was not my intent.

Second of all, they say that it would cause people to have to leave office in mid-term. I say to you that until our last vote, we had three-year terms, so that would not have been true in this case.

So I make this motion.

**PRESIDENT BAHR:** On Mike 4, Delegate Bell.

**DELEGATE JOANNE BELL (Local 2336):** I rise strongly against this proposal. I do not feel that we do ourselves justice as Local Officers or that we do our International Officers any justice by proposing to limit the terms.

Now, any of you who know me know that I have not always agreed with the administration. But I do feel that, one, we elect them; two, we have a vehicle for input; three, I have found them flexible and when we put the force where it is supposed to be, we bring about positive changes. Some of those changes take us longer than one or two terms, but if we move positively, it will be representative of the best of their abilities. If we choose to continue to elect them, then I think we should have the right to do that for as long as we think they are doing the best for us. (Applause)

Let me also say that we do not want to be limited as local officers to any number of terms, because then this line of people are going to tell you that they have been officers for 30 years and they have done a damn fine job. (Applause)

Myself, I intend to be around a long time too. I am not interested in limiting terms until I can no longer give CWA my 100 percent. I feel I will be able to do that a hell of a lot longer than just two terms. (Applause) So I ask you to seriously vote against it. (Applause and cheers)

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

**DELEGATE CHARLES D. BATES, JR. (Local 2101):** Morty, at last year's convention, did we not pass a resolution opposing placing limitations on terms of office?

**PRESIDENT BAHR:** Yes, we did, Charles.

**DELEGATE BATES:** Thank you.

**PRESIDENT BAHR:** He is talking about in the Congress and in the political field.

On Microphone No. 4, Delegate Falcone.

**DELEGATE BARTOLO FALCONE (Local 1058):** I want to stand here and speak against the motion. I take term limitations personally. I feel nobody has the right to tell anybody how to vote or who to vote for regardless of how long the person has sat.

If the person is not doing the job we have elected them to do we will vote them out. That goes whether it is in public office, union office, or any other office.

I say, vote against this amendment and vote against it every time it comes up. (Applause)

**PRESIDENT BAHR:** Microphone No. 4, Delegate O'Neill.

**DELEGATE ELEANOR O'NEILL (Local 4209):** Boy, when I heard that, amen. I am one of those who has served, at the end of this year, 33 years (applause) as local president. (Applause and cheers) I was one of those that was after Congress on these issues.

How dare you tell me how long, Buster, how long I can serve? (Applause and cheers) And so far as the National, I say the same thing. (The delegates arose and applauded)

Now, Glenn, are you on the stage? Glenn, are you up there? Congratulations. He has not heard me in the last two years. There you go, Buster.

Don't mess with my job, amen. Thank you. (Applause and cheers)

**PRESIDENT BAHR:** On Microphone No. 1, Delegate Ellebracht.

**DELEGATE TONY ELLEBRACHT (Local 6310):** I call for the question, Morty.  
(Applause)

... The motion was duly seconded...

**PRESIDENT BAHR:** It seems sort of anti-climactic, but we have to do it.

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

And now, join me in thanking the Constitution Committee, and we discharge them with the thanks of the Convention. (Applause)

I have the results of the run-off for Vice President of District 9. The total votes cast, 52,879. Number of votes needed to receive a majority, 26,440.

The election results are as follows: Tony Bixler, 24,599; Janice Wood, 28,280.  
(Applause and cheers)

And Janice Wood has been elected Vice President of District 9.

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

I should have recognized Secretary-Treasurer Booe before we go into the memorial service.

... Convention announcements by Secretary-Treasurer Booe...

**SECRETARY-TREASURER BOOE:** We have two or three pieces of correspondence, one on the heading of "IBEW 100, A Century of Service." It is to President Bahr:

Dear Brother Bahr:

The Officers and Members of the International Brotherhood of Electrical Workers send sincere fraternal greetings to our fellow union members in the Communications Workers of America on the occasion of your 54th Convention.

We are confident of the ability of your union to meet the challenges and problems that confront organized labor today, and wish you a most successful and productive Convention.

In Solidarity,

s/ J.J. Barry, International

President

s/ Jack F. Moore, International

Secretary.

On the letterhead of the Democratic National Committee, to President Bahr.

Dear Morty:

Congratulations on your upcoming annual convention in Miami Beach on April 6—8. For 54 years CWA has been an outstanding labor union, always at the front of the pack, leading the fight for workers' rights and economic and social justice. Your tenure at the helm of the union has been not only a great asset to CWA but to the entire American Labor Movement and all working families.

CWA's support for the Democratic Party has been vital to our successes over the years. I especially appreciate all that you have done for the Party during my three years as Chairman and thank you for your friendship and support. Working with you, Jim Booe, Barbara Easterling, M.E. Nichols and all of the officers,

members and staff of CWA is always a pleasure.

1992 is proving to be an exciting year and as you know, a great opportunity for us to regain the White House and elect more Democrats at every level of government. We in the Democratic Party know that we can always count on CWA to be there with us on the front lines of the fight. The job ahead of us is great, but we are up to it. We have been winning for three years, we are winning now, and with all of us united, and with the continued support and cooperation of CWA, we will win in November.

regards,

With warmest

Sincerely,

s/ Ronald H.

Brown.

**PRESIDENT BAHR:** Thank you, Jim.

... The house lights were dimmed, as "Taps" was sounded...

**PRESIDENT BAHR:** Assembled here in Miami Beach for the 54th Annual Convention of the Communications Workers of America, it is fitting that we pause and remember those who are no longer with us. We acknowledge the endless debt we owe the men and women who unselfishly devoted their lives to the building of our Union, as we set aside all else to honor our colleagues who during the past year have been called to a higher purpose.

Let us now join in specifically remembering Essie J. Dykes.

**VICE PRESIDENT T.O. PARSONS:** Essie Jewell Dykes served the men and women of CWA for 41 years, before her retirement in 1964, as a friend and compatriot in the long-ago days before telephone workers had a union to stand up for their rights and needs.

She began her telephone career as an operator with Southwestern Bell Telephone Co. in Kansas City, Missouri, in August 1923. By the late 1930s, Miss Dykes was active in the formation of the National Federation of Telephone Workers, CWA's predecessor union, and served for many years as a local officer before becoming a CWA staff representative in June of 1947.

Retired CWA Vice President D. L. McCowen recalls that during her 17 years on the union staff, Essie Dykes was "always ready to get into management's hair," fighting hard for the members and the union.

Even in her passing, Essie Dykes remembered the men and women of CWA, designating the Joseph Anthony Beirne Memorial Foundation as beneficiary of her insurance policy. All of us are grateful for the contributions that Essie Dykes has made during her lifetime of service to CWA.

**PRESIDENT BAHR:** Let us now also pause to remember those CWA local officers who have passed from our midst since our last convention.

Charles D. "Dan" Morrin, Local 4040, Vice President.

Judy Green-Bianco, Local 7505, President.

James P. Willer, Local 13000, Executive Vice President.

Frederick J. Wells, Local 14038/657, Secretary-Treasurer.

Marilyn J. Richter, Local 14404/124, President.

F. "Lou" Escue, Local 9571, Executive Vice President.

Let us now offer our solemn prayers of love for all those who spiritually march by our side.

We shall never forget their loyalty, their courage, their ideals. Each created a priceless legacy that will forever bring us closer together—a legacy of devotion to CWA and the men and women whom we represent.

They have provided us with examples that light the path toward human dignity. We pledge that we will follow their examples and that we will carry the standard that they bore so well.

We call upon all members of the Communications Workers of America to symbolically join us, in heart and mind, as we pay solemn homage to Essie Jewell Dykes, the Members, the Stewards, the Local Officers, the Staff and the Elected Leaders who have departed from us.

May they rest in peace. May they rest in the Lord.

..."Taps" was sounded as the lights came up...

**PRESIDENT BAHR:** We stand in recess for 30 minutes.

... The Convention stood in recess for 30 minutes...

**PRESIDENT BAHR:** Will the delegates please take their seats.

The Convention will be in order.

As the world continues to grow smaller, and the multinational corporations continue to move all over the world, it has been imperative for all unions to develop greater international solidarity.

I would like to take this opportunity to introduce to you a few of our foreign colleagues who are here with us today. Several others had been here but had to leave.

So, would like to introduce those who are still here, and please give them a traditional CWA one clap.

... As each foreign guest was introduced, the delegates responded with a single clap of recognition...

Helcio Maghenzani, PTTI Inter-American Representative from Brazil.

Alan Train, the Assistant Secretary of National Communications Union, the United Kingdom.

Peter Praikow, the Executive Committee Member of the German Telecommunications Union.

George Arnstein, his Interpreter.

Koji Kajimoto, the Executive Vice President of the Japanese Telephone Workers Union.

And a member of his International Affairs Department, a very dear and old friend of mine, Brother Kamoshita.

John Russell, the Labor Attache of the Embassy of the United Kingdom.

And Carla Walidin, the Labor Counselor of the Embassy of Sweden.

Eli Cohen-Kagan, the Labor Affairs Counselor of the Embassy of Israel.

Welcome to all of you. (Applause)

Our next guest is both a colleague and a friend. It's Philip Bowyer, the General

Secretary of the Postal, Telegraph and Telephone International.

The PTTI is an international organization of unions representing workers in telecommunications and postal services. As head of the PTTI, Philip is at the eye of the hurricane of changes that are sweeping the world.

In Eastern and Central Europe, we are moving to the next stage of winning the peace after winning the Cold War. PTTI is positioning itself to fill that gap by helping foster the development of free trade unions in the nations that were once under the domination of communist rulers.

In addition, the PTTI remains committed to its traditional role of nourishing the growth of free trade unions in developing nations. At the same time, PTTI is expanding efforts to meet the challenge of multinational corporations in the changing global economy.

As we have learned through the PTTI, the tides of deregulation, privatization and downsizing are washing at the shores of every nation. Union workers around the world must stand with each other if we are ever to have a chance to survive.

Philip Bowyer is well-prepared to help us meet these new challenges.

He first joined PTTI in 1976 as the Research Officer and has many years of experience in the international labor movement. He was elected General Secretary of the PTTI in 1989 and is emerging as a strong and powerful voice on behalf of workers around the world.

I'm pleased to introduce him to you: Philip Bowyer, General Secretary of the PTTI. (Applause)

**BROTHER PHILIP BOWYER (General Secretary, PTTI):** Mr. President, Brothers and Sisters: First, I bring you the greetings of communication workers throughout the world, the four-and-a-half million members of our International. And I thank you for giving me the opportunity to address you today.

Today is the 7th of April, if some of you had not noticed. The 7th of April is a very special date for the Communications Workers of America because on April 7th, in 1947, this union launched into a national strike, which I suppose was the coming of age of the CWA. But I must say, if it is important for the CWA it is far more important for me because I was born on that day. (Applause)

So, Mr. President, birthdays, I think, you should normally spend with your family. I know this is a great big family, but—(applause)—if you could just say the motto of your convention, "Catch the Spirit," I must say that my own motto at this minute is to catch the plane so I can go back home to see my family on my birthday.

Mr. President, yesterday, Jim Booe gave a report on international affairs. I must say I liked the report a lot because he made a lot of very nice complimentary remarks about the PTTI. But the problem he caused me with the speech is that I thought he had stolen my own speech for today.

Now, when Morty Bahr suggested some three or four years ago that this was an area which the PTTI should take up, which it should make a focus of its activities, I must say there was a certain skepticism amongst some of our affiliates in some parts of the world. But when we met last year, bringing together our unions from the USA, of course, and from Canada, Mexico, Great Britain, Germany, France, Japan, New Zealand, and countries of Latin America, it was clear to me that the spirit of those meetings had changed completely.

The multinationals in our industry have spread in the last few years and there is a feeling amongst our affiliates that now we must act internationally to keep up

with the problems which they pose to us.

So the ideas of Morty Bahr, or the spirit of the CWA, is really catching on, not just here in the United States, but amongst communication workers everywhere in the world.

And coming out of that meeting in Geneva last year, I must say that I am pleased that the words which we uttered are now beginning to be transformed into action.

In October, last year, the CWA, together with the Communications Workers of Canada and the other workers of Canada, brought together unions from France, Turkey, Malaysia, and the United Kingdom, Germany and various other countries, to form the Northern Telecom Alliance.

Now, I do not know if that demonstration of worker unity in Canada last year helped, but certainly, I hope it did. And I would like to congratulate Morty and his team in the CWA on the progress which they have made with Northern Telecom, and in particular, on the agreement concerning the bugging of work places by NorTel. But that work with NorTel must now continue.

When I left my office in Switzerland, we had completed the translation into various languages of information and petitions which will be sent to NorTel. They will be distributed amongst our affiliates in more than 100 countries of the world, because we want NorTel to know that wherever they go in this world they are going to find PTTI Trade Unions, and those unions will all speak the same language. All those unions will say, "We want the end to the bugging of work places. We want the end to anti-union activity. And we want unions of telecommunications workers recognized." (Applause) And that is only the beginning of our multinational campaign.

Again, following that meeting in Geneva, we met the president of the company known as Telefonica. Telefonica was the national telephone company of Spain, but following privatization, it now has large stakes in the telephone companies in Argentina, in Chile, in Puerto Rico, in Venezuela, where it actually has a share, together with GTE, a company I know a lot of you are familiar with. And when we spoke to them, it is clear that they are very interested in making agreements with Bell companies and with other U.S. companies worldwide.

That company has actually agreed to meet us again later this year. They will meet a delegation consisting of ourselves, from the PTTI, representatives from the unions in all of the countries in which they are operated, and of course, I hope that the CWA will be also involved in that meeting.

We hope that out of that meeting with Telefonica we will reach an agreement on consultation of the unions at the international level, and for us in the PTTI that will be a first and a very important first for us.

It will be the first time that one of these multinational telephone companies are speaking directly to all of the unions in every country in which they operate. And if we can do that with Telefonica, then we can do it with Northern Telecom, we can do it with AT&T, and we can do it with any company which is multinational and in which you work and in which your future and your interests lie. (Applause)

So, this year is going to be a very important year for us in the PTTI, and I know it is going to be a very important year for you in the CWA. We might be looking for our first agreement with multinational companies, but you are looking for a new agreement with AT&T, and I must say I certainly hope that Morty and your leaders are able to get that agreement by the end of May of this year.

I have no crystal ball. I don't know what AT&T is going to do in those

negotiations, but I can tell you that I know they recently have hired a consultant who has been going around Europe, asking our unions what their attitude to AT&T is. And when they visited my president, the president of PTTI, in Sweden, they asked him what was the relationship between CWA and Morty Bahr and the PTTI, and I know that the PTTI president told him that PTTI, the Communications Workers of America and Morty Bahr, we stand side by side. (Applause)

And, when he visited me in Switzerland, I told him that the PTTI and the Communications Workers of America and Morty Bahr stand side by side. (Applause) And I hope that AT&T gets that message.

Morty, if you don't get that agreement by the end of May, and when you call me in my office, perhaps for the last time by an AT&T line (laughter), I promise you that our unions in more than 100 countries are ready to support the struggle of the CWA. (Applause)

And if you tell me that you are going to implement your electronic picket of AT&T, then I must tell you that our members, in whichever country they are found, do not cross picket lines, whether it is electronic or any other sort. (Applause)

In fact, we are going to try and make that the longest picket line ever in the world. (Laughter and applause)

And we hope that AT&T will get that message.

So, Mr. President, these are some of the things we have been doing this year in PTTI, and some of the things we hope we do not have to do in the months to come. But we will do them if necessary.

Before I leave this rostrum, I want to talk about some of the other problems which are important for us in the International. We can do this work in relation to multinationals, because we have very good, strong unions, like CWA, in many countries of the world. But, in too many countries there are still unions which are weak. There are unions which are poor. There are unions which are controlled by governments. And there are countries in which there are simply no unions at all.

In the last few years we welcomed the fall of communism in central and eastern Europe. We welcomed that because we believe in democracy. But, the fall of those communist regimes was also welcomed by many large multinational companies. I have no doubt they believe in democracy, though sometimes they do not believe very strongly in trade unions; but they also, I am sure, welcomed the change because they saw a huge new market opening up for them. And wherever you traveled in their region—Poland, Czechoslovakia, Hungary, Romania, the Ukraine—there you see companies like AT&T, like the different regional Bell companies all moving in. They see the prospect of big markets and cheap labor.

But, whatever they see as attractive, it is our job in the PTTI and the CWA to see that exploiting cheap labor is not going to be one of them.

We are working with communications workers throughout that region to build strong, democratic unions. Their needs are great. The economies of those countries are in tatters. Unemployment is increasing rapidly. The unions themselves frequently have no offices, no equipment, no money, and, worst of all, they have no experience at all of bargaining with companies in the new market situation in which they find themselves. And it is our job in PTTI and in the CWA to make sure they get all those things.

And I promise you that get them they will.

But it is not only in eastern and central Europe that there has been a democratic revolution. We must not forget the other areas of the world because of the excitement in that particular part of the world. In almost all of Latin America,



with the exception of Cuba, and their time will come, and the sooner the better, I hope, we have got rid of dictatorships and military governments. The generals—

I digress for just one second. We got rid of the generals in Latin America. We have a particular problem in the country where I come from. You probably guessed by my strange accent that I am British. (Laughter) We have a Major who is in charge in Great Britain, and we hope that tomorrow or the day after we will get rid of him as well. (Applause)

Having said that, I must say that I hope later on this year that by your efforts you will make sure that there is no Bush for these guys to hide behind as well. (Laughter and applause)

But in Latin America, when we look there, we will see that despite the appearance of democracy there are still millions of people who are poor, millions of people who have no home, millions of people who have no education. And we also see that democracy is still a very fragile plant in some countries, as we have seen only in the last few days in Peru.

And the PTTI, and in particular, I pay tribute to my colleague Maghenzani, and his team of people are working in every country in Latin America to try to make sure that at least communications workers will have strong unions with which they can defend themselves.

And in this connection, I want to say a very big thank you to the CWA for the assistance which they have given us, particularly to the Districts which are part of the Union-to-Union program because you give us the means by which we can try and help build those real unions in Latin America. And it is not only in Latin America where we do that work. There are still countries in Asia where democracy does not really exist.

I was very pleased to see today the election for the public service sector of your great union—not because I personally support one candidate or another—that is not my job, but the fact that there was an election amongst the public sector workers.

We have worked in a country like Thailand for 16 years to build strong, public sector unions. The telephone unions there are public sector unions, the postal workers there are public sector unions.

And last year, when the military took power, within days, a decree was released which meant that all unions in the public sector were banned. The leader of the public sector unions in Thailand disappeared shortly afterwards, and we now, these months later, must assume that he is dead.

But we go on working with those unions in Thailand. Although they are banned, we still hold meetings there, and sometimes in quite difficult circumstances.

I visited Thailand when we were holding one of those meetings of a union which is banned. I must say, I noticed at the back of the room in which we had the meeting, two guys sitting there taking notes like crazy. I know trade unionists are enthusiastic, but I never normally see people taking notes that quickly.

So I asked the President of the union, which is now not supposed to be a union, who they were. And he said, "That's the police spies. They come to see what we are doing."

And I said, "I don't really like holding meetings in those circumstances."

And he said, "No. No. It's much better. They are there where we can see them." He said, "If they listen to us discussing trade unions, they might even learn

something."

But when I heard the report this afternoon that in Texas somehow you have managed to get police into the CWA, perhaps we should borrow somebody from Texas and send them to Thailand, and we will recruit those as well. (Applause)

And in Africa, a continent which is not frequently spoken about, there has been a massive wave of democracy in the last year, and I'm pleased to report that frequently there has been our unions, the telephone communications unions, it's the postal unions which have led that struggle for democracy in Africa.

In Zambia, the first elections in Zambia led to the election of the President of Zambia, the President of what was the Trade Union Congress of Zambia. It's a trade union leader who is now the President of Zambia.

It's going to be embarrassing next time I meet with him; I used to call him Fred, but now I'll have to call him Your Excellency. But anyway—

And when he became President of the country, the PTTI representative in Zambia, the General-Secretary of the Postal and Telecommunications Workers of Zambia has become the President of the Zambian Trade Union Congress, he's become President of the South African Trade Union Council, and through him we are now able to organize workers in Namibia, an enormous country.

Our officers travel 3,000 miles in a week to organize sometimes 10 or 20 or 30 people, but we are succeeding and in the next few months we will have a viable union in that newly-independent country.

And we are being helped in Namibia by people in South Africa. From South Africa where for the last five, six years we have been working to form a postal and a telecommunications union. And we have done that. We have done it to the extent where we can now use those people to organize in other countries, Africa, and we will continue to assist our colleagues in South Africa until their final victory is won.

I said last year when I addressed this Convention that we are all very pleased with the progress made in South Africa towards the ending of Apartheid, and there have been giant steps taken in South Africa. But do not forget that war is not over.

Even today, there is not one single black African member of our telephone union who has ever voted in any election in South Africa. And until that day comes, we will certainly continue our support for our colleagues in that country. (Applause)

Mr. President, I hope you will just for another minute allow me to abuse your kindness in allowing me to address this Convention, but there is something which I do have to say about somebody on this platform.

Jim Booe has been a friend of the PTTI for many years. I have worked with him in Geneva, which is not a bad place to work, but I've also worked with him in Poland, which is much more difficult. I've worked with him in Czechoslovakia; I've worked with him in Nicaragua; I've worked with him in Mexico and I can assure you that sometimes there were difficulties in those projects. But I have always appreciated what Jim Booe has done for the PTTI. I've always appreciated what Jim Booe has done for me, because I think of Jim Booe as a friend. And I want to take this opportunity simply to say thank you, Jim. You have been appreciated. (Applause)

Now I'm sure that in the not too distant future Barbara Easterling will take his place in our activities, particularly in Latin America.

I don't know—Jim wants me to send her to New Guinea, but I said Papau, New Guinea is not in Latin America, there is no way we can do it.

I don't know if when you elected her yesterday as Secretary-Treasurer that was a first in terms of American trade union history for a union of this size, but certainly when she join - us on our American committee she will be the first woman member of that committee, and we are very pleased that it should be Barbara. (Applause)

And now I finally will make the final statement. This is the man who ha` - started all of these activities that we have undertaken in the last few years in relation to the multinational companies. It's Morty Bahr who inspired our committee, inspired our members to undertake that work. But I thing " must say I got rather worried earlier when he was introducing the report on organization, that he said, "Organizing America is difficult."

I appreciate it's difficult, but I must say, Morty, organizing the world is even more difficult.

Thank you very much. (Applause)

**PRESIDENT BAHR:** I just want you to know that we, Larry Cohen, Philip and 1, all had breakfast this morning. I want to tell you that a good part of that breakfast was around organizing workers in the Ukraine, so they can organize the workers who work for AT&T in the Ukraine. (Applause)

This is the far-reaching vision that we must have if we want to get beyond surviving. We don't want to survive. We want to prosper. We want to share in the fruits of economic expansion. And each of us has to recognize more and more that not only are we our brother's keeper, our sister's keeper in this nation, but it must be around the world.

One way to stop the robber-barons from continually searching for the lowest wage in the world is to see that there are no low wages in the world. (Applause) To see that there are good living conditions. (Applause) To see that children have the right to be children. (Applause)

And so with all of the everyday problems that we have, and there are many, there has still got to be a part of our day to recognize that the work of Philip Bowyer and so many like him—not enough—is so vitally important to our ability to do the best for our members and their families.

So, Philip, on behalf of everyone here we thank you again for being with us on your birthday, and we look forward to working with you for the good of all workers over the next 12 months.

Thank you so much. (Applause)

**BROTHER BOWYER:** Thank you, Morty. (Applause)

**PRESIDENT BAHR:** At this point in the Convention proceedings we will have our annual CWA-COPE Awards. And it gives me a great deal of pleasure to now turn the podium over to—and from force of habit they said Executive Vice President Easterling, has been crossed out—Barbara Easterling. (Applause)

**SECRETARY-TREASURER ELECT EASTERLING:** Thank you. Before we begin, we want to recognize the individual at Washington's headquarters that you really work with, that you call and consult with on the CWA-COPE records and incentive programs. That person is Laura Gray, Loretta Bowen's secretary.

I'm sure you all want to thank Laura for a great job. (Applause)

Today we honor all the locals that achieved 100 percent or more of their CWA-COPE quota in 1991. There are 599 100-percent locals this year. Let's give them a much deserved round of applause. (Applause)

First the bad news. Your 1991 CWA-COPE fundraising record fell \$11,000 short of the record you set in 1990. In 1991, you raised a grand total of \$1,236,590.64. And I know we have less members, but the number of Congressional Representatives and Senators remain the same, so we must all try harder to improve that record in 1992. Let's go for at least \$1,250,000. I know you can do it.

District 3 raised 211 percent of its quota, (applause) while District 6 edged even closer with over 179 percent of its quota in 1991. (Applause)

District 2 came in at third place with over 146 percent (applause) followed by District 7 with 124.17 percent. (Applause)

District 4 placed fifth with 124.11 percent. (Applause)

District 13 came next with over 121 percent, followed by District 9 with 107 percent. (Applause)

And District 1 finished last again this year with only 52 percent. So we have got some work to do.

... Cries of "Boo"...

The districts that increased their percentage of quota over 1990's record are: Districts 2, 3, 4, 6, 9 and 13. Congratulations each and every one of you. (Applause)

I want to point out another significant part of our COPE program, that is the contribution being made by our CWA retirees.

In 1991, 30 of the retiree clubs affiliated with the Retired Members' Council made their COPE quota of \$1.00 per member. That list will be placed in the Convention record.

### **CWA RETIREE CLUB GOLD SCROLLS—1991**

1. Local 1103 Retiree Club, Thomas Wonsor
2. Local 1123 Retiree Club, Bruce Staliknecht
3. Local 1150 Retiree Club, Ann H. Walden
4. Western NY Retiree Club, Rita Biondo
5. Local 2101 Retiree Club, Bill Ridgeley
6. Local 3060 Retiree Club, Bobby L. Sparks
7. Local 3106 Retiree Club, Annie Stark
8. Local 3111 Retiree Club, Louise Yung
9. Local 3310 Retiree Club, Lucy Vaughn
10. Local 3603 Retiree Club, Irene Hargett
11. Local 3805 Retiree Club, Glen Keck
12. Birmingham, AL, Retiree Club, D.E. Kines
13. Metro Atlanta Retiree Club, I.B. "Fuzzy" Finch
14. Local 4216 Retiree Club, Jean Guyon
15. Local 4322 Retiree Club, Jean Knight
16. Cleveland, OH, Retiree Club, Ted Karabinus
17. Local 6132 Retiree Club, Paul Gray
18. Local 6143 Retiree Club, Joe E. Winters
19. Local 6222 Retiree Club, Lucile Wooten
20. Local 6325 Retiree Club, Bertha Van Sittert
21. Greater St. Louis Retiree Club, Bud Brinkman
22. Local 7011 Retiree Club, Lorraine Miller
23. Local 7102 Retiree Club, John Woolway
24. Local 7500 Retiree Club, Berdyne Bosler
25. Local 7906 Retiree Club, Les Cheshire

26. Denver, CO, Retiree Club, Ethel Hynes
27. Local 9400 Retiree Club, Alex McSoud
28. Local 9409 Retiree Club, Armand J. LeTendre
29. Local 9410 Retiree Club, Ed Long

This fine effort on the part of our retirees has resulted in a total of \$11,500 in their Political Action Committee. (Applause) And that is not all. The CWA Retired Members' Council Executive Board has voted to solicit campaign contributions by mail from all 20,000 council members. This should result in a significant increase in retiree PAC funds to be made available in this crucial election year.

I remind you again, if your Local does not have a retirees club affiliated with the Council, this is an excellent reason why you should.

Despite all our efforts, we still stand at only 6 percent of our members on payroll deduction for CWA-COPE. We must work on that, and try to make an improvement in our record in 1992. Getting our members to sign up on payroll deduction requires only one skill, asking them one-on-one. When people are asked, they will give. Let's use our Mobilization skills and do just that.

I want to congratulate all the locals and staff who received awards in their district meetings. Without your support and hard work, we would not have as successful a CWA-COPE program as we have today.

In addition to a number of special district and local awards, we will present awards to those locals that reached or exceeded 100 percent of their CWA-COPE quota for 30 or more consecutive years in 1991.

Our two most successful fundraising programs are still the prestigious CWA-COPE Quorum and the Platinum Quorum. We have 2,664 CWA-COPE Quorum and 1,697 Platinum Quorum members. I urge all of you who are not members to join one of these clubs today.

The list of Locals that achieved 100 percent of the COPE quota in 1991 was distributed to you this morning and will be incorporated in the official Convention proceedings.

Again, congratulations to the officers and members of the 100 percent locals for an outstanding performance.

Before I announce the winners of this year's Convention Awards, I want to ask all the winners to gather for a photo session just off the stage, to my left, when these proceedings are over.

And so we begin:

The first award is presented to the local that contributed the most COPE dollars last year. We are happy to present this Special Local Award to Local 1101, which contributed \$33,150.70. The president of that local is Ed Dempsey. Bob Barbarelli is accepting on behalf of Ed. (Applause)

The next award goes to the local that contributed the highest percentage of its CWA-COPE quota in 1991. And we are delighted to present this award to Local 1301, which raised—and listen to this—4,358 percent of its quota. (Applause and cheers)

The President is George Alcott. Congratulations to George and the members of Local 1301. Accepting for George is Tom Ward. (Applause)

The next award is the District Sweepstakes Award, which is presented to the district that raised the highest percentage of its quota by the end of calendar year

1991. The winner of 1991's Sweepstake Award is District 3. (Applause and cheers) They raised 211 percent of its quota in 1991. Gene Russo is the Vice President and will accept the award. (Applause)

We will now present a Special Gold Mercury Plaque to those locals that achieved 30 or more consecutive years of 100 percent participation in CWA-COPE.

Those locals with 30 consecutive years are:

Local 4107, President James Charbonneau. (Applause)

Local 4213, President Frances Sparacello. (Applause)

Local 4320, President Bud McNichols. Accepting for Bud is Karl Kay. (Applause)

Local 6228, President Ronnie Gray. (Applause)

We have one local that has achieved 100 percent participation in CWA-COPE for thirty-one consecutive years, and that local is Local 6325. The President is Edward Pinkleman. (Applause)

Those locals with thirty-two consecutive years are:

Local 3716, President Ann W. Cothran.

Local 4311, Diane Delaberta. Accepting the award will be Harriette Scofield.

Local 4641, President Gene McKahan.

Local 6128, President Bill Utterback. (Applause)

Those locals with thirty-three consecutive years are:

Local 4270, Jake Medlen, President.

Local 6200, Jimmy Cook, President. (Applause)

Those Locals with thirty-four consecutive years:

Local 4372, President Robert A. Coriell. That is Vice President Johnson's local.

Local 4711, Ronnie Lane is the President.

Local 6321, President Alice Perez.

Local 6390, President Tom L. Mitchell. (Applause)

We have one local that has achieved 100 percent participation in CWA-COPE for 35 consecutive years. That is Local 6326, and the president is Francis Russell. (Applause)

We have two locals that have the outstanding record of achieving 100 percent for 36 consecutive years. They are:

Local 6313, President Daryl Bailey.

Local 7621, President Lynn L. Muehfeit. (Applause)

The next award is presented to the local that achieved the highest percentage of membership participation in the CWA-COPE PCC Checkoff program in 1991. This special Local Checkoff Achievement Award is presented at this Convention to Local 3613, which achieved 88 percent of membership participation in the 1991 COPE Checkoff program. Congratulations to the President of Local 3613, Don Harris, and the other officers and members of Local 3613.

The next award goes to the local that had the largest number of members signed up on CWA-COPE PCC Checkoff in 1991, and we are happy to present this award to Local 1101 again this year, which had 3,055 members signed up on CWA-COPE Checkoff last year. Congratulations to President Ed Dempsey and the other officers and the members. (Applause)

We now present the Distinguished President's Award for outstanding achievement in raising voluntary or "free" dollars. That award goes to the Local that met its quota with the highest percentage of voluntary dollars in 1991.

It is a pleasure to present this President's Award to Local 1301, which raised 4358 percent of its 1991 quota. Congratulations to President George Alcott, his officers and members. Tom Ward is accepting the award. (Presentation—Applause)

The next Distinguished President's Award is presented to the Local that met its quota with the most voluntary dollars in 1991. This President's Award goes to Local 1101, which raised \$33,150.70—all voluntary dollars. And Bob Barbarelli will accept that award. (Presentation—Applause)

Because of the phenomenal success of our CWA-COPE Quorum program, we will now present two CWA-COPE Quorum Achievement Awards for 1991. The first award goes to the Local that had the most members in the CWA-COPE Quorum in 1991. It is a pleasure to present this award to Local 3204 with 75 members, President William E. Conine. (Presentation—Applause)

The second Quorum Award is presented to the District that had the most members in the CWA-COPE Quorum in 1991. We are proud to present this award to District 3 with 1,079 members. (Presentation—Applause)

We will now present two Special District Annual Achievement Awards for calendar year 1991. The first of these awards is presented to the District that achieved the highest percentage of membership participation in the CWA-COPE PCC Checkoff program in 1991.

We are delighted to present this award to District 6 again this year (applause), which had 11 percent of its membership on checkoff at the end of calendar year 1991. Tommy Parsons who is the Vice President, will accept the award. (Presentation—Applause)

The second Annual Achievement Award goes to the District that raised the most CWA-COPE dollars in calendar year 1991. We are proud to present that award to District 3 (applause), which raised the grand total of \$318,700.99. (Applause) Again, Gene, thank you. (Presentation—Applause)

We will now present our two 1991 Platinum Quorum Awards. The First Platinum Quorum Award goes to the local that had the most PQ members in 1991. We are pleased to present this PQ award to Local 1301 which had 91 members by the end of 1991. (Applause) Tom Ward will accept the award on behalf of George Alcott, President. (Presentation—Applause)

The second Platinum Quorum Award is presented to the District that had the most PQ members in 1991. We are proud to present this Platinum Quorum Award to District 6 (applause), which had 402 members by the end of 1991. Will Tommy Parsons please accept this award? Congratulations, Tommy. (Presentation—Applause)

It gives me a great deal of pleasure to now present the Special State Awards. Those awards go to the states, and this is remarkable, in which all Locals are 100 percent in CWA-COPE. They are:

Alabama: Nola Vaughn and Dennis Dearing. Accepting the Award is Norma

Powell. (Applause)

Louisiana: Booker Lester. (Applause)

South Carolina: Alan Keith. (Applause)

Indiana: Michael Joyce and Sharon Craig. Accepting the Award is Hugh Walsh. (Applause)

Arkansas: Clint Boling. (Applause)

Oklahoma: Edith Jones. (Applause)

Nebraska: Marian Moffitt. (Applause) Accepting the Award is Tom Burns.

North Dakota: Annie Hill. (Applause)

Utah: Accepting the Award is Tom Burns.

South Dakota: Marian Moffitt. Accepting the Award is Tom Burns. (Applause)

We must always remember that a successful CWA-COPE program produces a successful legislative program. If we fall down on CWA-COPE, we will surely lose our considerable influence in the Halls of Congress and the State Capitols.

I thank you for your contributions in '91 and urge you to commit yourselves now to doing an even better job next year in '92.

Thank you so much. (Applause)

## **1992 CWA-COPE PROGRAM 100 PERCENT LOCALS**

<b>LOCAL</b>	<b>PRESIDENT</b>
1000	Fred Waropay
1001	Mary T. Quirk
1007	Josephine Dentino
1020	Dennis Cassidy
1022	Lynn Buckley
1031	Abby Demel-Brown
1060	Walter J. Serafin
1074	Barry Davidoff
1080	Joan Hartsfield
1082	Don Rice
1101	Ed Dempsey
1107	Anthony Caprara
1114	Joe Lattimore
1115	Dale T. Hager
1116	James J. Devine
1117	Roger L. Chenez
1118	James O'Hare
1120	John M. Alphonse
1122	Donald J. Loretto
1126	James E. Cehonski
1127	John E. Lyford
1128	David Clifford
1129	Steven M. Miller
1172	Richard Champlin
1200	Beata Makuch
1270	Thomas White
1273	Randy McKiver
1280	Dan Jakiela, Sr.
1281	Louis Sarno



1301	George Alcott
1366	Marcella D. Vincent
1370	George E. Neault
2001	Stephen T. Moss
2002	Gary F. Haffield
2003	Mark S. Smith
2004	Sue Merrill
2007	Richard D. Mabrey
2008	Terry Duty
2010	Jerry Brown
2011	Linda Aman
2066	Patricia L. Carrigan
2100	Gail Hall
2101	Charles D. Bates, Jr.
2104	Donald A. Rameika
2105	James E. Farris
2106	Ralph E. Jenkins
2107	Michael Bello
2108	Kathleen Mazzi
2109	Joseph E. Fink, Jr.
2110	Maevon C. Garrett
2150	Mary A. Alt
2185	Rick P. Collins
2201	Roger H. Wood
2202	Michael D. Upton
2203	Shelton G. Wine
2204	Willie R. Stout
2205	James E. Stroup
2206	Eugene C. Bloxom
2207	James W. Hilleary
2252	Karl R. Busl
2276	Johnny Bailey
2277	William E. Gillispie
2300	Blondell Stewart-Ware
2323	Kenneth A. Rucker
2336	Joanne C. Bell
2370	Steve M. Tatro
2381	Emma R. Henson
2382	Marjorie N. Baney
2385	Keith F. Livermore
2390	W. F. Sheridan
2395	Dallas Hall
3061	George H. Tolley
3101	Michael R. Amos
3102	Sylvia A. Lopez
3103	Lynn West
3104	Donald A. LaRotonda
3105	Robert Ryan
3106	John Edenfield
3107	Jose A. Dorado
3108	Sarah J. Smith
3109	Michael A. Sakalarios
3110	T. R. Emery
3111	Michael Tartaglio
3112	C. E. Ryan
3113	John Schaich

3114	Gloria J. Lutz
3115	Hollis Burdette
3120	Eva A. Morris
3122	Betty Diamond
3151	Jerald King
3171	Jean H. Watson
3172	Roger Francisco
3176	Jake Cason
3177	Theresa Flinn
3179	John M. Hodgden, Sr.
3201	Roger L. Todd
3203	Robbie Casteel
3204	W. E. Conine
3205	Sherri Dee
3207	Judith R. Dennis
3209	Danny O. Harvey
3212	L. N. Wofford
3215	Elder James
3217	Diann J. Hartley
3218	Harry McFarland
3220	Tom Ravita
3250	C. H. Grizzle, Jr.
3263	Joe E. Finn
<b>LOCAL</b>	<b>PRESIDENT</b>
3271	Jerry L. Brown
3275	Pete Moran
3301	John Coffman
3304	Ben Henson
3305	David C. Perkins
3309	Donnie R. Lancaster
3310	Rickey E. Wallace
3312	Larry T. Devine
3313	Harold T. McGeorge
3314	Patty Johnson
3317	Daniel H. Forsyth
3321	Ted Bilbrey
3371	Larry Peterman
3402	Larry Paige
3403	Walter J. Bagot
3404	Steve Gremillion
3406	Edward Romero, Jr.
3407	Ronnie J. Breaux
3410	Michael J. Fahrenholt
3411	Thomas J. Koenig
3412	Louis Lirette
3414	Barbara J. Cook
3450	Roy E. Jones
3451	John C. Chaler
3490	A.L. Stafford
3504	Gerry Gentry
3505	Charles E. gingham
3509	Kay Miller
3510	E.D. Chisolm
3511	Dearld Dear
3513	James D. Whittington
3514	Larry Dearing

3516	Carl Madden
3517	Mary C. Hudson
3518	Oscar Denton
3519	Eric D. Cox
3550	CurtisBobinger
3601	Lee Roy Bates
3603	Gary Comer
3605	Daryl D. Hutchins
3606	David Meadows
3607	H.F. O'Brien
3608	Rick Sumpter
3609	Frank W. Wishart
3610	Gary E. Ballentine
3611	Wallace Weaver
3613	Don Harris
3615	Shirley J. Moore
3616	Ann D. Wagoner
3618	Preston White
3650	R. Rodney Bartlett
3672	Lorraine Cook
3674	Brenda Ingram
3680	Rocky A. Barnes
3681	Jasper J. Gurganus
3682	Alton Hanford
3684	Warren Livingston
3685	R.H. Harris
3695	F.D. Haskett
3702	Joe K. Thomas
3704	Jerry D. Keene
3706	Shirley Y. Brazell
3708	D. A. Poston
3710	Larry Suttles
3716	Ann W. Cothran
3719	Linda C. Houck
3802	James M. Ledford
3803	M.E. Kirkland, Jr.
3804	James W. McKee
3805	Jack E. Hays
3806	H.W. Starnes
3808	Beverly A. Hicks
3850	N. Gayla Poindexer
3871	Darrell W. Freeman
3901	H. T. Carter
3902	Robert H. Brady
3903	Larry Orr
3904	R. Terry Young
3905	Byron Carter
3906	J. M. Hughes
3907	Gloria J. Williams
3908	Chele H. Ward, Jr.
3909	Joe W. Watts
3910	Rickey Holmes
3911	Edward R. Simsalek
3912	Barney P. Thompson
3950	A. Gwen Jones
3966	Rudy Washington

3971	William Folmar
3972	Frank Woodham
3974	Dale Hollingsworth
3976	Harold Stogsdill
4008	E. John Myers
4009	Dominic Guadagni
4010	Theresa A. Ryan
4011	E. Dana Christner
4013	Kristie Darling
4015	Thomas C. McGee
4017	Gary Odom
4018	James D. Ruddock
4021	Karl E. Jackson
4022	Henry D. Otis
4023	Charles Hill
4024	John J. Larson
4025	Joyce Zorza
4031	Eugene K. Dougherty
4032	Gary E. Finch
4033	Steve Ferguson
4035	Larry Ocobock
4037	Janet Imhoff
4038	Gregory Faust
4039	Teri Pluta
<b>LOCAL</b>	<b>PRESIDENT</b>
4040	Paul Eddy
4041	Jack L. Swaim
4070	Gregory J. Gutowski
4090	Lee J. Horton
4100	Frank Scola
4101	Richard C. Miller
4102	LarryJ. Booher
4103	Richard A. Short
4104	Francis Sievert
4105	Raymond R. Love
4106	William H. Weston
4107	James Charbonneau
4108	Bill Bain
4109	Judy Aeschliman
4201	Constance Henry
4202	Addie La Bella
4203	Jean E. Stockton
4209	Eleanor J. O'Neill
4212	Evelyn Ross
4213	Frances Sparacello
4214	Phyllis Haines
4217	John Dill, Jr.
4260	Richard Babic
4270	Jake Medlen
4273	Sam Chaney
4278	Darrel Herzog
4300	Richard D. Ramm
4302	Sal LaCause
4303	Phil Evans
4310	Linda Hinton
4311	Diane Delaberta

4315	Karen Cousino
4318	Frank J. Bernert
4319	Ronald D. Honse
4321	Ed Kenily
4322	Jerry W. Schaeff
4323	John E. McCord
4325	Jeff Uhl
4326	Gerald L. Powell
4340	Ed Phillips
4352	Tom Powell
4353	Rodney L. Miller
4354	LaWanda Martin
4370	John E. Holland
4371	Steve L. Adams
4372	Robert A. Coriell, Jr.
4373	James Whitehair
4375	Joan Milliron
4377	Ron Smalley
4378	Dale Sommer
4379	Mike Reyome
4385	LaRue Amelung
4388	Linda Hinton, L., 4310
4400	William M. Timmerman
4401	Linda McPherson
4470	Steve Bailey

**LOCAL**

4471	William E. Rathgaber
4472	Valerie Mangin
4473	Johnnie B. Kidd
4474	Vaughn L. Black
4475	Gerald Calvert
4477	Ronald Rolf
4478	Joseph Smith
4479	Robert R. Wright, Jr.
4482	Randall Wesson
4483	Ronald J. Herbert
4486	Jerry Long
4488	Roger Brooks
4509	Hermoline Saxton
4510	Carolyn Powell
4511	Teresa Callihan
4522	Dorcus Ditmer, Admn.
4530	Diane Masters
4546	Robin Schenault
4600	Ann Crump
4603	George R. Walls
4611	Michael W. Webster
4620	Richard J. Everard
4621	Marilyn J. Peterson
4622	Mary Kay Nelson
4623	Herbert Pomerich
4630	Ava McLucas
4631	Albert J. Anderson
4640	James Clark
4641	Gene McKahan
4642	Gary Grassel

**PRESIDENT**

4645	Larry Meierotto
4646	James Learn
4671	Michael Oliver
4672	Gary Ackerman
4674	Dennis Drew
4675	Richard Wilke
4690	Larry L. Shepler
4700	Patrick Gorman
4702	Robert E. Smith
4703	Doug Hall
4711	Ronnie Lane
4714	Bea Sigler
4770	Larry Martin
4773	Edward Lowdenslager
4780	Roland Michael
4782	Ann Bohlander
4790	Robert G. Richhart
4795	Cecilia K. Jones
4800	Mary Worth
4802	Carrol Hostetler
4818	Susan Baxter-Fleming
4900	Larry Cave
6007	Elvin C. Crites, Jr.
6009	Jerry Butler
6012	W. Dean Franklin
6014	Charles R. Fine
<b>LOCAL</b>	<b>PRESIDENT</b>
6015	Bill H. Torbett, Jr.
6016	Charlene Chappelle
6050	Ralph L. Jeffrey
6101	Joe Spindler
6113	David A. Rawson
6118	Maxine Golightly
6127	George Anderson
6128	Bill Utterback
6132	Richard Arriola
6137	Walter E. Nobles, Jr.
6139	Arthur L. Sontag
6143	Gloria Parra
6150	Gary D. Patton
6171	Richard Kneupper
6179	Leslie R. Kula
6182	Mark S. Partin
6200	Jimmy Cook
6201	Carla Owen
6202	Jackie D. Wilson
6203	Dirk Parks
6206	James R. Hosch
6210	Mark Ewig
6214	Glynne R. Stanley
6215	J.D. Williams
6218	Jimmy L. Powers
6222	Burgess J. Etzel
6225	Joe P. Marshall
6228	Ronnie Gray
6229	Richardo L. Galvan

6290	Ron H. Linneil
6310	Dan McGowen
6311	Mark K. Van Dolah
6312	Glenn R. Augustine
6313	Daryl Bailey
6314	Virgil J. Koechner
6316	Jim H. May, Jr.
6320	James D. Tucker
6321	Alice Perez
6325	Edward Pinkelman
6326	Francis Russell
6327	Roberta Browne
6333	James W. Cockburn
6372	Henry E. Duckworth
6373	Carl W. Kimble
6374	Steven R. Jones
6375	Margaret Calvin
6377	Earline Jones
6390	Tom L. Mitcheil
6391	K.W. Flanagan
6395	David A. Ducey
6401	Debbie Snow
6402	Jennie Keef
6406	Yvonne Shoff
6407	Janet C. Gardner
6411	Mary W. Nave
6412	Gary Fry
<b>LOCAL</b>	<b>PRESIDENT</b>
6450	Elizabeth L. Eft
6474	James Cockburn, 6333
6500	Gilda Grant
6502	Gary D. Gray
6503	Robert O. Saunders
6505	M.D. Patton
6507	Alma Diemer
6508	James Conner
6573	Richard Garrigus
6733	Samuel Barela, Jr.
7001	Jeanne Tufts
7011	Frank Granger
7032	Dean Shelton
7037	Stephen T. Israel
7050	Kenneth Barner
7055	L. Sandoval, Chair
7070	Lorenzo A. Moya
7090	Terry Siville
7096	H. M. Heaps
7101	Gene Porter
7102	Midge Slater
7103	Randy Richards
7106	Leonard L. Rotschafer
7107	Bill Mayland
7108	Miriam Tyson
7109	Gayle Tellin
7110	Francis Giunta I I
7115	Carl E. Valentine

7118	Mike J. Hogan
7170	Yvonne Winther
7171	Dean Scheideman
7172	Caroll L. Herndon
7173	John Halder
7175	Sheryl Bennett
7176	Andy Ertz
7177	Larry Fitchner
7181	Nancy Moser
7200	Richard O. Johnson
7202	C. J. Hanson
7203	Judy M. Tripp
7204	Jim M. Bregel
7205	Douglas J. Ardoff
7212	Dave J. Clement
7213	Sandra Venaro
7214	Tom Anesi
7219	Jerry A. Johnson
7220	Gary Zaiser
7270	Robert Horvath
7272	Patrick Doyle
7277	James M. Sivanich
7290	R. A. Lee
7295	Ronald L. Hegberg
7301	Stephanie J. Reidy
7303	James Robillard
7304	Larry Ellingson
7400	Rick Sorensen
<b>LOCAL</b>	<b>PRESIDENT</b>
7401	Neal E. Kelley
7470	Robert Biel
7471	Charles Clark
7476	David L. Classen
7500	Dave Clauson
7503	Richard Prostrollo
7504	Bill Pierce
7505	Ron Bawdon
7506	Larry Peterson
7601	Mike Rea
7610	Victor N. Nelson
7621	Lynn L. Muehifeit
7630	Dave Knapp
7640	Marylyn Howard
7670	Chris Cleary
7702	William Donlon, Sr.
7704	Randy D. Warner
7705	Lee B. Linford
7716	Larry P. McCormick
7717	Eldon E. Hesselius
7750	Martin R. Byrnes
7755	Joe Petersen, Chmn.
7790	Charles L. Mitchell
7795	Jesse Buckman
7800	Ruth Bjornson-Gomez
7803	Ken Horn
7810	Bill Jenkins



7815	Rod Carter
7816	Jerry Noy
7818	Madelynn C. Wilson
7901	CarlaFloyd
7904	Linda Wisher
7906	Joe McMahon
7955	Bob Proffitt, Chair
7970	Alvin L. Still
9000	Janice Wood
9400	Tony Bixler
9402	Thomas R. Runnion
9403	Richard M. Herrero
9404	Bernard Chiaravalle
9407	Rick Becker
9408	Nadine Cox
9409	Val Afanasiev
9411	Pete Peralez
9412	H. C. Cotner
9413	Craig Hansen
9414	Donald Brooks
9415	Kathleen Kinchius
9416	Lane Colvin
9417	Barbara J. Spradlin
9418	Virgil Parks, Admn.
9419	Jim Bunting
9423	Nancy Biagini
9426	Dianne Dion
9430	Charles J. Dunn
9431	Tom Teachout
<b>LOCAL</b>	<b>PRESIDENT</b>
9432	Walter Borro
9470	Jack L. Montserrat
9477	Earl Baker
9509	Louise Rogers
9510	Greg Summerell
9511	Ron Smith
9550	Linda D. Porter
9573	Michael Norberg
9575	Jerry Foy
9576	Jerry Teixeira
9583	John M. Davis
9587	Robert Duggan
9588	John S. Strickland
13000	Robert J. Powell
13100	Charlotte Jamieson
13500	James N. Byrne
13550	Lois J. Grimes
13570	Duane Hunt
13571	Richard Evanoski
13572	Ray Kissinger, Jr.
13573	Harry Yerges
13574	Ray Stevenson
13577	Michael G. McMacKin
13585	Joseph Hock
13595	Edward J. Burke
14200	Robert Petersen, Jr.

14301	Robert H. Tew
14310	Paul T. Williams
14320	C. M. Harrelson
14328	Joseph R. Primeaux
14329	L. Feltus Dupuy
14330	William D. Weaver II
14336	Joseph P. Carroll
14401	William T. Browder
14406	Linda A. Morris
14410	Richard Fridley
14413	Patricia Pennell
14427	Floyd D. Bowers
14430	Louis J. Lambesis
14434	William Earl
14437	Richard Augsburger
14438	Eugene S. Griechen
14439	Wallace G. Meehan
14440	Trina J. Marquis
14443	Peter Maher
14445	Ruth A. Kochmar
14503	Alexander J. Cellini
14508	Leslie D. McGrew
14509	Kenneth Smith
14516	John R. Sneddon
14518	Jack L. Collins
14522	Michael Darling
14524	Donald J. Carpenter
14527	Ron Porter
14528	Trudi Richardson
14532	John Mitchel
<b>LOCAL</b>	<b>PRESIDENT</b>
14535	William Belford
14537	Dennis P. Riley
14547	Paul Roders
14549	Robert A. Santner
14600	Arthur E. McDonald Jr
14603	Laurence H. Deck
14609	Doug Davenport
14611	Florence Lawson
14612	Robert E. Vermillion
14615	Conrad Waltow
14619	Edward D. Smith
14629	Suzye Gardner Marino
14630	David Santoscoy
14637	John Zimmerman
14641	Robert Young
14715	Donald D. Garrett
<b>LOCAL</b>	<b>PRESIDENT</b>
14736	Philip C. Sweeney
14752	John C. Mullen
14761	Charlie B. Williams
14802	Ronald W. Mickel
14803	Gary Knauff
14813	Edward K. Hess, Jr.
14816	Gary A. Ceraso
14823	James H. Loy, Jr.

14824	Frank Johns
14826	James W. O'Connor
14830	Ronald G. Miller
14831	John J. Gallagher
14834	William R. Snyder
14837	Paul Basso
14842	Joseph E. Pietkiewicz
14918	Gerald H. Davis

**PRESIDENT BAHR:** Thank you very much, Barbara.

I am going to recognize for the purpose of a privilege on Microphone No. 2, and I know I am going to murder this name, from Local 14842, who represents the *Pittsburgh Press*, where we are fighting hard not to have to strike, Joseph E. Pietkiewicz. Microphone No. 2.

**DELEGATE JOSEPH E. PIETKIEWICZ (Local 14842):** Thank you, Mr. Chairman.

I would like to present, due to a possible strike in Pittsburgh which might come up—I would like to submit a resolution on behalf of the Pittsburgh situation, and I would like to present this now, due to the fact that we will be leaving shortly to address this situation in Pittsburgh.

The resolution reads as follows:

**WHEREAS**, The Pittsburgh Press Company has engaged in a union-busting campaign against all 11 of the unions with which they have had contracts for many years; and

**WHEREAS**, that effort is aimed at eliminating job security, five-day job guarantees, the jurisdiction language, the manning clauses, and the present health insurance, also in offering no wage increases, no retroactive pay and doing away with 183 mailer jobs; and

**WHEREAS**, the following unions—the Pittsburgh Mailers Local 22, CWA Local 14842, Typographical Union No. 7, CWA Local 14827, Teamsters Local 211, GCIU Local 9, GCIU Local 24, SEIU Local 29, IBEW Local 5, IAM District 63, OPEIU Local 95, and the Newspaper Guild—to counter this union-busting effort with demonstrations, boycotts and a united campaign to assure the successful conclusion to a satisfactory contract for each union; and

**WHEREAS**, the Unity Council has already secured the help of many unions, including the Steelworkers, the Teachers, the Mine Workers, and many others, including the parent international union of each of the Locals.

**NOW, THEREFORE BE IT RESOLVED**, that the Communications Workers of America Convention at the meetings held in Miami Beach, Florida, the week of April 2 through the 8, 1992, pledge full support to the Pittsburgh Mailers Union, CWA Local 14842, to the Pittsburgh Typo Union No. 7, CWA Local 14827, and the Unity Council, towards the effort to reach a successful conclusion to this problem; and further, be it

**RESOLVED**, that this CWA Convention go on record as seeking support from all its affiliates, and from all international and local unions, to pledge full support, morally, financially and in all ways possible to bring this sad union-busting effort to a quick end; and be it finally

**RESOLVED**, that this resolution be spread wide and far to all concerned as quickly as possible, asking for their insurance that such support will be fully given.

This is submitted by Joseph E. Pietkiewicz, President, Pittsburgh Mailers Local 22 CWA 14842. (Applause)

**PRESIDENT BAHR:** The Chair has permitted this to be inserted in the order of business because the delegates must leave in order to get back to what is a most tenuous situation.

On Microphone No. 3, Delegate Mitchell.

**DELEGATE WAYNE MITCHELL (Local 14170):** Thank you. We are also New York Mailers Union No. 6, and we were one of the nine striking unions at the *New York Daily News* a year and a half ago. (Applause)

I thank you and I applaud you for your help and your commitment to our effort in New York. A strong commitment it was by the leaders of our Printing Sector, and the leaders of CWA. You delegates in this room and your members and Organized Labor made it so we were able to celebrate a great victory in New York.

Through your efforts 1,700 unionized workers are back to work at the *Daily News*, and 1,500 scabs are unemployed. (Applause and cheers)

Now we need that same commitment in Pittsburgh. We need to show that publisher in Pittsburgh and all across this country that union-busting tactics will not work. Employing strikebreakers will not work. The only thing that works is fair collective bargaining.

But we need to go further, Brothers and Sisters. Whether it is our brothers and sisters in the Pittsburgh Mailers Union, the Typographical Union, whether it is thousands of employees represented by the UAW at Caterpillar, or whether it is our brothers and sisters at AT&T, we need to send these union-busting, unfair employers a loud, clear message—one message: No matter what Local, no matter how small or how big, if you take on one of us, you take on all of us. And if it is a fight you want, it is a fight you are going to get.

...The delegates arose, applauded and waved placards...

We ask you to carry this message back to your members. Our brothers and sisters in Pittsburgh are fighting the inside game. They are doing it from within, and you don't always get the publicity that you need to rally the troops.

We ask you to go back to your Locals, to let them know the seriousness of the situation in Pittsburgh, and let's get all our resources to help our brothers and sisters and help ourselves.

I thank you very much. (Applause)

**PRESIDENT BAHR:** Microphone No. 3, Delegate McDonald.

**DELEGATE GEORGE E. McDONALD (Local 14170):** President Bahr and members of the Executive Council and Delegates: You have just heard our Business Representative from 14170, Wayne Mitchell, make that excellent presentation here. And everything he said is what is happening in Pittsburgh and what is going on in this Labor Movement.

I want to thank the Council for the support of the nine unions in the *New York Daily News*, and the delegates here particularly for the outstanding job and the support that we got in New York. Now we have to give it to our Pittsburgh brothers. And I thank you all. (Applause)

**PRESIDENT BAHR:** Are you ready for the question?

...Calls for the question...

**PRESIDENT BAHR:** All those in favor of the motion as read please indicate by

raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause and cheers)

The Chair recognizes the Committee.

**CHAIR GRIMES:** Thank you, Mr. President.

The Chair recognizes Delegate Joanne Nolan-Tackett.

**DELEGATE JOANNE NOLAN-TACKETT (Local 9413):** If the delegates will please turn to page 6 of the Resolutions Committee Report, I will read Resolution No. 54A-92-4, entitled "Health Care Reform."

## **Resolution 54A-92-4 HEALTH CARE REFORM**

Beginning in the 1980s, without strong oversight by the federal government, our health care system became fragmented. Health care spending has soared, consuming an inordinate share of our national resources with no commensurate improvement in quality of care or health status. At the same time, millions of Americans lost the health coverage necessary to protect themselves in case of serious illness or injury. Today 35 million of us have no health insurance at all. Those of us who have coverage are under constant threat of losing it, or have seen our protection shrink under intense efforts by employers and insurance companies to pass rising costs to workers and individuals.

Health care is now the most contentious issue at the bargaining table. In 1990, 55 percent of all strikers were involved in health care related strikes. Employer attempts to shift costs to workers was the cause of 90 percent of health care strikes, benefit cuts were the cause of 5 percent of strikes, and the remaining 5 percent were fueled by employer attempts to shed worker health coverage altogether. The AFL-CIO Department of Employee Benefits found that 69 percent of all permanently replaced strikers in 1990 struck over health care benefits as a major issue.

The experience of the '80s has taught us two important lessons. First, that employment-based health coverage does not guarantee that everyone will be able to get the health care they need. Second, that insurance companies do not provide cost-effective health care systems, nor can they assure quality care. The lesson for the '90s is that government must not be allowed to relinquish responsibility for our health care to the private sector. It is time for a major restructuring of our health care system that breaks the link between employment and health care and that curtails the role of private insurance companies. The principles for national health care reform CWA has adopted in previous resolutions are embodied in H.R.1300 and its companion bill S.2320, the Universal Health Care Act.

**RESOLVED:** That the Communications Workers of America continue its leadership role in reforming the health care system through its active support of a single, national health insurance plan that will protect everyone under the same terms and conditions, such as the plan proposed in H.R.1300 and S.2320.

**RESOLVED:** That CWA assure that the wages, benefits, working conditions, and bargaining rights of health care workers be protected in proposals for health care reform, and that CWA will seek ways to assure effective input from health care workers into the design and implementation of the reformed health care system.

**RESOLVED:** That CWA, in its continuing work on health care, also work to bring public awareness of the gender discrimination within the health care system. Such discrimination causes disparate treatment of women's health needs in terms of research, funding and case management. The reformed health care system

must promote and protect women's special health needs.

Mr. President, the Resolutions Committee moves adoption of Resolution 54A-92-4, entitled "Health Care Reform."

...The motion was duly seconded...

**PRESIDENT BAHR:** You have heard the resolution.

On Microphone No. 3, Delegate Hayes.

**DELEGATE DEBORA M. HAYES (Local 1168):** Thank you, President Bahr.

Fellow Delegates, I rise in support of Resolution 54A-92-4, "Health Care Reform." Our local represents health care workers. We understand the need for reform of the American health care system better than most as we experience the deficiencies of this system every time we go to work.

The Local has worked aggressively for passage of H.R.1300 and will continue to do so. Our membership is concerned, however, that worker issues have not been addressed in the current legislation, and they must be. Strategies must be laid out which protect our current bargaining rights, provide the framework for the improvement in the current wage and benefit reimbursement system, provide the framework for improvement in working conditions, specifically staffing levels, which are directly related to quality-of-care issues, and that the health care workers from this Union have a mechanism for input as the reform package continues to develop.

There is no faith on the part of our membership that the rights and the improvements we have fought so hard for will be preserved without this type of action.

I ask for your support in the passage of this resolution. Thank you. (Applause)

**PRESIDENT BAHR:** Microphone No. 3, Delegate Flinn.

**DELEGATE TERRI FLINN (Local 3177):** Brothers and Sisters, I come before you today and ask for your support for Resolution 54A-92-4, "Health Care Reform." No one knows any better than I the urgent need for national health care reform.

My brother, who is 10 years younger than I am, has received three kidney transplants over the last eleven years. He just recently celebrated his third anniversary. This should be a joyous time, but it is not.

The government, which paid for the transplants, has paid for his medication and has paid for his health care over that time period, now says he is well and all the health care benefits are cut off.

Right now he is in appeal, but with the rising costs and the cutbacks that the government has made, his chance for appeal is slim or none at all. No one will cover him, and without medication, which costs over \$1,200 a month alone, he will lose his kidney—the last one he will receive due to medical reasons.

They are sentencing him to death. You see, he cannot sustain dialysis over a long period of time, yet the government will pay for dialysis, should it come to that. There is no sense in this, nor justice.

He is just a small example of the injustices within our country's health care system. Please join with me in sending a message to all of our elected officials. Thank you. (Applause)

**PRESIDENT BAHR:** Microphone No. 3, Delegate Feller.

**DELEGATE DALE E. FELLER (Local 7777):** The fight for health care reform

must continue. Just a couple of years ago you heard very little, if anything, about reforming our health care system in America. Through the efforts of CWA, other unions, community organizations, and Jobs with Justice, the demand for health care reform in America has risen to be a top priority.

Today, there is a strong support for health care reform. Brothers and Sisters, it has been a long road, a lot of hard work. We have accomplished a lot.

Today, health care reform is an issue for all the Presidential candidates. Today, legislation is pending in the House and in the Senate. We must continue our efforts for health care reform in America.

There is a lot of work to be done. I urge your support for Resolution 54A-92-4. (Applause)

**PRESIDENT BAHR:** We have a motion to close debate, but I will take the privilege of the Chair with this body's consent. There is only one delegate still waiting to speak, and this is quite an important issue. With your consent, we will recognize, on Microphone No. 3, Delegate Gray.

**DELEGATE NOLA GRAY (Local 3310):** Thank you.

As always, CWA has not only represented our members but tried to help those who have no representation. Just a couple of examples of those.

My sister, who happens to be a manager of a small finance company, recently was given a very poor choice. Her son, who is eight years old, has cerebral palsy. Needless to say, he has had to have a lot of medical care. Her choice she had to make in January was whether to pay \$900 a month to continue the health care she had or practically have no health care. Needless to say, she could not afford that.

So now she has no health care for nine months of pre-existing conditions; then a \$500 per person per member of family deduction.

Other examples are many, and we all know them. But not only do we have to protect our jobs with the health care being the major reason for strikes, but we also have to protect those who have no protection.

Thank you. (Applause)

**PRESIDENT BAHR:** There being no other speakers desiring to speak, are you ready for the question?

...Calls for the question...

**PRESIDENT BAHR:** Before us is Resolution 54A-92-4. All those in favor signify by raising your hand. Down hands. Opposed by like sign. It is adopted.

**CHAIR GRIMES:** The Chair recognizes Delegate Larry Dearing.

**DELEGATE LARRY DEARING (District 3):** If the delegates will please turn to Page 7 of the Resolutions Committee Report, I will read the resolves of Resolution No. 54A-92-5.

## **Resolution 54A-92-5 UNION PRINTERS HOME**

The Union Printers Home (UPH) is a retirement facility that was constructed by the International Typographical Union 100 years ago. The home is situated on a 26-acre campus at the base of Pikes Peak in Colorado Springs. It has a current capacity of 150 people and could easily be expanded to 300. The home is open to all CWA members, spouses and their parents. The home currently provides regular retirement facilities at \$600 a month and skilled nursing care for \$1,700 a month.

Because there are now only 90 residents, the home is facing serious financial difficulty. If there were 30 to 60 more residents in the home, the problem would be lessened. We can help and we should. The home is in the best tradition of the Union's commitment to taking care of the worker and the family.

Through proper communication to active and retired members we should be able to find the additional retirees who would welcome the opportunity to retire to the foothills of the Rocky Mountains.

**RESOLVED:** That the Executive Board supports the Union Printers Home through the development of educational materials to be distributed to the Locals and their retiree clubs.

**RESOLVED:** That CWA encourage a voluntary contribution of \$1.00 per member during the year of 1992, in a fraternal effort to assist the Union Printers Home which, through their affiliation with CWA, has become an invaluable resource to all of CWA.

**RESOLVED:** That the International recommit to providing expertise from their staff and membership to help put the UPH on a sound financial basis.

Mr. President, the Committee moves the adoption of Resolution No.54A -92-5, entitled "Union Printers Home."

**PRESIDENT BAHR:** You have heard the motion.

... The motion was duly seconded...

**PRESIDENT BAHR:** It has been seconded from the floor.

On Microphone No.1, Delegate Fred Leathem.

I am sorry, Microphone No. 3.

**DELEGATE FRED LEATHEM (Local 14917):** I rise, Mr. President, Brothers and Sisters, to support the resolution on the Union Printers Home.

Many in this assembly are not aware that this great Union facility is available to all our members. It is the object of this resolution that you make your members aware of this fact. By doing so, you not only make it possible for this fine facility to survive, you also make it possible for your members to enjoy the tender, loving care our Union has proudly dispensed for the past 100 years.

We still maintain that this was a worthwhile institution and should continue to exist. However, its existence would no longer depend on dues money and, therefore, it is necessary that it become a self-supporting institution in every sense of the word.

The Union Printers Home was established in May 1892, and for the past 100 years our Printer and Mailer members have been supported in ill health and in retirement without any payment whatsoever on their part.

This was possible because in our dues structure each and every member contributed the sum of 50 cents per week, and that made the possibility of a \$400,000 contribution to the home. This maintained it throughout that 100 years.

What we need now is money, but not necessarily just money. If we can get enough people, enough of our members, retired and otherwise, to use the facilities in the home, then the home will be self-supporting.

We need to fill it to capacity and we need to do this by appealing to those people in the CWA, both retired and otherwise, to use this great facility.

I urge you, therefore, when you return to your local unions, please put



something in your local publications, please publicize the Union Printers Home, please explain to your members that it is available to them.

For the mere sum of \$600 per month, a member who does not require full nursing care can live at the home for the rest of their days.

Any member who requires nursing care will need to pay \$1,700 per month. I think, if you are aware of the costs of home care at the present time, and particularly nursing care, you will realize that this is, indeed, a bargain.

I urge you, therefore, to let your members know that their loved ones may spend the rest of their life cared for by Union brothers and sisters.

**PRESIDENT BAHR:** One minute.

**DELEGATE DEARING:** Cared for as you would like them to be. Thank you very much. (Applause)

**PRESIDENT BAHR:** On Microphone No. 3, Delegate Marino.

**DELEGATE SUZY GARDNER-MARINO (Local 14629):** Fellow Delegates, my local union sent in a resolution on the Union Printers Home. When I met with the Resolutions Committee, Bill Boarman, Vice President of the Printing Sector, and Delegate John Ebeling, in St. Louis, assisted me in making a presentation to the Resolutions Committee about the need for financial assistance for our beloved Union Printers Home in Colorado Springs, Colorado.

During that discussion, it became clear to us that the majority of the CWA retirees may not have heard of the Union Printers Home, and that more people living at the home is really what would do the most good in our efforts to save the home from extinction.

Presently, there are 90 residents in the home. The facility can easily hold 130 people. Additional people is actually what the home needs in order to begin paying its own way and to remain in existence.

The Resolutions Committee was nice enough to share with us the fact that, in their opinion, word about the home could easily be sent to all CWA retirees, through each local CWA president, due to the fact that they have a more complete list of retirees than does the International office.

They told us that they would be more than willing to suggest that local CWA presidents contact their lists of retirees, and if our resolution were altered to highlight this networking plan they believed that we would get total cooperation in getting the information about the Union Printers Home passed on to all CWA retirees.

The home was opened up to all CWA members, spouses and parents at the 1990 CWA convention in Toronto, Canada. To date, only one CWA member, who was not a sector member, has made application to the home. Sadly, that member died en route.

I am here today to ask that you not only support this resolution, but that you also support the spirit of the resolution by passing that important information on to each of your retirees, including those who are not a member of the CWA Retirees Clubs.

In an organization of this magnitude, surely there are 40 or 50 retirees who can benefit from a facility with so many outstanding features and activities for them.

The nominal maximum cost per month of \$1,700 alone should be enough to encourage people to look at the home as a possibility for a retirement location. The beauty of the grounds, and the scenic view of Pikes Peak make this a most unique

retirement possibility for any retiree.

The "Castle on the Hill," as the home is often called, will be celebrating its 100th anniversary on May 16. On the mezzanine, we have anniversary books available for our donation.

It is our hope and desire that you will join with us in once again filling the home to its maximum capacity, and, together, we can look proudly to the Union's Home for Retired Members of Labor, and it will live proudly for yet another 100 years.

While the \$1.00 donation is a suggested option, I want you to know that Sector Locals throughout the country gladly open their hearts and their pocketbooks for CWA programs which we hear about.

We are proud of our heritage as printers and mailers, and the fact that we take care of our own when they need help. Today we are now fully merged CWA members who need your assistance. Your \$1.00 donations can make the critical difference in keeping the home operating while CWA local presidents pass along information on the home to every CWA retiree.

There must be 40 or 50 retired members who desperately need the benefit of an affordable retirement location.

The dedication and loving concern of the Sector's working members who willingly support the home for only 90 retirees speaks for itself.

**PRESIDENT BAHR:** One minute.

**DELEGATE MARINO:** I appreciate your patience today, and I urge you to support this resolution.

Thank you very much. (Applause)

**PRESIDENT BAHR:** On Microphone 1, Delegate Schultz.

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

**PRESIDENT BAHR:** Before we vote to close debate, anyone who is on line that has prepared remarks, if you would like them entered into the record, bring them up to the platform, and we will see that they are included in the record.

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

Before us is Resolution 54A-92-5. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted, and I hope we follow the suggestions of Fred Leathem and, when we get home, we do everything we can to publicize this most wonderful facility. I can tell you firsthand, because I have been out there.

The Chair recognizes the Secretary-Treasurer.

... Convention announcements by Secretary-Treasurer Boe...

**SECRETARY-TREASURER BOOK:** I have an announcement, a thank-you announcement from Local 3404, and a member of theirs named Kenneth Schatsley.

Kenneth contacted a virus that destroyed his heart valves and had to have a transplant. He was able to receive this transplant last week, and is doing great. He was able to do that because of the efforts of CWA negotiations of an STAP policy, and this was done then at a very minimal cost to him and his family.

And Local 3404 and Kenneth thanks CWA, his union, for doing that. That's in Covington, Louisiana.

**SECRETARY-TREASURER BOOK:** That constitutes all the announcements, Mr. President.

**PRESIDENT BAHR:** The Platform Committee Observers for tomorrow are George Anderson, the President of Local 6127, and Earl Shirkey, Secretary-Treasurer of Local 14200. They should be at the platform at 8:45 a.m. tomorrow.

And please join me in thanking our Platform Observers for today. (Applause)

Now the invocation tomorrow will be given by Reverend James B. Murphy, and his Escort Committee will be the following:

... As the names were called, the delegates responded with a single clap of recognition...

Michele Kooker, Executive Vice President, Local 1031;

David Weiner, President, Local 1081;

Betty Diamond, President, Local 3122;

Kay Miller, President, Local 3509;

Mike Forzano, Business Agent, Local 9400;

Thomas Rowe, Delegate, Local 14201.

**PRESIDENT BAHR:** And they should report to Ken Major, Platform Sergeant-at-Arms, backstage at 8:45 a.m. tomorrow.

Don't forget those of you who qualify once again, at 6:30, the COPE Quorum reception at the Fontainebleau.

And we, Barbara, Nick and I, would like to welcome you between 7:00 and 11:00 tonight in Rooms 1765, 66 and 67. We'd be most pleased if you stopped by to say hello.

... The Convention recessed at five-ten o'clock...

## **WEDNESDAY MORNING SESSION**

**April 8, 1992**

The Convention reconvened on Wednesday, April 8, 1992, at nine o'clock a.m., President Morton Bahr presiding.

**PRESIDENT BAHR:** The Convention will please be in order. Please take your seats quickly.

For the purpose of delivering this morning's invocation, I would like to introduce to you the Reverend James P. Murphy of St. Patrick Church, Miami Beach.

**REV. JAMES P. MURPHY (St. Patrick Church):** Let us bow our heads as we pray together.

Eternal God, through the ages you have communicated your love for us and your plan for our eternal happiness. Through the ages you have chosen Patriarchs, Prophets and Apostles to speak in your name.

Today we ask your blessings on the leadership of the Communications Workers of America. Bless them with your wisdom as they guide and give direction to the members who have entrusted them with this responsibility.

Bless the members and their families with the spirit of unity and harmony that you alone can give. And as we ask these blessings in your holy name, we also

remember our deceased brothers and sisters whom we commend to your mercy. Amen.

**PRESIDENT BAHR:** Thank you, Reverend Murphy. Thank you, members of the escort committee.

Today's Platform Observers are George Anderson, President of Local 6127, and Earl Shirkey, Secretary-Treasurer of Local 14200.

Now, we have distributed at your places a copy of the arbitration decision that we mentioned yesterday, or the day before. It has overwhelming implications and we thought you would be interested in it.

I would like to introduce now a very dear friend, President Emeritus Glenn Watts, for the purpose of the Installation of Officers.

... Delegates arose, applauded, cheered and yelled "Hi Yo!"...

**INSTALLING OFFICER GLENN E. WATTS (CWA President Emeritus):** Hi Yo!

... The Delegates responded, "Hi Yo!"...

**INSTALLING OFFICER WATTS:** Thank you very much. It is not often that anyone gets a reception such as this for such a solemn occasion.

I view this morning as a rebirth for us in CWA, and I'm especially happy to be here in this room to participate in the inauguration of your newly-elected officers, all of whom I know are dedicated personally to serve you and the members of our Union well.

We, the Communications Workers of America, have built out of our own experience an organization which today stands as a great institution for justice.

We have fashioned that organization—our Union, the Communications Workers of America—according to the dictates of democratic tradition.

We have, today, taken upon ourselves a grave responsibility, a trust delegated to us by the thousands of men and women whose work makes our Union possible.

In keeping with this tradition, we have held truly democratic elections—an action by which we have chosen our leadership.

We have chosen leaders who throughout the years have demonstrated by their ability, courage and devotion that they are well-qualified to fill the sacred trust that we have placed upon them.

They have, as their creed, our common faith and a devout belief in the essential dignity of all.

This cause, throughout the Free World, finds its finest expression in unions of working men and women.

Those whom we have elected are dedicated to guide us in the never-ending struggle for industrial, social and political democracy.

" Our freely chosen officers will speak and act in our name.

It is up to us, individually and collectively, the members of the Communications Workers of America, to see that these actions are not hollow.

Theirs will be wise decisions, made in the name and the best interests of our membership and for fellow working men and women in the entire Free World.

But those statements and those decisions will only have force and effect to the extent that we support them.

In a larger sense, you, the delegates to this great Convention, must carry the trust which we have bestowed upon them far beyond the bounds of this assembly.

It is up to us to take home the faith we have demonstrated in electing them and translate that faith into concrete action.

They are a living symbol of our trust and faith and signify our belief that they will act in accordance with the responsibilities of the high positions we have bestowed upon them.

Their work of service for us and all people will be consecrated, since it is Godly work to bring justice and equity here upon this earth.

In that spirit, we ask that they demonstrate all humility in the assumption of their duties and obligations.

It is then, in the name of the membership and of the sacred cause of Free Labor, that I administer this Oath of Office to our elected Officers, reverently asking our Creator to look after them and care for them in the execution of their solemn obligations.

Will the Vice Presidents please come to the podium.

... The elected Vice Presidents came to the lectern...

**INSTALLING OFFICER WATTS:** Do you, on your honor, accept the office of Vice President and thereby the trust of Executive Board Member of the Communications Workers of America?

Do you solemnly swear that you will faithfully fulfill the responsibilities of your office and carry out decisions, orders and regulations of the duly constituted authorities of the Communications Workers of America?

Do you hereby pledge yourself to assist to the fullest extent of your ability your fellow Vice Presidents and International Officers, who comprise the Executive Board of the Union, and to uphold the Constitution of the Communications Workers of America at any and all times?

Do you swear that you will faithfully preserve the fundamental principles and traditions of a free and independent Labor Movement and pledge yourselves to defend our nations and their Constitutions?

And now, will each Vice President, one at a time, step forward, place your left hand on the Bible, raise your right hand, and pledge yourselves to the oath and sign the CWA Constitution which is beside the Bible, thus symbolizing your conviction of your oath.

**VICE PRESIDENT JAN D. PIERCE (District 1) (Raising his right hand and placing his left hand upon the Bible):** To this, I, Jan D. Pierce, Vice President, do solemnly swear, so help me God.

...The delegates applauded and cheered as Vice President Jan D. Pierce signed the Constitution of the CWA. ..

**VICE PRESIDENT PETER CATUCCI (District 2) (Raising his right hand and placing his left hand upon the Bible):** To this, I, Pete Catucci, Vice President, do solemnly swear, so help me God.

...The delegates applauded and cheered as Vice President Peter Catucci signed the Constitution of the CWA. ..

**VICE PRESIDENT GENE RUSSO (District 3) (Raising his right hand and placing his left hand upon the Bible):** To this, I, Gene Russo, Vice President, do solemnly swear, so help me God.

...The delegates applauded and cheered as Vice President Gene Russo, signed the Constitution of the CWA...

**VICE PRESIDENT ROBERT JOHNSON (District 4) (Raising his right hand and placing his left hand upon the Bible):** To this, I, Robert Johnson, Vice President do solemnly swear, so help me God.

... The delegates applauded and cheered as Vice President Robert Johnson signed the Constitution of the CWA...

**VICE PRESIDENT VICTOR CRAWLEY (District 6) (Raising his right hand and placing his left hand upon the Bible):** To this, I, Vic Crawley, Vice President do solemnly swear, so help me God.

...The delegates applauded and cheered as Vice President Victor Crawley signed the Constitution of the CWA...

**VICE PRESIDENT SUE PISHA (District 7) (Raising her right hand and placing her left hand upon the Bible):** To this, I, Sue Pisha, Vice President, do solemnly swear, so help me God.

... The delegates applauded and cheered as Vice President Sue Pisha signed the Constitution of the CWA...

**VICE PRESIDENT JANICE WOOD (District 9) (Raising her right hand and placing her left hand upon the Bible):** To this, I, Janice Wood, Vice President, do solemnly swear, so help me God.

...The delegates applauded and cheered as Vice President Janice Wood signed the Constitution of the CWA. ..

**VICE PRESIDENT VINCENT MAISANO (District 13) (Raising his right hand and placing his left hand upon the Bible):** To this, I, Vince Maisano, Vice President, do solemnly swear, so help me God.

... The delegates applauded and cheered as Vice President Vincent Maisano signed the Constitution of the CWA...

**VICE PRESIDENT JAMES IRVINE (Communications and Technologies) (Raising his right hand and placing his left hand upon the Bible):** To this, I, James Irvine, Vice President Communications and Technologies of the Communications Workers of America, do solemnly swear, so help me God.

...The delegates applauded and cheered as Vice President James Irvine signed the Constitution of the CWA...

**VICE PRESIDENT T.O. MOSES (Telecommunications) (Raising his right hand and placing his left hand upon the Bible):** To this, I, T.O. Moses, Vice President Telecommunications of the Communications Workers of America, do solemnly swear, so help me God.

... The delegates applauded and cheered as Vice President T.O. Moses signed the Constitution of the CWA...

**VICE PRESIDENT BROOKS SUNKETT (Public Workers) (Raising his right hand and placing his left hand upon the Bible):** To this, I, Brooks Sunkett, Vice President Public Health Care Workers of the Communications Workers of America, do solemnly swear, so help me God.

... The delegates applauded and cheered as Vice President Brooks Sunkett signed the Constitution of the CWA...

**VICE PRESIDENT WILLIAM J. BOARMAN (Printing, Publishing and Media Workers Sector) (Raising his right hand and placing his left hand upon the**

**Bible):** To this, I, William J. Boarman, Vice President Printing, Publishing and Media Workers of the Communications Workers of America, do solemnly swear, so help me God.

... The delegates applauded and cheered as Vice President William J. Boarman signed the Constitution of the CWA...

**INSTALLING OFFICER WATTS:** Will the members of the Executive Committee, the Executive Vice President and Secretary-Treasurer please step up to the podium?

Do you, on your honor, accept your respective offices as Executive Vice President and Secretary-Treasurer of the Communications Workers of America; and solemnly swear that you will truly and faithfully fulfill the responsibilities of your office, and, to the best of your ability, perform the duties belonging to this office, and carry out decisions, orders and regulations of its duly constituted authorities; and that you will earnestly and in good faith defend the integrity of our Union; and pledge that you will, to the limits of your ability, uphold the Constitution of the Communications Workers of America and the ideas and principles of a free Trade Union Movement and its sacred traditions, and that you will hold as part of this sacred trust conferred upon you the duty of defending our nations and their constitutions?

Executive Vice President Nichols, will you step forward, place your left hand on the Bible, raise your right hand and pledge yourself to the oath and sign the copy of the CWA Constitution which is beside the Bible, as a symbol of your resolution to fulfill the principles of your oath?

**EXECUTIVE VICE PRESIDENT NICHOLS (Raising his right hand and placing his left hand upon the Bible):** To this, I, M.E. Nichols, Executive Vice President of the Communications Workers of America, do solemnly swear, so help me God.

... The delegates applauded and cheered as Executive Vice President Nichols signed the Constitution of the CWA. ..

**INSTALLING OFFICER WATTS:** Secretary-Treasurer Barbara Easterling, will you please step forward and place your left hand on the Bible, raise your right hand and pledge yourself to this oath and sign the Constitution?

**SECRETARY-TREASURER EASTERLING (Raising her right hand and placing her left hand upon the Bible):** To this, I, Barbara J. Easterling, Secretary-Treasurer of the Communications Workers of America, do solemnly swear, so help me God.

...The delegates applauded and cheered as Secretary-Treasurer Easterling signed the Constitution of the

**INSTALLING OFFICER WATTS:** Will the President's Escort Committee bring the President to the podium?

... President Bahr was escorted to the podium...

**INSTALLING OFFICER WATTS:** Do you, Morton Bahr, as duly elected President of the Communications Workers of America, on your honor swear that you will honorably and faithfully fulfill the solemn responsibilities embodied in the office of President of the Communications Workers of America, and that you will, to the limit of your ability, perform the duties associated with this office; that you will truly and faithfully observe the Constitution of our Union at all times and will carry out the decisions, mandates, policies and objectives legislated by the duly constituted bodies of this Union; that you will honorably and faithfully strive to promote the good and welfare of the membership of the Union and working people

in our countries and throughout the free world with whom we are united in the sacred bond of labor solidarity; that you will in good faith, with an unshakable conviction and with deep-rooted courage strive to protect, defend, preserve and advance the ideas, principles and traditions of a free and independent Labor Movement; and that you will faithfully persist in the advancement of the fundamental principles and institutions of our democracies and the enduring welfare of their people?

Will you place your left hand on the Bible, raise your right hand and pledge yourself to the oath and sign the Constitution as a symbol of your resolution to fulfill this pledge?

**PRESIDENT BAHR (Raising his right hand and placing his left hand upon the Bible):** To this, I, Morton Bahr, President of the Communications Workers of America, do solemnly swear, so help me God.

... The delegates applauded and cheered as President Bahr signed the Constitution of the CWA...

**INSTALLING OFFICER WATTS:** And now, will the officers we have installed in office, the local officers, delegates, alternate delegates and visitors stand and bow their heads in solemn prayer.

Let each of us in our own way, each of us in our own words, pray for eternal guidance and strength and will from Almighty God to do His work on earth.

Let us pray.

... The Convention delegates bowed their heads in prayer...

**INSTALLING OFFICER WATTS:** The Installation is now complete.

These elected leaders of the Communications Workers of America have been duly installed in the name of the membership.

The Installation stands adjourned. (Applause)

**PRESIDENT BAHR:** We are just looking for our guest speaker.

Let me make one announcement at the outset. There were some complaints about the voting procedure in that the teller that representing the independent accounting firm looked at the ballot after you voted as their way of determining the amount of votes that had been changed or that it was a valid ballot.

Some members believed it violated the secrecy of the ballot. That will not happen again. (Applause)

On Microphone No. 2, Delegate Erma Wismann.

**DELEGATE ERMA WISZMANN (Local 7117):** I just want to call attention to the people that my name is Erma Wismann. I am President of Local 71 17, Davenport, Iowa. I will mention, as a matter of advertising for the Quad City area, that we are now the home of riverboat gambling on the great Mississippi.

With that, I want to make a short statement. Mr. President, Ms. Secretary-Treasurer, Sister and Brother Delegates, this week we made history. I was a member of the first Concerned Women's Advancement Committee, which was formed in the early '70s. I want to tell a short story.

We women have been calling for a Women's Committee for some time. Finally it was formed. A women's rank-and-file and women's staff person was appointed from each District. I was the rank-and-file from the old District 7. Guess who was appointed to Chair of our committee? John Carroll, rest his soul, and Kenny Ferguson. Basically, they had an agenda laid out for us by men. This was not



about men and women. This was about equality.

On a coffee break, several of us agreed that we resented the male Chair being appointed, and we resented the attempt to correct our agenda by males. We returned from break and raised the issue. Reluctantly, John left us on our own. We selected Selina Birch as our Chair.

We really didn't make a whole lot of progress during the day, but that evening we met in the room of Catherine Conroy, another of our great leaders who is no longer with us. At that time, we decided on several issues to take to the Executive Board.

The next morning, we reconvened. John Carroll was there again to Chair the meeting. Selina rose in all her dignity and presented our issues. John advised us that some of those issues would not be accepted. He asked each of us individually if we agreed. We did.

He then told us we didn't have our issues laid out in proper format, so we agreed to change the format but not to change the issues. The format was changed and properly typed.

We all again assembled and each individually signed the document. The first to sign was Clara Allen, from District 1, and I will never forget that. When Clara signed, she said there in our nation's capital, Washington, D.C., "I feel like I just signed the Declaration of Independence." And I am here to tell you, you could have heard a pin drop. That event still gives me the shivers today.

So I congratulate you all, men and women. We are sisters and brothers. This week, we elected a woman to the second highest office of the Union and we elected two women District Vice Presidents. Again, this is not about men and women. It is about equality.

I congratulate you all. Thank you for allowing me the privilege of sharing this bit of history. (Applause)

**PRESIDENT BAHR:** Thank you very much, Erma.

I've been telling you about our next guest speaker all week, George Kourpias, President of the International Association of Machinists.

Five years ago in Miami at the first Jobs with Justice rally, CWA members stood with the Machinists at Eastern Airlines, and we tied a new bond of solidarity with the Machinists Union that has grown stronger over the years.

And, George, you couldn't be with us on Monday evening when we marked the fifth anniversary rally, but we welcomed the Teamsters into the Jobs with Justice movement. We heard Teamsters President Ron Carey pledge that the days of their union standing apart from the rest of the Labor Movement are history, and that the new Teamsters are ready to stand with us, with the Machinists and with all union workers to put an end to the destruction of our jobs and the deunionization of America.

With the participation of the largest AFL-CIO union in the nation in the Jobs with Justice movement, the spark that we lit five years ago is burning brighter and brighter.

**GEORGE KOURPIAS (President, International Association of Machinists):** Morty, thanks so much for that very kind introduction.

Sisters and Brothers, it is a special honor for me to be here with you today to mark the fifth anniversary of the Jobs with Justice Campaign rally held here five years ago. That massive outpouring was the start of something significant in history, and continues even today.

I remember it was your President, Morty Bahr, along with my predecessor, Bill Winpisinger, who assembled our troops at that Miami rally.

And speaking of Morty, I understand congratulations are in order on his reselection. Congratulations, too, to your new Secretary-Treasurer, Barbara Easterling.

It's a real honor to serve with Morty on the AFL-CIO Executive Council. He is indeed one of America's outstanding trade union leaders. And congratulations to all of those elected to your Executive Board. The best of everything to each of you as you carry out your responsibilities in these very troubled times.

To Jim Booe, who I have known and worked with for some years, the Machinists wish you well, Jim, regarding your retirement, and the very best of health. (Applause)

I am not going to spend a lot of time dwelling on our past accomplishments and the great and historic events we, the Machinists, and you, the CWA, have accomplished together. Suffice it to say that with Morty's support and guidance, we are using Jobs with Justice to support organizing campaigns, strikes, priority issues like national health insurance and economic conversion.

It is a weapon that we together will continue to use in our common struggles into the next century. And, Morty, let me thank you and your great organization for the help and support that you gave our brothers and sisters at Eastern. It was extremely outstanding.

Well, Eastern is history now, but our struggle to rid our society of scabs once and for all will continue and we shall not give up. (Applause) We owe that to the thousands who have lost their jobs because of the anti-worker, anti-union environment that we live in.

And now we must pay attention and give our support to the UAW and its strike and its struggle against Caterpillar, and we must make sure that struggle is won. (Applause)

Sisters and Brothers, I do not have to tell you how critical this year is for all of us. You are in negotiations now with AT&T; then the Baby Bells and GTE, all this year. And we will be negotiating with the aerospace giants also this year.

But beyond that, yes, I submit more important than all of those important collective bargaining challenges, we have national elections. A big reason why we began the Jobs with Justice campaigns was because we got neither. We got neither from our national government. There were no jobs and there are no jobs for our members and their sons and daughters, and there is no justice for the working class and the middle-income Americans.

And forget about the lofty concept of worker empowerment. During the last 11 years, the time of our discontent, with first Reagan and then Bush, we could not and we cannot get justice on the job, let alone a say in what our brothers do with us and about us.

As you know, your jobs are vanishing. During the Reagan and Bush years, 100,000 of your jobs went south and east and west, just AT&T jobs alone.

We all know that Reagan and Bush policies were responsible for the loss of 2.6 million manufacturing jobs. Those are CWA jobs; those are Machinists' jobs. And in my union alone, we have lost 280,000 members and jobs since 1983; and we are losing them at a rate of 2,800 a month for the last 18 months.

Before Reagan and Bush, this nation's average manufacturing wage was first in the world. Today it is 13th. And so I say to you today, I say to you, the rallying

cry for this upcoming election must be, "Anybody but Bush." (Applause)

We must tell our members, let's give Bush the bird on November 3rd.  
(Applause)

Let's transplant that weed they call a Bush to Mexico where he wants to send the rest of our jobs.

Well, you know what the Maquiladora program along the borders has done to your jobs. (Applause)

And wait and see what happens if Bush is re-elected and the Mexico Free Trade Agreement goes into effect.

Yes, brothers and sisters, then our jobs will be scattered all over Mexico. Every sane economist predicts that the Mexican scheme will mean the loss of at least another 500,000 manufacturing jobs. And that alone should be enough to make our members shout, "Anybody but Bush!"

Our president now has a plan, a plan to keep his job. He's blaming all of his problems on Congress. He and his friends in the media have stirred the public into a frenzy about the House banking scandal.

Yes, there is some justification for public anger over congressional perks, but where is the anger over other, more basic perks that Congress and the President alike share—like the great national health insurance program that each of them have but won't give to us and our families, and the 37 million Americans who have no protection at all. (Applause)

If senators and representatives should have term limits, how about those with questionable backgrounds like Clarence Thomas, who are given lifetime appointments on the highest courts. (Applause)

Perks? Why don't we ever hear about these perks?

Does Barbara Bush need to spend \$200,000 a year on flowers? Should anti-labor secretary Lynn Martin—she who bounced 16 checks—should she be going around the country on taxpayers' expense campaigning for her boss?

Does George Bush really need \$7.2 million to operate the White House every year? How much does the swimming pool cost? The bowling alley, the gym, the movie theater? The putting green?

How about the free box seats for the President at the Kennedy Center? What do you call that?

Sure, there are perks. Sure, there are abuses. But they don't just happen in the body that is controlled by the Democratic Party.

Sisters and brothers, in the last 11 years, there has been more sleaze and corruption by government officials in high places than in any time since the days of Warren G. Harding.

Let us look at some of the allegations against some of the folks in Bush's immediate family. There is Neil Bush, who as a Silverado Bank director in Denver, approved more than \$100 million in loans to his business partners, but then said he never suspected it was a conflict of interest.

And then there is Jeb Bush, right here in Miami. He stands accused of accepting contributions as a local Republican Chairman from smugglers and other racketeers.

Or, how about Prescott Bush, who stands accused of getting more than \$250,000 for arranging investments for a Tokyo real estate firm, and in so doing

became a front man for the Japanese Mob?

And, yes, George Bush, Jr. of Dallas. Junior was a director of Harken Energy and dumped nearly \$850,000 worth of stock, just a week before that stock went tumbling down.

Isn't that against the federal law?

You do not seem to hear much about those character issues on TV or read about them in the papers. Those are the kinds of things that we have to tell our members about. That is the message we have to get across to those who are still working.

They should know that one of the biggest scandals going on in this Administration is the dismantling of the Clean Air Act, job safety and health standards and other programs we struggled for years to get. And, now Bush is dismantling these protections, destroying them all under the guise of fighting recession.

The depression that his fiscal policies, his trade policies have caused.

Yes, sisters and brothers. Our members know that Bush favors the rich, ignores the poor, and forgets the large group in the middle, and that happens to be us and our members. But they have to be reminded. They have to be reminded as often as we can, reminded of what another four years, another four years of George Bush will mean.

Reminded that they have a choice.

Reminded that there is an alternative to George Bush.

Reminded that George Bush has had four years.

He didn't lead. He's faltered and he continues to fumble, and it's time for a change. And this country is ready to go again.

We have to start without him, and I don't think he'll be missed.

Now look at his solution to the mess he got us into. First, he says that the recession is over. Then he says he wants to reward the upper one percent of the country with more capital gains tax cuts.

Well, let's not forget what happened during the Reagan years when capital gains taxes were cut. When those taxes were cut back then to supposedly stimulate the economy, unemployment in the next two years went up two full percentage points.

You know Bush hopes we don't remember that. He says his tax cuts will trickle down and create jobs and jobs and jobs.

Well, jobs for the junk bond peddlers and jobs for the bankruptcy judges, jobs for leveraged buyout manipulators.

Basically, Bush is saying he did a bad job in his first term, but stick with him and things will be different this next time around.

Meanwhile, you are supposed to take your frustrations and your anger and your shock and your worry over when your job will go, you are supposed to take that out on Congress.

Sisters and Brothers, it is the President who is charged with providing national leadership. It is the President who should be developing an industrial policy in America. It is the President's duty, in times of economic peril, to come up with jobs programs for the short term. And, yes, a progressive and growing economic

program for the long term.

Well, we in the Machinists Union, like you, my brothers and sisters in CWA, we love our country. That is perhaps what is the saddest part of the sad chapters that make up the Bush tragedy.

We used to be excited by America's greatness, the power of this truly majestic land. We believed in the American dream. We knew it was a land of hope. Our immigrant parents and grandparents waited in line to come here. Our children were taught the truth that they could be better off than we were. But, George Bush has destroyed that truth. He has ruined that dream.

There have been 10 generations since the founding of this great Republic. And you know what? This is the first generation where that will not happen, unless we change the national policy by changing the policy maker.

And I know that President Bahr shares my concerns about the future of this nation. I know you do, too. We have a big job ahead of us. You can call it political action. It is that. But you are the Communications Workers of America. And you know our job is also a communications task.

We cannot rely on the corporate media to tell the political story. They may tell us how tall each candidate is. We may find out whether or not the candidates like broccoli. But we have to be the truth squads with our members. They know something is deeply wrong in our country. But we have to tell them what to do to right those wrongs.

This election, brothers and sisters, is ours to win.

I keep telling our Machinist members that they have to work like they have never worked before on any national election. They have to work as if their jobs depend on the outcome of this election. Because, you know what? Your jobs and our jobs really do depend on this election.

So I ask you to win for the next generation. And in so doing, you will be winning for yourselves and your families.

Get the issues out, get the message out, and let's get all of our members out—and their families, too—on election day, November 3. Let's keep on raising those issues, raising hope, and, yes, raising hell. We cannot afford to wait for four more years. There will not be anything left. (Applause)

We in the IAM stand with you, behind you, and alongside you as you take on AT&T and the other giants. We are with you in your campaign for jobs; with you in your crusade for justice on those jobs; with you in your struggle to change the national Administration; with you and your President in all of your struggles for jobs and justice and the kind of America we all used to be proud of.

Don't give up. We won't. Let's march together now, so we can do a victory march together on election day. This is our chance, we may not get too many more, our chance to make a better life for that coming generation, for our families and our unions and in our country.

Thanks for having me. Let it be a reminder of all our past campaigns together. May it be a signal for even greater unity and accomplishment in the challenging times that await.

Thank you very much. (Applause)

**PRESIDENT BAHR:** Thank you very much, George, for that really compelling message.

You know, we have been talking about jobs all week, and when you hear a

union like the IAM losing them at the rate of 2,800 a month—I just add one other statistic that George shared with us at the Executive Council meeting we had in February: that the FAA had already approved, in advance of George Bush's Mexican trade agreement, that the major airlines in the United States can do the servicing of their airplanes in Mexico, at the cost of five thousand jobs currently held by Machinists members.

So, it is not only the manufacturing jobs. No job, no person anywhere, is safe as long as George Bush is in the White House. (Applause)

George, this is a token of our appreciation and a memento that we shared this day together. This is a piece of Steubenware, made by union members up in Corning, New York.

... The delegates applauded as the Steubenware was presented to Brother Kourpias...

**PRESIDENT BAHR:** Let's thank the Escort Committee for President Kourpias.

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

Steve Miller, President, Local 1129;  
Kenny Rucker, President, Local 2323;  
Bob Krukles, President, Local 3121;  
Jim Learn, President, Local 4646;  
Suzye Gardner-Marino, President, Local 14629;  
Chris Cleary, President, Local 7670;  
Judy Perez, Secretary-Treasurer, Local 9400;  
Robert Powell, President, Local 13000;  
George McDonald, President, Local 14170.

**PRESIDENT BAHR:** Would the Appeals Committee please come to the platform?

While the Appeals Committee is coming to the platform, I would like to recognize at the Privilege Mike, Brother Ferguson.

**BROTHER KEVIN FERGUSON (Local 3121):** I am a proud member here in Miami. I am an area rep for Operator Services, Directory Assistance and the Repair Clerks—Attendants. Excuse me.

I would like to apologize to the Convention for offending any person with "Robot" postcards. I thought of this idea while buying postcards myself in a Miami store. There were five pictures the Operators chose from, the one voted most likely to sell and get the word out was printed, and the other four were a lot less risqué, but did not receive as many votes.

We in Miami have Southern Bell and AT&T Operators. We also have Business, Repair Clerks, Directory Assistance, that are all affected by the robotic upsurge. We have sold "Robot" T-shirts, bumper stickers, have run ads in a local newspaper, passed out buttons, leafletted grocery stores. We had operators put stickers on phones throughout Miami, explaining how to bypass the robot. All of this was done on volunteered time at no cost to the national or local.

With the money made at this Convention we had hoped to buy a billboard in Miami at a cost of \$5,000 and up. That is how much it costs in Miami for billboards. It does not look as if we will be able to do this.

Please don't forget the cause that we as CWA Operators are trying to fight for. I am asking that a collection be taken up for a billboard in Miami. Once again, I am

very, very sorry. I did not, and the Operators did not, mean to offend anyone with the postcards.

Thank you. (Applause)

**PRESIDENT BAHR:** Thank you, Brother, for those remarks. (Applause)

Let me introduce the Appeals Committee.

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

Ruth Marriott, Secretary, Local 2252;  
Dean Franklin, President, Local 6012;  
Madelynn Wilson, President, Local 7818;  
Jerry Ahue, President, Local 14921;  
Salvatore LaCause, President, Local 4302, Chair.

**CHAIR SALVATORE LaCAUSE (Local 4302, Chair of the Appeals Committee):** Thank you, Mr. President.

The Appeals Committee convened on April 1 through April 5, at the Fontainebleau Hilton Hotel, for the purpose of reviewing and disposing of appeals referred to it in accordance with the CWA Constitution and the Internal Appeals Procedures of the Union, as established by prior Conventions and/or the Executive Board.

The Committee was available on April 4 and 5 between the hours of 2:00 p.m. and 6:00 p.m. Outside of these hours, the Committee was available by appointment.

Before I read our appeal, I would like to thank my Committee for the hard work and effort they have made.

#### **APPEAL NO.1**

On March 10, 1992, Charles A. Harrington appealed the decision of the CWA Executive Board concerning the election of officers in Boston Typographical Union Local 13/CWA 14117.

The appeal is over whether or not mail absentee ballots should be sent to all retirees or just those who request them. Article IV, Section 18 of the Sector Bylaws reads:

Section 18. Local unions shall permit their members to cast an absentee ballot in Sector, chapel and local union elections and referendums under the following conditions and regulations:

(a) Members eligible to receive an absentee ballot shall include (1) all members not attached to any newspaper or commercial shop chapel, (2) all members absent from the jurisdiction of the local union on the days fixed for personally casting ballots, (3) all retirees, and (4) members who are unemployed or otherwise unable to vote, including members residing in the Union Printers Home.

(c) An official ballot without political literature of any nature, an envelope without any markings or identification, a larger envelope addressed to the election board of the local union, and instructions for use of absentee ballot incorporating the provisions of this section shall be mailed to all eligible members.

It has been consistently interpreted to require that absentee ballots be mailed to all retirees without requiring a written request. Three appeals in 1987 each addressed this question. In addition, the Sector Executive Council Document A-321, issued on May 26, 1989, addressed this question and interpreted it

definitively. The Sector Bylaws supersede Local 13's Bylaws which require a written request for an absentee ballot.

The Appeals Committee recommends that the CWA Executive Board's decision be upheld and the appeal of Charles A. Harrington be denied.

Thank you.

**PRESIDENT BAHR:** You heard the motion. is there a second?

... The motion was duly seconded...

**PRESIDENT BAHR:** Seconded from the floor.

On Microphone No. 3, Delegate Heffernan.

**DELEGATE JAMES M. HEFFERNAN (Local 14117):** Good morning, Brothers and Sisters. I rise to support the Appeals Committee. My name is Jim Heffernan, Local 14117 from Boston. Appellant Harrington refused to distribute ballots as required by the laws of the union. He was tried and found guilty of contempt by the Union Disciplinary Committee. He has been fined by the Local Union and to this day has refused to pay the fine imposed upon him.

This appeal is a repeat of identical appeals made by Mr. Harrington in the past, all of which appeals have been denied, and this appeal before you today should be denied too. Thank you. (Applause)

**PRESIDENT BAHR:** Microphone No. 5, Delegate Henning.

**DELEGATE WILLIAM HENNING, JR. (Local 1180):** The first question is—I think probably it has been answered by the previous speaker. But was this appeal by Brother Harrington that these absentee ballots be mailed out? Or was it, as I now understand, an appeal from disciplinary action taken against him by the Local Union?

**PRESIDENT BAHR:** No. His appeal was that ballots should not have been mailed out unless they were requested.

**DELEGATE HENNING:** And the appeal before the Convention, as I understand it, is over the charges on a trial that was taking place in the Local?

**PRESIDENT BAHR:** No. It is strictly over the question of whether the retirees should have had to request a ballot, or whether they automatically would get one, like everybody else. That is the appeal before this Convention.

**PRESIDENT BAHR:** On Microphone No. 3, Delegate Petersen.

**DELEGATE ROBERT J. PETERSEN (Local 14200):** I rise to support the decision of the Committee on Appeals. Our Local has followed the process for many, many years provided for in our constitution and bylaws under the International Typographical Union, and now under the Communications Workers of America, of providing absentee ballots for our retired members.

They are required to pay a minimal amount of dues each month, and as long as they live they are entitled to the ballots. It is a democratic process. That is one of the reasons we joined with CWA, because you also have such a democratic process.

Our retirees have spent many years devoting themselves to this Union. They want to continue to participate. They are provided for in the constitution and bylaws, that participation.

Charles Harrington, from Boston, decided that each retiree would be required to request a ballot before that person would be entitled to vote. I do not think that is



in the best interests of this Union, and I am happy to hear that our Sector Vice President, Bill Boarman, ruled against such a process. Our General President, Morty Bahr, ruled against such a process. The Executive Board ruled against such a process. And now the Convention Appeals Committee has ruled against such a process.

I urge you to support the Committee on Appeals. (Applause)

**PRESIDENT BAHR:** There are no other delegates at a microphone. Before us is Appeal No.1.

All those in favor of the Committee's report indicate by raising your hand. Down hands. Opposed by like sign. The Committee report is adopted. (Applause)

And I think all of us who were here last year take specific note that it has been quite different. And with the thanks of the Convention, the Appeals Committee is discharged. Thank you very much. (Applause)

Would the Defense Fund Oversight Committee come to the platform..

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

The members of the Committee are: David Layman, Local 2204; David Prather, Local 3204; Greg Riemer, Local 4309; James Allen, Treasurer of Local 6215; Ron Cook, Local 7400; T. Santora, EVP, Local 9000; Frances Rotkiske, EVP, Local 13500; Arthur Cheliotis, President of Local 1180; and Jim Booe, still a member; and Bob Lilja, President of Local 1104, Chair. Bob.

**CHAIR ROBERT LILJA (Local 1104):** Good morning.

For the purposes of reading the Defense Fund report, I would like to introduce David Layman. David will start.

... The sections of the Defense/Members' Relief Fund Oversight Committee to the 54th Annual Convention, were read by various members of the Committee as follows:...

## **REPORT OF THE DEFENSE/MEMBERS' RELIEF FUND OVERSIGHT COMMITTEE**

In compliance with previous Convention actions, the Defense/Members' Relief Fund Oversight Committee met a number of times since our last Convention. Our activities included the following:

- Elected a Chairperson and Co-Chair.
- Reviewed the investment policies and found them to be in order. (See Financial Statements and Report of Internal Auditors; Statement of Assets, Liabilities and Funds balances.)
- Assisted the Defense Fund Director in developing Defense Fund and Members' Relief Fund Ground Rules.
- Reviewed problems that arose regarding payments to strikers in the Summit County Children's Service and Austin CableVision bargaining units.
- Met with Executive Board to discuss points of mutual concern.
- Reviewed the MUMS\* strike check processing programs from the Secretary-Treasurer's office.

- Reviewed booklet entitled "Conducting A Successful Strike."
- Met with 1992 Finance Committee to discuss points of mutual concern.

**DEFENSE FUND**

- Expenditures Made on Approved Open Accounts:

Approved February, 1991, \$150,000—Mobilization, AT&T Action Plan (6/1/91 to 2/29/92 expended \$27,031—Total to date \$48,427 account open)

Approved March, 1991, \$200,000—Mobilization, New Jersey State Workers (6/1/91 to 2/29/92 expended \$19,841—Total to date \$129,808 account open)

- Strike Related Expenditures from Defense Fund: June, 1991 to February 29,1992

Austin CableVision

Medical payments, \$54,010

Local Strike Expense, \$10,835

Summit County Children's Service

As of February 29, 1992, the Defense Fund had a deficit balance of \$1,477,903. It is expected that the projected income levels will cover the outstanding loan obligations. The remaining loan payments to Zendentsu are due during June and December, 1992. Unless other strikes occur, the Defense Fund should return to a positive balance this Fall.

**MEMBERS' RELIEF FUND**

The new Members' Relief Fund started paying a striker benefit in March, 1991. As of February, 1992, the Fund had a balance of approximately \$17.8 million. The current income rate is approximately \$1.3 million per month. MRF Expenditures (June, 1991—February 29, 1992)

Bargaining Unit-----	Amount Advance
Kentville Publishing Co. PPMWS -----	\$18,650
Summit County Children's Services	
Local 4546 -----	\$81,255
Austin CableVision, Local 6132 -----	\$120,550

**RECOMMENDATIONS**

The Members' Relief Fund became the primary means of assisting strikers in March of 1991. Since then, we've had experience with strikes in Ohio, at Summit County Children's Services, and in Texas, with Austin CableVision.

The difficult nature of those disputes helped us see the need for our Union to have greater flexibility in utilizing the Members' Relief Fund to protect CWA strikers when employers cause us to strike.

It is the Committee's desire to see the Members' Relief Fund grow to a size that serves as a deterrent to employers from even considering forcing CWA to strike in the future.

The Committee is recommending the following changes to the authority and responsibility of the Executive Board and Defense/Member's Relief Fund Oversight

Committee relative to the administration of the Members' Relief Fund.

The recommendations are:

Amend the CWA Defense Fund and Members' Relief Fund Rules to add:

1)

Part III, Sec. C2e: Authorize expenditures from the CWA Members' Relief Fund, in addition to established weekly payout, for items connected with approved CWA strikes by a two-thirds vote of the CWA Executive Board and a two-thirds vote of the Defense Fund Oversight Committee.

2)

Part III, Sec. D10: May authorize expenditures from the CWA Members' Relief Fund, in addition to established weekly payout, for items connected with approved CWA strikes by a two-thirds vote of the Committee and a two-thirds vote of the CWA Executive Board.

**PRESIDENT BAHR:** Bob.

**CHAIR LILJA:** I'd like to make a motion to accept the recommendation of the committee.

... The motion was duly seconded...

**PRESIDENT BAHR:** Okay. The Chair receives the report and what is before the Convention is the recommendation at the bottom of page 2 and the top of page 3. The amendment to the rules. That's what's before the body.

On Microphone No. 4, Delegate Evans.

**DELEGATE LESLIE D. EVANS (Local 2108):** Good morning, Morty and my Fellow Delegates.

Five years ago at our Convention here in Miami the delegates to the 49th Annual Convention took a historic step forward. We as a body decided it was time to find a way to finance a true Strikers Relief Fund, a fund which would be available to all members forced to walk a picket line because of management greed.

A war chest, if you will, to cause greedy management to think twice before forcing us onto the street in a strike situation.

Three years work of conventions went by with much discussion, changes, tabling motions, reports and so forth, and then we arrived in Toronto.

You'll recall in Toronto a great deal of discussion took place surrounding the idea of a dues increase to finance this fund. No less than five amendments to the Defense Fund Oversight Committee Report were proposed.

There was major concern on the part of our sisters and brothers representing members in the "Right-to-Work for less" states about this dues increase, and understandably so. Yet we passed that increase and began funding the Members' Relief Fund.

They, like the rest of us, have now sold this dues increase by assuring our members that money will be available to them in a strike situation.

We were assured that this money—\$50 per striker per week—would be available for use by the local for assistance.

Now I may be wrong, but I believe the old defense fund we had prior to 1990 was intended for use by the locals for assistance, but as we are all very much

aware, that money for one reason or another was never adequately there.

A question was asked at the Toronto convention why didn't we just keep the defense fund as it was and simply better finance it with the dues increase.

The answer that came back was that the feeling was we needed to keep this money in a completely separate fund so as to avoid the type of problems we had with the old defense fund—we needed to keep this money separate so we could assure our members the fund would become the "war chest" many of us hope it will.

Before you today is a proposal with the potential for stifling all of our efforts.

Before you today is a proposal with the potential to re-open the "Pandora's Box" that was the old defense fund.

The rules we passed in Toronto for the Members' Relief Fund were clear. The rules spell out the way the money can be spent on direct payout to benefit strikers.

What you have before you as part of this report would change that. What you have before you would allow for us to get right back into the same situation we were in with the old defense fund.

I say let's not allow this to happen. I say let's not allow what took three conventions to get passed and two years since that time to sell to our membership and throw it away with one vote this morning.

Fellow delegates, I urge you to vote against this recommendation. Let's leave the Members' Relief Fund for the purpose for which it was intended, direct relief to the members. (Applause)

Vote no to the recommendation. Let's keep the hands out of the pot. Thank you. (Applause)

**PRESIDENT BAHR:** Microphone No. 5, Delegate Nelson.

**DELEGATE GERALD L. NELSON (Local 4100):** Thank you, Mr. Chairman. My question is, in my mind the Defense Fund and the Strikers' Relief Fund are now separate.

The Defense Fund will be used for the exclusive use of the strikers, excuse me, the relief fund. The Defense Fund now will not be used for strikers but by a two-thirds vote by the recommendation of the Executive Board and the Committee to determine how it will be used. Is that correct?

**PRESIDENT BAHR:** I refer that to the Chair of the committee.

Did I answer your question?

**DELEGATE NELSON:** That's good.

**PRESIDENT BAHR:** You are entitled to a second question.

**DELEGATE NELSON:** Under the Defense Fund rules, the rules already have the need for a two-thirds vote in order for the expenditures to be made by the Executive Board and the Oversight Committee, is that true?

**CHAIR LILJA:** The two-thirds vote by the Executive Board and the Defense Fund Oversight Committee only come into play if money is being taken out of the Defense Fund, not the Members' Relief Fund, but the defense fund for purposes other than an authorized strike.

At the present time, the way the rules read, neither the committee nor the Executive Board have the authority to take any money other than the \$50 per striker per week out of the Members' Relief Fund for members' relief only.

With the recommendation that we have on the floor, it would give the Defense Fund Oversight Committee by a two-thirds vote and the Executive Board a two-thirds vote the authority to change the amount of money coming from the Members' Relief Fund for authorized strikes only and for members' relief in those authorized strikes only.

**DELEGATE NELSON:** Thank you.

**PRESIDENT BAHR:** Let me, so that I understand the issue, and the committee can correct me if I am wrong, we are talking about the \$50 a week that the Convention has authorized.

What this amendment says, that between conventions should a situation arise in a particular strike, that in the judgment of two-thirds of the committee and of the Executive Board, payments higher than \$50 are warranted, they would have the authority to do it, is that correct?

On Microphone No. 3, Delegate Magee.

**DELEGATE CARROL MAGEE (Local 6215):** Chairman and fellow delegates, I rise in support of the Defense Fund.

In 1990, when we elected these fine members to serve us, we placed our trust in them wholly. They have spent countless hours and intense debate to come to this conclusion. We have no need to think there are any hidden agendas, nor should we tie their hands and their ability to perform for us.

This change allows the committee to give additional help to any bargaining units that might get caught in a prolonged strike. I urge the delegates to this Convention to support the Defense Fund Report. I think it is quite unfair that we would elect those from the rank and file and then shackle them.

I urge your support. (Applause)

**PRESIDENT BAHR:** On Microphone 4, Delegate Hughes.

**DELEGATE JEFFREY L. HUGHES (Local 2100):** President Bahr, fellow delegates, I rise to seek your support in defeating the proposal from the Defense Fund Committee.

Thirty-five years we have had a Defense Fund that has been able to amass only \$20 million. In 1986 we realized that this money was not adequate to cover needs. We then spent four years of debate and many hours of discussion, fighting and searching for the proper mix of adequate members' relief funds. We established at the 1990 Convention in Toronto, Canada, a Defense Fund and a Members' Relief Fund. We adopted ground rules for the Defense Fund and the Members' Relief Fund, and in those rules we determined that a \$50 payout would be made to a striking participant of a strike.

Out of that \$50 we could disburse it either as a \$50 flat pay out, take some of it and put it aside for needs-based payments, and give a stipend to the striker.

We have a responsibility to determine that payout. We did that in our district meetings, and District 2 decided on a \$50 payout, flat, no money held in reserve for members' relief, for mortgage assistance, for the payment of repossessed cars.

Given that, what we are asking the committee to do—we don't want to make a responsible decision; we want to tell the members, "Here is your \$50, and when you need more money, we are going to go back and seek it."

This will allow a political decision to be made to increase payouts on a selective basis.

I don't think we should be discussing any increase in selective payout. What

we should be discussing is the increasing of a flat payout. If we need more money, let's make it \$75. If we need more direction, let's say 5 percent, 10 percent, 50 percent of that money must be set aside for needs-based payments.

Let's keep the thing pure, that is the reason why we wanted it, the reason to make it fair and make it equitable, and that is what we promised our members. If we amend it, we are going back to what we had prior to the enactment of the Members' Relief Fund.

I urge that you vote against the committee's recommendation. Thank you.  
(Applause)

**PRESIDENT BAHR:** On Microphone 5, Delegate Kelly.

**DELEGATE JOHN D. KELLY (Local 1033):** Good morning, members of the Convention.

My question is very simple. It refers to the Defense Fund and specifically to open accounts. If an account—

**PRESIDENT BAHR:** You are out of order. We are on the recommendation and not on open accounts. You are entitled to another question.

It is off the motion. The question is not on the motion. It would be in order after this motion is disposed of. Okay?

**DELEGATE JOHN KELLY:** Okay.

**PRESIDENT BAHR:** On Microphone 5, Delegate Holbrook.

**DELEGATE JAMES W. HOLBROOK (Local 6215):** To the chairman, will this recommendation allow the Executive Board to spend the money from the Members' Relief Fund for organizing or any other thing, other than strikers' relief, in the event of a strike, Bob?

**PRESIDENT BAHR:** The mike is not on, but he said no, it will not.

**DELEGATE HOLBROOK:** Is it on now?

**CHAIR LILJA:** It will not. The Strikers' Relief Fund—the language is clear in the rules that the only—that any money coming out of there must be spent on the strikers' relief, for strikers' relief. That is the only money that can be spent out of here.

**PRESIDENT BAHR:** You are entitled to a second question, Jim.

**DELEGATE HOLBROOK:** A second question: Why did the committee recommend this to the Convention, Bob?

**CHAIR LILJA:** For the first time in the history of the CWA we had a strike down in Austin, Texas. Austin CableVision. And the way the Members' Relief Fund, the Strikers' Relief Fund, is set up, we had some members that were about to lose their homes and their cars and so forth and so on.

They wrote a letter to the Defense Fund Oversight Committee. At our meeting we reviewed the letter. They were asking for help. We reviewed all the rules for the Members' Relief Fund and very simply there was no way to help the people that were losing their homes, no way at all. People were being evicted out of their apartments and were losing their homes and their automobiles, and there was no way for us to help them.

We have a fund sitting there at the present time. Right now we have \$19 million in that fund, and someone is going to lose their home for lack of a five or six hundred dollar payment. It is a crime to have that happen. (Applause)

If this Union has \$19 million in a fund for strikers' relief, and someone is losing their home, and we can't do anything for them, something is wrong.

We are not a bank. We are a union, and we are supposed to take care of each other, and that includes people on strike. (Applause)

**PRESIDENT BAHR:** On Microphone No. 1, Delegate Clark.

**DELEGATE FRITZ CLARK (Local 1111):** Mr. Chairman, I would like to propose an amendment that I think would clear this up and make the recommendation read as follows:

Part III, Section C2e: Authorize expenditures from the CWA Members' Relief Fund to increase the established weekly payout for approved CWA strikes by a two-thirds vote of the CWA, and the same change if it carries over to the same paragraph on the next page.

If I get a second, I would like to explain what I think that will do. (Applause)

. . . The motion was duly seconded..

**PRESIDENT BAHR:** Seconded from the floor. You may speak your motion.

**DELEGATE CLARK:** It appears to me the concern against the committee's recommendation is that we are going to let this money be used for other strike-related purposes. It was my understanding, being very much concerned for the need for this, and participating in the debate as we established the Members' Relief Fund, that as the money grew, which we hoped it would over the years, that we would be able to increase that payout for members' relief.

I really think the opposition to this committee's recommendation is that the way this is worded, it sounds pretty good, and Bob's explanation clears it up some, but I think by amending this to say that the two-thirds vote of the Executive Board and the Oversight Committee could increase the payout to strikers, that is what the intent of my amendment is, and it would not be objectionable. If we got the money there, and in the judgment of those who administer the funds, they say it is there, by all means we should do the kind of thing Bob pointed out.

Our fear is this opens the door wider than that, that this says things "in addition to," and we would be tempted to buy buildings, then, with it or, you know, some of the things that were objectionable over the years.

I might not have a grasp on exactly the right wording, but I think we could make an improvement here if we do this right and simply say we authorize our Board and our Oversight Committee to increase the payout to strikers and not just say "in addition to established weekly payout." You would authorize anything you want to, which I think it says.

**PRESIDENT BAHR:** Thank you, Fritz.

All those in favor of the amendment signify by raising your hand. Down hands. Opposed by like sign. The amendment is carried.

On Microphone 3, Delegate Owen.

**DELEGATE CARLA OWEN (Local 6201):** I want to ask for the support of this motion. I support the committee. I feel that the committee has worked hard and long in making this decision for us. I have my trust in the committee because I know that it is something that was not just decided on overnight.

The committee spent many hours, looked at many angles to work the Defense Fund for us, and we need to be careful not to change something that we have looked at briefly here and trust that the committee has spent this time to look at every angle for each of us. Thank you. (Applause)

**PRESIDENT BAHR:** At Microphone No. 1, Delegate Pappas.

**DELEGATE JAMES G. PAPPAS (Local 2336):** I move the question.

. . . The motion was duly seconded..

**PRESIDENT BAHR:** The motion has been made to close debate. There is no debate on the motion. All those in favor of the motion to close debate signify by raising your hand. Down hands. Those opposed, by like sign. Debate is closed.

The motion, as amended—I want to make it clear again—would only change to the extent that two-thirds of the committee and two-thirds of the Executive Board between Conventions would have the authority to increase the amount over \$50 in an authorized strike.

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

Please join me in thanking the committee for another year of good work. (Applause and cheers)

... Cry of "Point of order."...

**PRESIDENT BAHR:** State your point of order. Microphone 5.

**DELEGATE JOHN KELLY (Local 1033):** I have a question—

**PRESIDENT BAHR:** I am sorry. Would the committee come back? You are right. You are right.

**DELEGATE JOHN KELLY:** Thank you.

**PRESIDENT BAHR:** Go ahead with your question.

**DELEGATE JOHN KELLY:** My question is very simple. It refers to the Defense Fund section of the report. I would like, first of all, a definition of "an open account." If an account is open, does that mean if it is approved and all the funds are not expended, then further funds can be expended to the extent allowable?

**PRESIDENT BAHR:** That is correct. And it is spent under the authority of the appropriate vice president of that unit and the President. And then it is reported to the committee.

You are entitled to a second question.

**DELEGATE JOHN KELLY:** So, no two-thirds majority is needed on further expenditures.

**PRESIDENT BAHR:** That is correct.

**DELEGATE JOHN KELLY:** Thank you.

**PRESIDENT BAHR:** You are welcome.

I assume you mean within the approved amount.

**DELEGATE JOHN KELLY:** Yes.

**PRESIDENT BAHR:** Okay. We apparently have some more questions on the report. Microphone 5, Delegate Agnew.

**DELEGATE MICHAEL A. AGNEW (Local 2336):** Morty, can you tell us how much money is in the existing CWA Printing, Publishing and Media Workers Sector Defense Fund?

**PRESIDENT BAHR:** Nine million dollars. You are entitled to a second question.



**DELEGATE AGNEW:** Thank you. Will that money be added to the existing CWA Defense Fund in 1993, when the merger becomes complete, and will that money be available to all CWA members as our existing Defense Fund money is now?

**PRESIDENT BAHR:** No, it will not, because the members in the Sector, in addition to paying what all of you pay, pay an additional amount that is dedicated to that particular Sector.

**DELEGATE AGNEW:** Thank you.

**PRESIDENT BAHR:** On Microphone 5, Delegate Moss.

**DELEGATE THOMAS E. MOSS (Local 2201):** My question is directed to the committee: Did your committee feel that the strike in Austin was being conducted responsibly?

**CHAIR LILJA:** The strike in Austin is none of our business. We had no decision or no discussion on whether the strike was being conducted properly or not. That is the Executive Board's job, not the job of this committee. (Applause)

**PRESIDENT BAHR:** You are entitled to a second question.

**DELEGATE T. E. MOSS:** Was your recommendation driven somewhat by the Austin strike's handling?

**CHAIR LILJA:** Please repeat the question.

**DELEGATE T. E. MOSS:** Was the recommendation of the committee driven somewhat by the handling of that Austin Cablevision strike?

**CHAIR LILJA:** By the handling of it?

**DELEGATE T. E. MOSS:** The way it was being conducted, yes.

**CHAIR LILJA:** As I said, we did not have any input or any information on the way it was being conducted. That is not the purpose of this committee.

**DELEGATE T. E. MOSS:** Thank you.

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

**DELEGATE WILLIAM HENNING (Local 1180):** I would like to ask the Chair of the committee if he believes that the motion just passed meets their intent in their recommendations, that they would have the flexibility to save strikers' homes or cars or any of that kind of thing?

**CHAIR LILJA:** I didn't hear the last part of your question, Bill.

**DELEGATE HENNING:** Do you believe, Bob, that the motion we just adopted to increase the weekly payout allows the flexibility to do what I understood to be your intent in the report of the committee, to be able to save people's homes and cars?

**CHAIR LILJA:** Yes.

**DELEGATE HENNING:** Thank you.

**PRESIDENT BAHR:** Microphone 5, Delegate Evans.

**DELEGATE LESLIE D. EVANS (Local 2108):** This question is for the committee. Under the Defense Fund portion of the report, that portion that was reported outspent towards medical payments in the Austin CableVision strike, what was that for exactly?

**CHAIR LILJA:** The money that was expended for medical payments was to

pay COBRA for a couple of people, and to self-insure, to pay medical problems that people had.

As a rule, only the people that have an ongoing health problem, such as a serious heart condition, a bad back, or somebody who is pregnant—the Defense Fund director may elect to pay the COBRA for those people and self-insure for everybody else.

**PRESIDENT BAHR:** You are entitled to a second question.

So, I am not quite sure whether that money properly came out of the Defense Fund or should it come out of the Members' Relief Fund?

**PRESIDENT BAHR:** It was quite clear the only thing that could be paid out of the Members' Relief Fund is spelled out. Out of the Defense Fund, it paid the things you mentioned. In addition to that, medical payments, where necessary. And additionally legal expenses directly related to the strike, people getting arrested and things of that nature.

Seeing no one else at a microphone, once again we thank the committee for a great job. (Applause)

Barbara? She is not used to her new job yet.

Secretary-Treasurer Easterling, for some greetings and announcements.

**SECRETARY-TREASURER EASTERLING:** I was doing COPE and legislation back there.

I have two messages to read—greetings.

Dear Friends:

I send you greetings as you meet for the 54th Annual Convention of the Communications Workers of America.

Long distance communication is the essence of modern life. As communications workers, the members of your union are the heart of our economy and our culture, and contribute daily to the strength of our nation. Across America, millions of your fellow citizens are indebted to you for the outstanding work that you do, and for the skills that you bring to your duties. You can take genuine pride in the quality of your labors, and in the matchless contributions that you make to all of our lives.

I wish you every success in your deliberations in Miami Beach, and extend to you my best wishes in all of your endeavors as a union in the coming year.

With all good wishes, I am,

Sincerely yours,

s/Edwards J. Markey, M.C.,

Chairman

Subcommittee on

Telecommunications and Finance

The next is from the Coalition of Labor Union Women.

Dear Morty:

On behalf of the officers and members of the Coalition of Labor Union Women, I offer greetings of solidarity to the 54th Annual Convention of the CWA.

Your Convention theme "Catch the Spirit—and Pass it On" most certainly evokes an image of a rising, soaring spirit on the move again and what better way

to describe the American worker.

We are being asked to organize, we will. We are being asked to mobilize, we will. Working people must put a progressive president in the White House. Then, and only then, will we be able to dream again, to aspire again, to attain again.

The CWA has always stood with us in our shared struggle to bring justice to working women—and men. On behalf of the officers and members of the Coalition of Labor Union Women, I take this opportunity to wish you much success in your endeavors.

convention!

Best wishes for a fruitful

My best personal regards.

In Unity,

e/Joyce D. Miller, President

And now, some announcements.

I am not sure if this was being distributed outside or if it has just been made available to some of us, but I know that the taxi drivers are making you aware of how much cheaper you can travel from the Fontainebleau to the airport.

You are to be reminded that the taxis are not union. The Super Shuttle vans are union. And therefore, we ought to be using them. (Applause)

We have a local president from Ohio who was very instrumental in organizing the United Ohio Unit, in 1966, and he served as president of his local and has been on every bargaining team since that time.

A good friend of mine that I have had an opportunity to work with, that is Johnny Kidd. And it is his 52nd birthday today. Happy birthday, Johnny. (Applause)

An announcement from Marilyn Bush, from the Jacksonville Local 3106 Retired Members' Club, has won the raffle for \$100. She should see Nancy Harrison, Marilyn.

On Monday, we stood with the Teamsters to demand Jobs with Justice for all the workers at Ryder. Today, we can take the next step in demanding Jobs with Justice. The Sergeants-at-Arms are distributing petitions addressed to the CEO of Ryder, which will call on him to divest his substandard companies, stop the layoffs, and stop subcontracting. I am sure each of you will sign that letter and send a message for Jobs with Justice.

Jim Irvine and I am sure all the CWA telephone operators would want to remind you that Mother's Day is coming up. And on Mother's Day, all of CWA and your friends and families should use a live operator as they call their mothers and other family members. (Applause)

It is a big day in the industry. You want to be sure to take the time to thank the operator for working on Mother's Day and being away from their family to provide excellent live telephone service.

The operators will be working at a pace that will provide the customer with the best personalized service that day. (Applause)

... Further Convention announcements...

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

**CHAIR LOIS GRIMES:** Thank you, Mr. President.

The Chair recognizes Delegate Bernice Zickwolf.

The next is from the Coalition of Labor Union Women.

**DELEGATE BERNICE L. ZICKWOLF (President, Local 1039):** If the delegates will please turn to page 9 of the Resolutions Committee report, I will read the resolved of Resolution No. 54A-92-6

## **Resolution 54A-92-6 COMPREHENSIVE OCCUPATIONAL SAFETY AND HEALTH REFORM ACT**

Twenty-two years after the enactment of the Occupational Safety and Health Act (OSHA), the promise of a safe and healthy workplace for all American workers remains unfulfilled.

In sharp contrast to OSHA's statutory guarantee of a humane place of employment, more than 10,000 workers were killed on the job last year. Stated another way, an average of one worker died on the job every 12 minutes of each workday in 1991!

Moreover, nearly 2 million employees suffered a disabling injury at their workplace last year. This means that a worker experienced a disabling injury on the job every 13 seconds of each workday in 1991.

As disturbing as these statistics are, it is important to look beyond them and understand that those workers who have been victimized by this carnage on the jobsite are our husbands, wives, sons, daughters, mothers and fathers.

This most tragic aspect of these workplace fatalities and crippling injuries is that many of them could have been avoided if the federal government had rigorously enforced the Occupational Safety and Health Act.

The Department of Labor employs only 1,200 inspectors to ensure compliance with our nation's basic safety and health law at more than 3 million places of employment.

This law enforcement has resulted, in large part, because during the last 11 years, the Reagan and Bush Administrations have viewed OSHA's purpose as to protect business from government regulation rather than to protect workers from safety and health abuses on the jobsite.

To provide meaningful protection to employees at their workplaces, Sens. Ted Kennedy (D-MA) and Howard Metzenbaum (D-OH), along with Rep. Bill Ford (D-MI), have introduced in Congress the Comprehensive Occupational Safety and Health Reform Act, S.1622 and H.R.3160.

This legislation requires employers to establish safety and health programs for the purpose of reducing hazards and preventing injuries and illnesses to employees.

The bill also mandates that employers of 11 or more workers form safety and health committees comprised of an equal number of employee and employer representatives. Joint labor-management safety committees are not a new idea. They date back 78 years to 1914 when the United Mine Workers negotiated successfully for the creation of such committees to address safety and health hazards at mines in the state of Washington. The existence of labor-management committees are currently required by law in the states of Washington and Oregon. Along a related line, many industrialized democracies have adopted laws establishing labor-management safety committees including Sweden, Belgium, Germany, Finland, and Norway, as well as most Canadian provinces.

In addition, the legislation increases criminal penalties for employers who commit knowing, willful violations that cause a worker's death or result in serious bodily injury. Under present law, the maximum penalty for a willful violation by an employer that causes a worker's death is a six-month prison sentence. Only one employer has been sent to jail for such a violation since the Occupational Safety and Health Act became law in 1970.

By contrast, the maximum criminal penalty under federal law for harassing a wild burro is one year in jail and seven people have been jailed for this offense!

Of special interest to CWA members and other workers who use video display terminals (VDTs) to earn their living, the bill stipulates that the Occupational Safety and Health Administration publish an ergonomics standard within two years to address the growing number of cases of repetitive motion injuries, such as Carpal Tunnel Syndrome, that may result from such work.

From a similar perspective, the bill extends the protection of the Occupational Safety and Health Act to public workers employed at the federal, state and local level. Hundreds of thousands of public workers are not afforded federal protection for on-the-job health and safety hazards.

Congress needs to move rapidly to enact the recently introduced legislation. Urgent action is needed because with each workday that passes, one worker will die every 12 minutes at a jobsite while thousands more will suffer a disabling injury, if the present rate of slaughter at America's workplaces continues.

**RESOLVED:** The Union shall take a progressive and preventative approach to health and safety such that we not only react to our membership's injuries and illnesses, but also do more to actively prevent them from occurring in the first place, by encouraging the task of educating, mobilizing and safeguarding our members on the job.

**RESOLVED:** That to achieve this goal, CWA will urge Congress to pass promptly the Comprehensive Occupational Safety and Health Reform Act, S.1622 and H.R.3160.

Mr. President, the Resolutions Committee moves the adoption of Resolution No. 54A-92-6, entitled "Comprehensive Occupational Safety and Health Reform Act."

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

... The motion was duly seconded...

**PRESIDENT BAHR:** On Microphone No. 3, Delegate Crowe.

**DELEGATE PAT CROWE (Local 6201):** President Bahr, Brothers and Sisters: I rise before you in support of Resolution 54A-92-6. The statistics that are reported in this resolution should make us more aware of the fact that we, as Labor leaders of this great union should reinforce our efforts to push for the passage of the Comprehensive Occupational Safety and Health Reform Act.

It is a disgrace that for 22 years, after the enactment of this act, that we are still lacking the assurance that our employers will provide us with a safe and healthy working environment.

This legislation will require employers to establish a safety and health program that will pass and the bill will also mandate a safety and health committee which will address safety issues. The most rapidly growing job-related injuries that are having a large impact on our members are repetitive motion injuries, such as carpal tunnel syndrome, which is the after-effect of our members sitting continuously at a video display terminal for the majority of their working hours.

Brothers and sisters, we have just touched the tip of the iceberg regarding this illness, and an ergonomic standard is desperately needed in order for us to enforce safe working conditions and ergonomically designed work stations for our members.

April 28 is Workers Memorial Day. Trade Unionists across the country will stop work for a moment of silence to honor fallen workers. There will be many activities going on around the country on this day.

One of the things that we all can do to be a part of this movement for safe jobs is to write or call our U.S. Congressmen and Senators and urge them to support the passage of the Comprehensive Occupational Safety and Health Reform Act by numbers S.1622, and H.R.3160.

Again, I urge your support of Resolution 54A-92-6. Thank you very much.  
(Applause)

**PRESIDENT BAHR:** On Microphone No. 2, Delegate Joan Moore.

**DELEGATE JOAN MOORE (Local 9410):** Brothers and Sisters, eight years ago I came to this microphone to sing a song for you about a worker's health and safety. It was called "We Just Come To Work Here, We Don't Come To Die."

And in that eight years, this song has become the anthem of Health and Safety in the Labor Movement. The song has changed a little bit. I have added a few more words, but it was written by Harry Stamper, and it is called "We Just Come To Work Here, We Don't Come to Die."

. . . Delegate Joan Moore, Local 9410, sang a very moving and entertaining song entitled, "We Just Come to Work Here, We Don't Come to Die," as follows:...

I've been workin' here for 15 years  
And I've seen some changes come  
I've seen some union busters called politicians  
I've seen some poets called bums  
And I've seen people workin' for safety  
There must be a reason why  
Maybe we just come to work here,  
We don't come to die  
I'd like to end up with all of my fingers  
I don't want my brain to go numb  
I'd like to have my ears  
When retirement nears  
I want to hear that applause come  
I want to see my grandchildren  
Want to pick them up if ever they cry  
That's why we just come to work here,  
We don't come to die.  
(Chorus)  
And if it's always level  
On the floor where you're workin'  
And your telephone is OSHA-approved  
And when you tell me how much  
You're spendin' on safety  
Pardon me if I'm not moved.  
'Cause ever since 1970  
The law has been on my side  
Because we just come to work here,  
We don't come to die.

The safety hazards we see day to day  
May be easy to recognize  
But what happens to us  
When that job pressure builds

And can be seen in the workers' eyes  
But stress is not a thing  
You like talkie' about  
It's time that you realize:  
We just come to work here,  
We don't come to die

How can you force us to work overtime  
When the jobless are plain to see  
Can't you see what the stress is doin'  
To our health, and what about our sanity  
Our families are depending on us  
Don't want to see the blood pressure rise  
Because we just come to work here,  
We don't come to die.

You be the pitcher and I'll be the batter  
You know that's just the old ballgame  
But when that line starts poppin'  
And that load starts droppin'  
Our situation ain't the same  
Now I'm not sayin' you don't care  
I'm not sayin' that you don't try  
I'm sayin' we just come to work here,  
We don't come to die

Now you and I know  
That the things that aren't code  
Can be fixed with relative ease  
But we never did get anything  
By askin' on our knees  
So now we're lookin' you straight in the eye  
Shoulder to shoulder and side by side  
Sayin' we just come to work here,  
We don't come to die.

(Chorus)

Thank you.

... The delegates arose and applauded...

**PRESIDENT BAHR:** Thank you very much, Joan.

**DELEGATE NOLA GRAY (Local 3310):** Thank you, Morty.

**PRESIDENT BAHR:** And try and top that one. (Laughter)

**DELEGATE GRAY:** What a tough act to follow. (Laughter)

I urge support of Resolution 54A-92-6. It is a sad day when wild burros get more protection than the American worker. Presently, the company I work for will not provide preventive measures, a dropped keyboard, for service representative members, until after they have been diagnosed with carpal tunnel syndrome. It is sort of like closing the barn door after the horse is out.

Again, I urge support of 54A-92-6. (Applause)

**PRESIDENT BAHR:** Microphone No. 3, Delegate Goldey.

**DELEGATE KAREN E. GOLDEY (Local 3372):** I rise to support 54A-92-6. If we do not support this, within the next five to 10 years we will be requesting money at our conventions to support a disabled CWA workers' home for those unable to function in normal, everyday life.

Let's work to get the companies to pay for the preventive measures before we have to pay for the lack of concern of the workers' safety.

A personal note. I work in an office that has 80 people. Sixteen of those 80 do already have diagnosed carpal tunnel syndrome. I can tell you from personal experience, once you are on the table at the surgeon's hands, it is too late.

Let's do something before we get that far. Thank you. (Applause)

**PRESIDENT BAHR:** No more delegates care to speak on this resolution.

The resolution before us is 54A-92-6. All those in favor indicate by raising your hand. Down hands. Opposed by a like sign. The resolution is adopted. (Applause)

The Committee.

**CHAIR GRIMES:** Thank you, Mr. President.

The Chair recognizes Delegate Bob Parks.

**DELEGATE BOB PARKS (Local 2202):** If the delegates will please turn to page 10 of the Resolution Committee Report, I will read the resolved for Resolution No. 54A-92-7, entitled, "Child Care—The Struggle Continues."

### **Resolution 54A-92-7**

## **CHILD CARE—THE STRUGGLE CONTINUES**

After many years of unrelenting effort by organized labor, children's advocates and a wide variety of grassroots organizations, the Federal Government has enacted a comprehensive child care program for the first time since World War II. The 1991 law includes three programs.

- Child Care and Development Block Grants, providing funds to the States to improve the affordability, quality and accessibility of child care;
- Grants to States to provide child care to families who need such care in order to work and would otherwise be at risk of becoming dependent on Aid to Families with Dependent Children;
- Expansion of the Aid to Families with Dependent Children and the Earned Income Tax Credit for low-income working families with children.

While the legislation fell far short of the goals of the sponsoring organizations, it represented an important victory by restoring a federal role in providing child care for working parents. Unfortunately, the Bush Administration has proposed regulations to implement the 1991 law which would, in some cases, make it more difficult rather than easier for States to ensure the availability of quality child care.

For example, one regulation would prohibit States from imposing standards on certain federally funded child care more stringent than those applied to totally unregulated care provided in a neighbor's home. Another regulation prohibits States from adopting regulations that "significantly" restrict parental choice, a regulation that could be read to prohibit criminal background checks of child care



providers or to preclude a requirement that child care facilities have smoke detectors.

**RESOLVED:** That the Communications Workers of America work with other advocacy groups to ensure that the regulations implementing the 1991 child care legislation are revised to confirm the law's intent: the promotion of affordable, accessible, quality child care.

**RESOLVED:** That the Communications Workers of America continue to work at the Federal and State level and through collective bargaining until the day when every working parent in the United States has access to quality, affordable child care.

Mr. President, the Resolutions committee moves the adoption of Resolution No. 54A-92-7, entitled, "Child Care—The Struggle Continues."

**PRESIDENT BAHR:** You have heard the resolution.

... The motion was duly seconded...

**PRESIDENT BAHR:** Seconded from the floor.

Microphone No. 3, Delegate Johnstone.

**DELEGATE MARVIN W. JOHNSTONE (Local 2252):** I rise in support of this resolution. Our most important resource, the Communications and Technologists have negotiated a family-care fund. The fund is used to support local agencies and to provide for our particular locals of CWA members.

Our community is locally working with other locals on summer day care and summer camp programs designed to provide needed activities for children of our members.

Although we are able to provide some support for these programs, we need support of the federal government to provide block grants to states to improve the quality of these programs.

As a single parent, and many of our members are single parents, we need support of these programs to offset the high costs involved in child care. But we also need to guarantee quality care for all children in this country.

The future of our union and country lies with our children, and we must do all we can to ensure their future.

I urge your support of Resolution 54A-92-7, "Child Care—The Struggle Continues."

Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone No. 3, Delegate Salimbene.

**DELEGATE JOE SALIMBENE (Local 1101):** President Bahr, Brothers and Sisters. I'm the Secretary of Local 1101 in New York, which is the site of this year's Democratic Convention, and where America will start its White House spring cleaning. (Applause)

I rise to speak in favor of Resolution 7. As a member of two work-family committees, one for New York Telephone and the other for New Mexico Mobile Communications, I am very aware of the issues facing working Americans in the area of child care.

CWA, as usual, has been in the forefront of fighting the issues facing working people and their families.

Each one of us is a family member. We all belong to an extended family—this

Union.

As a union and a family, we must all work with other groups to ensure that the regulations of the 1991 child care legislation are revised to meet the law's intent, which is to promote the access of affordable child care.

We must pressure the government at federal, state and local levels, as well as our employers, through the collective bargaining process, to the conclusion of America meeting its obligations of child care.

Since this country has always found a way to help other nations, we should be able and willing to care for our own children. (Applause)

The present administration and the previous one has treated its own people and future generations as less than those who live outside our own borders. Until we, as informed and motivated people, insist we provide for our children as a nation, we will all share the responsibility of not meeting our children's needs.

As a beginning of showing our support for child care, let us start by removing America's biggest child abuser,

George Bush. (Applause)

Thank you very much. (Applause)

**PRESIDENT BAHR:** Are you ready for the question?

Resolution 54A-92-7, all those in favor of the committee report indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

**CHAIR GRIMES:** Thank you, Mr. President. The Chair recognizes Joanne Nolan-Tackett.

**DELEGATE JOANNE NOLAN-TACKETT (Local 9413):** If the delegates will please turn to page 11 of the Resolutions Committee Report, I will read the Resolved of Resolution 54A-92-8, entitled "CWA Archives."

## **Resolution 54A-92-8 CWA ARCHIVES**

For more than half a century CWA has engaged in organizing campaigns, collective bargaining, political initiatives, legislative activities, coalition building, community involvement and many other actions to improve the conditions of the working men and women of our country. This rich history lives in the memos, letters, reports and correspondence that records the activities of our vibrant Union.

The contributions of the Communications Workers in improving the workers lives and the economic health of our country will never be fully acknowledged until the academic community has an opportunity to investigate our past and write about it. In order to preserve our past, and to make that history available to others, we should find proper archival repositories for the Locals, Districts and National Headquarters. As we engage in the search of colleges, universities, and historical societies we must make certain that we retain rights of retrieval and control over the documents.

**RESOLVED:** The delegates to the 54th Annual Convention call upon the Executive Board to undertake a search for and select an archival repository for CWA National historically significant records, and to encourage the Districts and the Locals to do the same.

Mr. President, the Resolutions Committee moves the adoption of Resolution 54A-92-8 entitled "CWA Archives."

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

... The motion was duly seconded...

**PRESIDENT BAHR:** It's been seconded.

On Microphone No. 3, Delegate Adams.

**DELEGATE KEITH ADAMS (Local 4351):** Delegates, CWA's future is in its history. Our future is in our history. But our history is locked up in file cabinets, garages, basements and storerooms. This motion seeks to unpack, dust off and make CWA's historical records available to the academic community, the public, you and me. If this motion passes, CWA will reap the twin benefits of increased academic research and storage cost savings.

CWA claims a unique place in the history of the American Labor Movement. Telephone worker organizations date back nearly 100 years. CWA celebrates its 54th birthday this year. In ITU No. 1 CWA claims the oldest continually operating local in the U.S. Yet, despite its rich heritage, the academic community has largely bypassed CWA in its research.

The reason for this is that CWA's records are largely inaccessible. The national unions who have received the most attention from the academic community—Teamsters, Autoworkers, Mineworkers and Molders—all have archival repositories. I call on CWA to follow their example.

A good archival repository will accept and actively pursue CWA records. It will catalog and index them. It will promote them and make them reasonably accessible to researchers. The repository will continue to accept CWA records in the future. It will allow CWA to retain its rights to its records. It will store our records in such a manner as to protect them from natural or unnatural disasters.

Further, CWA will likely save money. According to Paul Anderson, Assistant to the Secretary-Treasurer, CWA National will not incur additional cost and will likely save money on space and storage.

Delegates, the issues of today are the issues of the past. For example, global wage competition in the 1990s parallels nationwide wage competition in the 1890s. Without a clear reading of our history we are doomed to repeat our mistakes and forget our successes.

Your support of this motion will allow you to rest assured the blood, sweat and tears of our proud heritage will be preserved in perpetuity. Thank you. (Applause)

**PRESIDENT BAHR:** There are no other delegates at the mike. Before us is Resolution 54A-92-8. All those in favor indicate by raising your hand. Down hands opposed by like sign. It is adopted.

Committee.

**CHAIR GRIMES:** Thank you, Mr. President.

The Chair recognizes Delegate Bernice Zickwolf.

**DELEGATE BERNICE L. ZICKWOLF (Local 1039):** If the delegates will please turn to page 12 of the Resolutions Committee Report, I will read Resolution No. 54A-92-9, entitled "Mobilization and Bargaining Wall-to-Wall."

## **Resolution 54A-92-9**

### **MOBILIZATION AND BARGAINING WALL TO WALL**

In 1987, here in Miami, Florida, we started the Jobs with Justice movement, which began the CWA tradition of mobilizing our members and organizing coalitions throughout the Labor Movement and our communities to educate them on the issues that affect working people.

In 1989 during bargaining in all sectors of the union, "We took a stand." Mobilization worked, Mobilization became a part of life at CWA.

Delegates to the 53rd annual Convention called on all Locals to renew their mobilization efforts. We spent the year educating our members and mobilizing for single-payer health care and fighting to improve working conditions.

Now, it is once again time to vigorously renew these efforts in the telecommunications industry. The U.S. telecommunications industry overall is highly profitable, with consistent year-over-year growth in total revenues and assets. Our major employers, GTE, AT&T and the RBOCs, have investments in technology and a skilled, highly productive workforce. The future forecasts for the companies are excellent. What we will secure in bargaining from these companies depends upon the strength of our Mobilization.

In the public sector, a decade of supply-side economics and Federal budget cuts has left state and local governments shouldering a greater burden to provide necessary services. Our members in this sector must mobilize to fight for just contracts and quality public services.

In media sector, Mobilization is the first step to rebuild our power to confront media moguls whose vast wealth breeds a level of arrogance rivaling the worst robber barons in America.

Mobilization is not a magic process. It is a continuing circle of organization, education and action. A structure must be established and maintained to educate our members, one-on-one, on the bargaining issues. We must plan actions so that members can collectively participate to send visible messages to the employer to show that we are serious and we are united Wall to Wall. Ultimately, also it is through action that our members become educated. Organization is necessary to build successful actions. Each action should deepen our members' education which in turn should lead to stronger organization and greater and greater action.

The more self-confidence our members have, the more willing they are to act. The more members who are active, the stronger the union and the better our chances of attaining our goals at the bargaining table.

Our mission as we enter major contract negotiations is to mobilize our members' participation at the workplace. They must understand that jobs, specifically union jobs, are the key issue during this round of bargaining. We will be Wall to Wall.

**RESOLVED:** That the Communications Workers of America, at all levels, actively recommit to the Mobilization Process, by keeping Mobilization on their agendas, establishing and re-enforcing the Mobilization structure.

**RESOLVED:** That each delegate to the 54th Annual Convention of the Communications Workers of America individually pledge to recommit to help mobilize all their members Wall to Wall to fight for Jobs with Justice.

**RESOLVED:** That as union-busting efforts have grown over recent years, that this CWA Convention go on record as seeking support from its affiliates, and from all International and Local Unions, to pledge full support through Mobilization and Jobs with Justice in all ways possible to bring any union-busting efforts to a quick end.

Mr. President, the Resolutions Committee moves the adoption of Resolution No. 54A-92-9 entitled "Mobilization and Bargaining Wall to Wall."

**PRESIDENT BAHR:** You heard the resolution.

... The motion was duly seconded...

**PRESIDENT BAHR:** It's been seconded. On Microphone No. 3, Delegate Poulette.

**DELEGATE RICK POULETTE (Local 3181):** Mr. President, I'm here to represent the public workers of CWA, and to support Resolution No. 54A-92-9.

In the spirit of this resolution, this past Sunday at the Public Sector meeting, the Public Employees, national public employees, voted to support the Mobilization efforts and to support all of our CWA brothers and sisters who are facing bargaining this year 110 percent. (Applause)

And further, if there is going to be a strike, we want you to know that we are going to be here for you 110 percent.

Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone No. 3, Delegate Kinloch.

**DELEGATE JOHN KINLOCH (Local 1058):** President Bahr, Brothers and Sisters, I rise in support not only of this resolution, but in support of the Labor Movement, because that is what Mobilization is all about.

Mobilization is the systematic outreach to our members and beyond. We must not only support this resolution, but incorporate Mobilization into the day-to-day functioning of our Union at all levels.

Mobilization will allow us to have an informed and militant membership ready to act and spread our message to all.

Whether our message is that of contract negotiations, organizing, or just spreading the word of unionism, mobilization is the conduit for truly achieving union jobs Wall to Wall.

So I'm here to say, I accept the challenge. Do you?

When we all leave at the conclusion of this Convention, we must go back to our locals and make Mobilization our top priority. We must have acts of substance and not just slogans.

I've caught that spirit. How about you?

CWA—union jobs—Wall to Wall. Wall to Wall. Wall to Wall.

... The Convention delegates chanted "Wall to Wall" repeatedly...

**DELEGATE KINLOCH:** Thank you.

**PRESIDENT BAHR:** On Microphone No. 3, Delegate Courts Steele.

**DELEGATE JAN COURTS STEELE (Local 2001):** Officers and Fellow Delegates, I rise in support of this resolution.

I want to give you fellow delegates to this Convention an insight as to what happened to the United Steelworkers of America in Charleston, West Virginia, and why Mobilization is important.

Since November 1, 1990, over 1,700 members of the United Steelworkers of America have been locked out of jobs that many of them had held for over 20 years. They feel their lives, their communities and their futures have been taken hostage by an irresponsible, greedy and shortsighted company, Ravenswood Aluminum Corporation (RAC).

A recent article in *The Nation* magazine described the situation at Ravenswood as "organized labor's most important cause of the moment." If ordinary people sit back and allow RAC to casually dispose of nearly 2,000 hard-

working people for no good reason and permanently replace them, then no worker, union or community will be safe from this kind of corporate piracy.

Let me give you some background to this conflict: Before being bought by RAC the plant was owned by Kaiser Aluminum. The plant opened in 1955 and bargained with the United Steelworkers since 1958. Until the plant was sold to RAC in 1989, there were no contractual strikes.

Problems became apparent almost immediately after the buyout. Between 1989 and November 1, 1990, five union workers died on the job. Under Kaiser there had been only one death in 20 years.

RAC and union negotiators were unable to reach an agreement when the old contract expired. Many union members felt that the company was not bargaining in good faith. Even more evident were signs that RAC was not interested in reaching an agreement at all.

The company made elaborate preparation in anticipation of a strike or lockout, including training of salaried workers in production operations, recruitment of strike-breakers, hiring of professional guards and installation of barbed wire fences and other security features. As the plant took on a military appearance, the Steelworkers and their families began calling it "Fort RAC." The union offered to continue working under the old agreement until a new one could be reached. Everyone reported to work on November 1, only to be ordered out in less than one hour.

Resentment against RAC chief executive Emmett Boyle runs high. Some union investigations have turned up that RAC is linked to international metals magnate Marc Rich, who fled America in the early 1980's after the government issued a 65-count indictment charging him with racketeering, conspiracy, tax fraud and trading with the enemy. According to *The Nation*, it has been estimated that Rich controls as much as 10 percent of the world's aluminum. The U.S. government has offered a reward of \$750,000 to anyone who facilitates the capture of Rich and business partner Pincus Green.

People like Boyle and Rich have no right putting these innocent workers under the stress and intimidation they have had to endure. And, if they can get by with it at Ravenswood, it can happen anywhere.

They need our help and support and we can't afford not to give it to them. We all need to stick together and put an end to all union-busting corporate piracy. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone 1, Delegate Schultz.

**DELEGATE JIM SCHULTZ (Local 9408):** Mr. President, I call the question.

... The motion was duly seconded...

**PRESIDENT BAHR:** The motion has been made to close debate. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

Before us is Resolution 54A-92-9. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Committee.

**CHAIR GRIMES:** Thank you, Mr. President.

The Chair recognizes Delegate Bernice Zickwolf.

**DELEGATE BERNICE ZICKWOLF (1039):** If the delegates will please turn to Page 13 of the Resolutions Committee Report. I will read Resolution No. 54A-92-

10, entitled "Campaign for New Priorities."

## **Resolution 54A-92-10**

### **CAMPAIGN FOR NEW PRIORITIES**

In an attempt to reverse the past 10 years of cutbacks in federal spending for programs that benefit working people, we call on CWA leaders, officers, and members to endorse the Campaign for New Priorities.

During the 1980's, the federal government walked away from many of its most important responsibilities. Federal spending for education and training was cut by 40 percent; programs for the environment and natural resources were reduced by 35 percent.

Reagan and Bush refused to support solutions to the rapid rise in health care costs. They both insisted on welfare for the rich, cutting the top 1 percent taxes by 30 percent. Another big subsidy for corporations and the rich is the money we are spending to bail out banks and savings and loans.

The challenge is clear. We are no longer keeping pace in an increasingly competitive world. For most Americans, life is getting harder and prospects seem dimmer.

It is time to reinvest in America. Our economy is faltering and our schools are falling short. Health care grows unaffordable for more and more families. Our roads, bridges, and sewers are in costly disrepair. Too many children are growing up without adequate nutrition and housing. Cities and states are eliminating essential public services. And our country will continue to decline unless we are willing to invest in programs that keep our people healthy and educated, and provide a strong infrastructure that supports our businesses. Every dollar spent on public investment will stimulate the economy.

Middle-income people are paying a disproportionate share of taxes. The answer is reform of our federal tax structure so the rich pay their fair share. We desperately need to use the savings from the military budget for domestic programs that will stimulate and expand the economy.

We now have an exciting and historic opportunity to get this country going again. The world has changed. The Soviet Union has collapsed. Our nation's spending priorities can and must change to meet the new realities abroad and challenges at home. We are still spending billions of dollars a year defending Europe and Japan against a threat that no longer exists. Much of that money can now be used to get our own house in order. It's time to make America's economy strong.

It is this combination—unparalleled historical opportunity, compelling need, and political status—that makes a national Campaign for New Priorities critically important to the country.

**RESOLVED:** That the Communications Workers of America endorses and supports the Campaign for New Priorities, a citizens campaign that seeks to gain broad support for the necessary changes in our nation's priorities.

**RESOLVED:** That the Communications Workers of America use its resources to urge members to become active participants in local, state, and national campaign activities.

**RESOLVED:** That the Communications Workers of America encourages Jobs with Justice coalitions to participate and work closely with the Campaign for New Priorities as it develops its education and mobilization strategies, in an effort to achieve new budget priorities.

**RESOLVED:** That we join other individuals and organizations in the call to rebuild America.

Mr. President, the Resolutions Committee moves the adoption of Resolution No. 54A-92-10, entitled "Campaign for New Priorities."

... The motion was duly seconded...

**PRESIDENT BAHR:** You have heard the motion. It has been seconded.

On Mike 3, Delegate Henning.

**DELEGATE BILL HENNING (Local 1180):** I rise to urge your support of CWA's efforts in the Campaign for New Priorities. As a vice president of 10,000 members who work directly providing services to the people of the City of New York, we can attest to the devastation brought by 15 years of government bashing and union busting.

The welfare rolls in our town are greater now than they were during the depths of the Depression. In our town, we have lost more than a million manufacturing jobs in the last 30 years. With the loss of jobs have come severe pressures caused by the reduction of a taxpaying base. With the erosion of the taxpaying base and the increasingly regressive tax policy at all levels of government, a tax policy which consciously gives the advantage to the wealthy and does not encourage job creation, the pressure has intensified to cut government expenditures and decimate government services.

And who are the victims of these cuts? Clearly, those of us who work for government. We are told to take less, change workrules, pay more for health insurance, and in the most extreme case—which is becoming more and more prevalent—lose our jobs. And, of course, by doing layoffs in the public sector, we trade productive taxpaying members of our society for those who will, through no fault of their own, now be burdens.

The problem didn't start with government expenditures and it won't be solved by cutting government services and contracting out government jobs to a low-wage, low-benefits, non-unionized private sector. Nor is it enough to just save our jobs in the public sector. A healthy private sector is the first order of business for a healthy public sector. (Applause)

That does not mean tax breaks for corporate mergers and acquisitions or bailouts for the looted savings and loans. That means putting people to work making things, moving things, and doing things—at union wages and benefits.

We need a program like the Works Progress Administration of the 1930's to put Americans to work on the pressing needs of our land. The Campaign for New Priorities gives us a good place to start. I urge your support. Thank you. (Applause)

**PRESIDENT BAHR:** On Mike 3, Delegate Coss.

**DELEGATE DAVID COSS (Local 7037):** Thank you, Morty. As I rise to support this resolution, I bring good news from the State of New Mexico. The Labor Movement there has won the passage of a collective bargaining law for public employees in New Mexico. (Applause)

As we step up to march arm in arm with our brothers and sisters in U S West, AT&T, we in New Mexico see clearly that we must change our nation's priorities. Walls have been built in this country between the haves and the have-nots, and this wall is reflected in the federal budget agreement in Washington that prevents shifting military funding to spending to rebuild our nation's economy and infrastructure, our schools and our communities.

We in New Mexico clearly see this. Let me just tell you briefly about two New



Mexican counties. Taos County, where I am from, has a 25 percent unemployment rate. That is not just this year during the Bush depression; that is a long-term average. The average per capita income in that county is less than \$12,000 per year. The Moleg Plant is closed. These union jobs are long gone.

Next door we have Los Alamos County, the birthplace of the nuclear arms race. Unemployment is low, per capita income is over \$50,000 a year. That so-called wall in the budget agreement in Washington is very real in New Mexico. Our priorities have got to change.

In New Mexico we have had to make the hard choices between educating our children, maintaining our roads and infrastructure, and taking care of the neediest among us.

Recently the State of New Mexico had to cut funding for general assistance to disabled individuals. This shouldn't happen.

Bush says the taxes have gone down. Not for working people in New Mexico. We have had a tax increase in New Mexico every year since 1982. We even pay tax on our food and medicine in New Mexico. Our priorities just have to change.

The Bush recession is a depression in many parts of my state. As I do not get collective bargaining myself, as we formed a union and we worked with the whole New Mexico Labor Movement as a union to get that, we must once again become a union in this country. We have to stand together to change the priorities of our nation. We must break down the walls that hold military weaponry so dear and working people in New Mexico so cheap.

I urge your support for this resolution. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone No.1, Delegate Crites.

**DELEGATE ELVIN C. CRITES (Local 6007):** I call the question.

... The motion was duly seconded...

**PRESIDENT BAHR:** The motion has been made to close debate. All those in favor indicate by raising your hands. Down hands. Opposed, by like sign. Debate is closed.

Before us is Resolution 54A-92-10. All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. It is adopted. (Applause)

The committee.

**CHAIR GRIMES:** The Chair recognizes Delegate Rick Galvan.

**DELEGATE RICARDO L. GALVAN (Local 6229):** If the delegates will please turn to Page 14 of the Resolutions Committee's Report, I will read the resolved of Resolution No. 54A-92-11, entitled "Cable TV."

## **Resolution 54A-92-11**

### **CABLE TV**

Cable Television is the second communications wire into people's homes. As more and more homes use CATV for information and entertainment the importance of the industry will grow. The success of major cable companies and the convergence of communications technology, has led to the entrance of Tele-Communications, Inc. (TCI) and other cable companies into the telephone business. With \$25 billion in annual cable revenues, we can expect the cable companies to increase their activity in the telephone industry.

About 5 percent of the cable industry is unionized, and this low level of unionization serves to undermine the contracts we have in cable and threatens to

undermine worker protections that we have negotiated in basic telephone. Because of the low level of unionization, the anti-worker attitude has resulted in wages, benefits, and pension protection that are well below those that we have negotiated in the telephone industry. We must move to raise all communications workers up or all workers in the industry will see their standard of living fall.

In past years there has been considerable turmoil in the cable industry as TCI and others have taken over the smaller cable providers. As consolidation has occurred, the largest companies are attempting to destroy the unions. Time-Warner and TCI have been especially vicious as they have engaged in Unfair Labor Practices and other illegal actions. Austin CableVision, a Time-Warner affiliate, has forced a strike by engaging in illegal activities and by withdrawing dues deductions after 19 years of a good bargaining relationship. These assaults on the rights of workers must be stopped and we must raise the wages and benefits of all those that work in the communications industry.

Just as the cable industry abuses its workforce, they also engage in the systematic gouging of consumers through rate hikes and poor service. The cable industry has been able to continue such activities because they were deregulated in 1984 and are not subject to any effective control. Local governments have the right to re-franchise the local providers but very little power to contain them in any other way. In 1990 the industry demonstrated its power by blocking a cable reregulation bill in the U.S. Senate after it had unanimously passed the House. This year the Senate has passed a bill (S.12) that provides the consumer with some limited protection. The Senate is now awaiting action on the bill from the House of Representatives.

Our goal is clear: CWA will support a communications industry that ensures the highest living standards for its workers and does not oppose unionization.

**RESOLVED:** That the Communications Workers of America support S.12 and any state legislation that would strengthen the hand of local communities in dealing with cable television.

**RESOLVED:** That the Communications Workers of America will support activities to ensure the unionization of cable TV workers.

**RESOLVED:** That all Locals engage in activities to support the members at Austin CableVision who have been forced into an Unfair Labor Practice strike by the Time-Warner company.

Mr. President, the Resolutions Committee moves adoption of Resolution 54A-92-11, entitled "Cable TV."

... The motion was duly seconded...

**PRESIDENT BAHR:** You have heard the resolution. It has been seconded. On Microphone No. 3, Delegate Arriola.

**DELEGATE RICHARD ARRIOLA (Local 6132):** I want to speak in favor of Resolution 54A-92-11.

Since August 21, 1991 eighty-five CWA members of Local 6132 have been on an unfair labor practice strike against Austin CableVision, a subsidiary of Time Warner. Since the start, a little over a year ago, Austin CableVision and its president, Tom Rutledge, have engaged in circumventing the contract, which has led our local to file eight unfair labor practice charges. These charges were substantiated by the NLRB amounting to violations of the federal labor laws by Austin CableVision.

Having seen how the cable company has treated its employees, we can only hope its blatant disregard for the consumer will be curbed by the enactment of

legislation that will give authority to local governments to regulate their rates. This can be done by putting this resolution into practice.

This company alone made over \$6 million last year and expects to make over \$10 million this year.

I urge you to go back to your communities, write your Congressmen and seek passage of Senate Bill 12. Just withholding our labor is not enough anymore in a strike. We must seek the support of other labor unions, community groups, and those who will listen and take up the cause of workers' rights on the job.

It is for these brave 85 members of Local 6232 that I urge your support of this resolution. And thank you in advance for your actions. (Applause)

**PRESIDENT BAHR:** Microphone No. 1, Delegate Santora.

**DELEGATE T. SANTORA (Local 9000):** Thank you. I would like to move to amend Resolution 54A-92-11 to add the following:

**“THEREFORE BE IT RESOLVED:** That the Communications Workers of America form a Cable TV Coordinating Council to support those goals as stated above.”

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

... The motion was duly seconded...

**PRESIDENT BAHR:** It is seconded.

You may speak on your motion.

**DELEGATE SANTORA:** Thank you.

Sisters and Brothers, the cable TV industry has raised its ugly head and lashed out in this past year. First and foremost, our brothers and sisters at Austin Cable have been fighting the battle for the rest of us who represent cable TV workers, much like the Union members at NYNEX who fought the fight for us all over health care cost shifting. We owe them all our gratitude and continued support.

Part of the support we can give is a formal network of cable TV locals for the purpose of developing strategies for organizing, bargaining, and Mobilization efforts in this volatile industry. We need more than a couple of hours each year at the Convention to deal with the multitude of issues confronting us.

We need a coordinating council to pull us together and help us focus on the big picture. This is not a bargaining council, only a means of coordinating our activities a little less haphazardly.

It is our turn now. I urge your support. (Applause)

**PRESIDENT BAHR:** On the amendment, Microphone No. 3, Delegate Hart.

**DELEGATE KARIN HART (Local 9415):** Brothers and Sisters, I rise in support of this amendment and the resolution. Since well before the 1977 merger of Local 9455 with my Local, our Local has been in support of the plight of cable television workers in the San Francisco Bay Area.

Last year, I told you about the struggle our members had with the vicious TCI CableVision. At that convention, many of us got together and met and discussed the problems that all of us had in bargaining.

When we faced a corporate-driven Recertification election, it was CWA Locals from around the country that offered us information and support. It was the Century Cable workers in Local 9000 who offered us effective alternatives to house calls for

members that did not really like them. It was the members in District 4 who offered us some lessons from defeats that they had in trying to organize the cable TV industry that helped us to come to victory.

And it was members on the East Coast, as well as around the country, in our TCI network, as well as members in Time-Warner and other places, who have supported us in coming up with effective ideas to do this.

Last Sunday afternoon, we met in a Cable Television workshop. But the reality is there were many Locals here that were interested in organizing cable TV. We discussed their problems, but we need to go forward and offer additional support.

Since then, I have talked to many people from many Locals who say, "Hey, I've got a cable TV Local in my back yard that needs organizing.

As we deal with emerging technology of wireless, fiber optics, and satellite, we must organize the cable TV industry and share the information as we coordinate efforts around the country among our workers in the long distance carriers around the country for our survival.

Brothers and sisters, I urge your support. (Applause)

**PRESIDENT BAHR:** The amendment that is before us adds another resolved: "That CWA form a Cable TV Coordinating Council to support those goals as stated above."

All those in favor of the amendment indicate by raising your hand. Opposed by a like sign. It is adopted. (Applause)

The motion before us now is the resolution, as amended, Resolution 55A-92-11. All those in favor indicate by raising your hand. Down hands. Opposed, by a like sign. It is adopted. (Applause)

**CHAIR GRIMES:** Thank you, Mr. President.

If the Delegates will please turn to Page 15 of the Resolutions Committee Report, I will read the resolved of Resolution 54A-92-12, entitled "Change of Carrier."

### **Resolution 54A-92-12 CHANGE OF CARRIER**

- AT&T is attempting to disguise corporate greed as a competitive strategy.
- AT&T has been changing our members from working Americans to the unemployment lines.
- AT&T has been heartless in getting rid of thousands of working single parents in all lines of business, predominately female jobs.
- AT&T's bargaining posture is structured to cut even more wages, benefits and jobs. In the spirit of balancing power at the bargaining table we must strengthen our position.

**RESOLVED:** That this Convention give its total support to having all CWA members, their families, friends, church and community groups authorize CWA to change their Long Distance carrier from AT&T, on the day President Bahr determines that bargaining is breaking down.

The committee moves the adoption of Resolution 54A-92-12, entitled "Change of Carrier."

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

... The motion was duly seconded...

**PRESIDENT BAHR:** Seconded from the floor.

On Microphone No. 3, Delegate Conroy.

**DELEGATE DONNA M. CONROY (Local 1112):** Sisters and Brothers, I rise in support of Resolution 54A-92-12.1 am convinced, and my members are convinced, by virtue of AT&T's treatment of its union-represented employees, that carrier-change authorizations are a necessity if we are to be successful in AT&T negotiations this year.

To those who say we cannot in good conscience switch to a nonunion carrier, let me remind you that in 1984 union members outnumbered nonunion members by a two-and-a-half to one margin in AT&T

As I speak today, nonunion members outnumber union employees in AT&T.

Sisters and brothers, AT&T is not a union company. Since 1984 our members have taken the high road, the moral road, because of our unimpeachable work ethic and commitment to customer service. At the same time AT&T has gone straight down the crooked path, violating our contracts at will, creating new business units which are nonunion and denying our members the opportunity to transfer to the same, stripping our union ranks by some 130,000 members over seven years, stripping the maintenance of our telephone network, resulting in three major carrier failures over these past two years.

AT&T's recent announcements of its intent to deploy BRCP will result in the loss of 6,000 Operator jobs at the time of its initial deployment.

AT&T has not offered one incentive to minimize the hardship these 6,000 operators in 31 offices face when BRCP is deployed. As a matter of fact, when CWA Operator Services Bargaining Committee members presented AT&T with demands in March that include doubling termination pay for Operators and transferring work currently being performed by nonunion subsidiaries into Operator Centers that will be closing, AT&T managers laughed in our face. They may think it is a joke, but the millions of our family members that have lost their homes and have gone hungry as a result of AT&T's greed do not think it is funny.

Last month AT&T threw a million-dollar party in New Brunswick, New Jersey for their managers. They redid the entire hotel to resemble a rodeo. The theme for their party was, "Back To The Future."

Sisters and brothers, if we are to have a future, we must cripple AT&T if we don't have a contract that comprehensively addresses employment security.  
(Applause)

I urge you to help President Bahr help us by aggressively soliciting carrier change cards. Our future is in our hands. Let's take off the gloves, put on our steel-toed boots and start kicking AT&T's ass all over this country. (Applause and cheers.)

**PRESIDENT BAHR:** On Microphone No.1, Delegate Henninger.

**DELEGATE LARRY HENNINGER (Local 4900):** I move to amend the resolution with the following:

**RESOLVED:** That the Communications Workers of America authorize its President to call for a worldwide boycott of all AT&T services and operations.

**RESOLVED:** That the Communications Workers of America call on its members employed by AT&T to begin working for a Reverse Baldrige Award to

be presented to CEO, R. E. Allen.

**RESOLVED:** That the Communications Workers of America shall commit staff, money and other resources to pursue the worldwide boycott and to retrain members in the Reverse Baldrige work method.

**RESOLVED:** That all appropriate actions taken to cause AT&T to terminate its union-busting style remain in effect until the Executive Officers of CWA determine a conclusion.

... The motion was duly seconded...

**PRESIDENT BAHR:** You heard the motion. It has been seconded.

You have five minutes to speak, Larry.

**DELEGATE HENNINGER:** Thank you.

What is at stake as has just been said, is our jobs, our future, our Union.

On Sunday, in District 4, we heard this motion. We heard these resolves, and we voted unanimously in support of it.

An AT&T unit meeting heard and echoed its support for these resolves and these actions. AT&T wants to be the global communications leader. Instead, it is a global union buster. AT&T's layoffs and force-outs of 100,000-plus employees since divestiture is union-busting.

AT&T's creation of a contract force on the back of those layoffs and financed by our pension fund is union busting.

AT&T's hiring of thousands of new hire part-timers while planning the layoffs of thousands of senior workers is union busting.

We must deal with AT&T now. We cannot let what AT&T does spread to the rest of our industry. We can cause AT&T to reverse its course by bringing a global boycott to the global communications leaders.

Bob Allen wants the Malcolm Baldrige Award. Let's give him our Reverse Baldrige Award. Let's work for AT&T and its customers the same way AT&T treats us, in the same way AT&T feels about its customers.

I am trying to carefully memorize each of you in this union hall. I do not want to forget you. But you may not be here in the next couple of years if we do not deal with AT&T today.

In three years, there will be 40,000 less CWA members at AT&T. Then the RBOC's, GTE, United, will start their version of AT&T union busting.

Major losses in the Telephone sector will weaken this Union's efforts in the Public and Health sectors, in the Printing sector. But the reason most of us in this room will not be here in the future, if we do not take action, is because our members will not be here. If we do not deal with AT&T today and bring our fight to a new level of conflict, then not one of us deserves to be re-elected.

We can win at AT&T if the leaders of CWA, all of us in this room, will make the commitment today to begin to work tomorrow, the next day and the next day, and every day until AT&T relents. For our jobs, for our future, for our union, we must take action. (Applause)

**PRESIDENT BAHR:** We have before us the amendment that I will read once more.

**"RESOLVED:** That CWA authorize its President to call for a worldwide boycott of all AT&T services and operations.

**"RESOLVED:** That CWA call on its members employed by AT&T to begin working for a Reverse Baldrige Award to be presented to CEO Allen.

**"RESOLVED:** That CWA shall commit staff, money and other resources to pursue the worldwide boycott and to retrain members in the Reverse Baldrige work methods.

**"AND FINALLY RESOLVED:** That all appropriate actions taken to cause AT&T to terminate its union-busting style remain in effect until the Executive Officers of CWA determine a conclusion."

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

On Microphone No. 5, Delegate Unger.

**DELEGATE LAURA UNGER (Local 1150):** I am a laid-off AT&T worker. Have the carrier change cards, authorizing the union to change the people's carrier, been sent out to every local in this Union?

**PRESIDENT BAHR:** I am told, yes.

**DELEGATE UNGER:** If people have misplaced them and do not have them, where would the working people get the cards so they can get them in by May 15?

**PRESIDENT BAHR:** Contact Gwend Johnson, my administrative assistant, who is in charge of all Mobilization.

On Microphone No. 3, Delegate Brown.

**DELEGATE JANINE M. BROWN (Local 3250):** I am from Atlanta, Georgia, the home of the largest March 30 and bargaining kick-off rally in the nation.

Brothers and sisters, I rise in support of Resolution 54A -92-12. Robert Allen and AT&T are on a campaign of corporate greed which has left our members, their families and their communities devastated. We have no reason to believe that they will become a morally or socially responsible employer.

As each of us knows, bargaining is not done across the table by the teams alone. Bargaining occurs day in and day out across our great union in every local, in every unit. Our teams are the front line, but we are the army that stands with them. In mobilization, as in any battle, you hit your enemy where they are the weakest and you can get the maximum effect at the right time.

For AT&T, this is in the pocketbook. The quickest, most effective way to hurt them is through the carrier change cards. Some may find this extreme, but AT&T has not been shy about ripping us apart. They have been serious and uncaring when cutting our jobs and lives into shreds.

Let us show them the same concern and care. Let us show them some cutting and consolidation, union-style. Get these carrier change cards signed and cut the flow of cash that Allen and his robber barons feed on.

When the time is right, we will be able to really put them on the "don't buy" list and show them a real immediate boycott.

We can no longer go into battle armed with picket signs alone. We need all the ammunition of the right type we can get. Let's be sure we go into this fully armed.

I say, let's show AT&T we know how to reach out and touch our members, our friends, our families in and out of the Labor Movement, to cut AT&T where it hurts, in the pocketbook.

Thank you for your support. (Applause)

**PRESIDENT BAHR:** On Microphone No. 1, Delegate Unger.

**DELEGATE LAURA UNGER (Local 1150):** I move to call the question.

... The motion was duly seconded...

**PRESIDENT BAHR:** The motion has been made to close debate. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

Before I take the vote, let me say that anyone who has prepared remarks on this subject and would like them entered into the record, bring them up to the podium.

... The following remarks were presented to the reporters for inclusion in these proceedings, without reading, as follows:

**DELEGATE NEOMI HARRELL (Local 6143):** President Bahr, Sisters and Brothers: I rise in support of 54A-92-12. Since divestiture, I have seen AT&T in its heartless attacks at dismembering our membership, not once caring of the results of each surplus and its devastating effects, not only to our members but to our communities.

If AT&T can afford to pay \$3.3 million dollars to Bob Allen yearly off the sweat of our backs, you can rest assured that AT&T can pay for our benefits and increase our wages.

Please help us negotiate our contract with our invisible picket—sign a change carrier card.

**DELEGATE GERALD SOUDER (Local 4351):** President Bahr, Fellow Delegates, I rise in support of Resolution 54A-92-12, "Change of Carrier."

As has been said, we must have additional ways to deal with AT&T along with the strike weapon. The Mobilization activities, the proxy solicitations, the media campaigns all have an effect, but AT&T cares for only short term profits, increased executive compensation and Wall Street happiness. For us to truly impact AT&T's behavior, we must show them it is better to be with us than against us. We must be able to affect their bottom line. At this time, the largest contributor to profits is the long distance business. Therein lies our power, Bob Allen's union-busting AT&T needs a clear message. That message should be: May of '92, no CWA contract, no AT&T customers. I urge your support on this resolution.

**DELEGATE ANDREW KOSAR (Local 1153):** Sisters and Brothers, I rise in support of this resolution as president of a pure AT&T local, as an AT&T employee on a special leave of absence pending a layoff and as a displaced AT&T employee whose office was closed in White Plains and consolidated into Atlanta, Georgia.

Half of my fellow local executive board members, including my local Secretary, Mary Jane Gardner, who is here today as a delegate, were laid off or forced to relocate due to AT&T's greed and due to Robert Allen's callous anti-union attitude as AT&T's Chairman of the Board.

AT&T's profits are enormous. AT&T wants to rid itself of this Union. They have opened non-union subsidiaries. They have moved thousands of jobs of the United States far away from thousands of Americans who are now jobless. AT&T is planning to force this Union to strike.

They are calling retired supervisors and management employees to replace union workers who are on strike.

AT&T plans to utilize its overstaffed management force to run its network during a strike. They have had their strike assignments since November 30, 1992



for a contract expiration date of May 30, 1992.

AT&T plans to contract out our work during our strike. In fact, management has already begun contracting out major portions of our work in outside construction.

This Union can foil AT&T's plans with our mobilization activity of changing long distance carriers. With the help of every CWA member, we can beat AT&T. A win at AT&T can open the doors of negotiations towards better contracts at all of the big operating companies and communications employers.

With the help of every union member across the country we can beat AT&T. By signing the authorization forms to leave AT&T and another form to return to AT&T after the completion of negotiations for a fair contract.

I thank you for your help, your consideration and for your support of this resolution.

**DELEGATE JACK LEWIS (Local 3150):** I rise in strong support of Resolution 54A-92-12. I believe it's time to demonstrate to the power moguls of AT&T that if AT&T won't treat us with dignity, if AT&T doesn't stop cutting up the workforce, if AT&T doesn't stop trying to rip CWA apart, then CWA will be left with no alternative but to start ripping back. We need to change AT&T's mentality. We want a fair and equitable contract.

Let's show AT&T that CWA is united, United we stand, Together with our families and friends we stand against AT&T's corporate greed.

AT&T has forgotten what made this telecommunications company the leader in this industry—the Communications Workers of America. We did, This resolution is a powerful demonstration of unity. Now is the time to act. If AT&T continues in the direction it's going, cutting benefits, wages and jobs, we won't have this opportunity to show AT&T that we are united. We will be gone, with all the cuts. Now is the time. Let's turn the tide on AT&T. No more cuts. And if there are going to be any more cuts, it's gonna be CWA cutting AT&T's profits.

Join me in supporting this Resolution 54A-92-12.

**DELEGATE WILLIAM F. CHOMA (Local 4309):** Brothers and Sisters, I rise in support of this resolution.

Some of us may consider this change extreme, but think of the thousands of our brothers and sisters who have lost their jobs at AT&T, in addition to those who continue to lose their jobs, and even those who remain employed, the working wounded who have become bitter, disillusioned and who have had their self-dignity shattered by the corporate decisions of AT&T. This change is justified.

We must not hold back against AT&T. Many of us believe this change should have been made years ago. We may be late doing this now, but in a case such as this, it is never too late.

Let's do it.

Thank you. (Applause)

**DELEGATE CARMEN HERNANDEZ (Local 9400):** President Bahr, Fellow Delegates: I rise to speak in favor of Resolution 54A-92-12, "Change of Carrier."

With the change in technology, the face of the picket line has changed. It is our responsibility to balance the power at the bargaining table with AT&T.

We, the community-minded union, can reach out into our communities to gather the support we need from members, family, friends, community groups and others to have them help us in our struggle to preserve our wages, benefits and

jobs. Economics is the only language AT&T understands. What better way to send the message than by urging all to authorize CWA to change the carrier from AT&T when negotiations break down.

We must mobilize now so the erosion of our jobs can cease. I urge your support.

**DELEGATE GEORGE GONZALEZ (Local 3150):** Brothers and Sisters, I rise in support of Resolution 54A-92- 12.

In 1989 bargaining we saw a glimpse of what the threat of lost revenue does to the desire AT&T has to negotiate a decent contract.

Saddled with the threat of carrier change, they came to the bargaining table with a contract we could live with.

Unfortunately, later in that same year they began the process of breaking their word. We have now refined the process of carrier change so it can be done en masse.

If everyone fills out the carrier change forms and asks their friends to do the same in one fell swoop, we can cause AT&T to lose millions of dollars a week.

Do not worry, we will not shoot ourselves in the foot as AT&T sees the error of its ways and comes to the table with a progressive offer that guarantees justice for our members.

To those members who are hesitant about supporting this carrier change I would say if you are one of those people saying we shouldn't strike, this is your best chance of achieving that goal.

I would love to watch AT&T squirm at the thought of losing all that revenue. It is time AT&T learned that we are not just their employees but their customers, not their expenditure burden but their greatest asset.

Too many times we make plans here and we don't all carry them out.

Search your conscience and ask yourselves how many of you didn't go back after last year and call or write your Congressperson about the striker replacement bill, and when you go to the polls how many of you will forget what Congress person struck at the very heart of our fiber and return him to office. We must completely support this resolution and go back home and carry it out.

It will mean the difference between us controlling our destiny or AT&T controlling it....

**PRESIDENT BAHR:** All those in favor of Resolution 54A-92-12 as amended, indicate by raising your hand. Down hands. Opposed by a like sign. The resolution is adopted. (Applause)

It is now virtually time for the lunch break, 11:55. It is too late to start another resolution, so we stand in recess until 1:30.

... The Convention recessed at eleven-fifty-five o'clock...

## **WEDNESDAY AFTERNOON SESSION**

**April 8, 1992**

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

**PRESIDENT BAHR:** Delegates, take your seats please.

Please take your seats. The Convention is in order.

Every year it is my pleasure to present the top awards for General Excellence to winners of CWA's local union journalism competition.

This gives me an opportunity to stress the importance of our publications program, not just at the international level through our *CWA News*, but equally important, at the local union level—the job site level.

It is only through having a network of local union newsletters that our members and their families get the total picture of CWA, of the issues facing us, and of what the Labor Movement in America is all about.

Your newsletters are the best tool we have to help "unionize the already organized." They are critical to educating and motivating our membership, to help mobilize effectively for contract bargaining, for legislative reform—and for political change.

Our annual journalism contest is one way that we promote and recognize excellence among local Union newsletters. The winning editors have worked hard to produce union publications with a high degree of readability and credibility.

Awards have already been presented in District meetings to the winners of various categories, such as Best News Reporting, Best Feature Story and so forth.

The awards I'm about to present are for over-all General Excellence. The judging panel this year included Frank Swaboda, noted labor reporter for *The Washington Post*, Drew Von Bergen, public relations director for the Letter Carriers; and Susan Phillips, Secretary-Treasurer of the International Labor Communications Association.

The first award is for General Excellence in the category of Professionally Printed Newsletters. And the winner is *The CWA State Worker*, serving Locals 1031, 1032, 1033, 1034, 1037, 1038, 1039 and 1040. (Applause) Abbey Demel, President, Local 1031 and Chairperson of the New Jersey State Workers Editorial Board, will accept on behalf of Dave Winans, Editor, who is not here. (Presentation—Applause)

The judges commented that "*The CWA State Worker* is obviously one of the most important tools in the arsenal of New Jersey state workers and their union. The editors make excellent use of their tabloid format to display large, dramatic photographs and bold, concise headlines. Content is well written and topics well-selected."

The next award is for General Excellence, Mimeograph. Bill Sonnik, Editor of Local 2105's *On The Line*, will accept on his own behalf, and Vernon Trumpower, Vice President of the Local, who retires in five days, will accept on behalf of Vickie Layton, who is not here. (Presentation—Applause)

The judges call it "a tidy package of well-written material; a first-rate publication on an austere budget." They note that the editors "do an earnest job of reporting and dress their publication up with a fine selection of well cropped photographs."

And finally, we have the Oscar Jager Journalism Award. It is named after one of the early editors of the *CWA News*, and one of the finest all-around labor journalists I have known. The award honors the best example each year of in-depth news reporting by a CWA editor.

This year, the award goes to *CWA Today*, published by Local 3204, and to its editor, Sheree Amerson, who authored the story, "Driving Towards Carpal Tunnel." Bill Conine, President of Local 3204, will accept on behalf of Sheree Amerson, who

is not here. (Presentation—Applause)

The judges stated that: "In a lengthy but riveting two-part article on this poorly understood condition, writer Sheree Amerson provides meticulous details on the causes and treatments of carpal tunnel syndrome through the case studies of local members."

To all of this year's winners, we say congratulations—and well done.  
(Applause)

Our next speaker is one of the Labor Movement's principal spokespersons on civil rights in our nation—Richard Womack, Director of the AFL-CIO Department of Civil Rights.

Richard was appointed Director of the Civil Rights Department in 1986. His chief assignment has been to serve as the liaison between the AFL-CIO and its affiliated unions with the Equal Employment Opportunity Commission and other federal agencies with responsibilities for equal employment.

I'm sure, as Richard will tell you, his job has not been easy under the Reagan-Bush Administrations.

He has seen firsthand how the Reagan Administration tried to dismantle civil rights protections and how the caretakers of the Bush Administration have followed in their footsteps.

But Richard is a strong voice on behalf of all minority workers represented by our unions. He participates on many boards and committees including the NAACP's Labor Committee, the Labor Advisory Committee of the National Urban League and as a national board member of the A. Philip Randolph Institute.

His service has been recognized by the A. Philip Randolph Achievement Award, the NAACP Executive Directors Award and many other awards.

Richard is a bright, articulate and eloquent young man who is doing a terrific job in the face of a White House Administration that is hostile to the concept of civil rights and equal opportunity. We are fortunate that we can look forward to many more years of service to the Labor Movement from him.

I'm pleased to introduce Richard Womack, Director of the AFL-CIO Civil Rights Department. (Applause)

**BROTHER RICHARD WOMACK (Director, AFL-CIO Department of Civil Rights):** I want to thank Morton Bahr for a generous introduction. You have one of the most outstanding International Union Presidents in the Labor Movement. He is a leader in the field of human enrichment, and I am proud that he has invited me to come here to say a few words to you today. Morty, thanks for the invitation.

Also, I understand you have just been re-elected for a new term. And I also understand that Barbara Easterling has been elected Secretary-Treasurer.

Barbara, you have my best, and I know that everybody supports you in your efforts.

To the officers and to the members of this great union, I want to thank you for your dedication in the field of human rights and civil rights.

As I look across this audience, I see friends and colleagues from as far back as I can remember—at least as far back as I care to remember.

In this room are so many people who helped me in so many ways, for your friendship, your support and your faith, I thank you. That thanks also goes to Mary Mays-Carroll, who is not here today due to an illness.

I am a stranger on the doorsteps of some of you today. Good manners require that I explain my presence and my purpose. I have come to inform, to provoke, to prod, to inquire, to become a factor in that great process through which people of democracy make decisions.

Therefore, it is well at the beginning that I ask a question that has probably arisen in some of your minds. That is: Is this speech about civil rights? The answer is, no, an emphatic no.

It is a speech about Americans and the nation in which we live. But because race and sex are such vital factors in our American society, discussions of race and sex and civil rights must find their way into my remarks from time to time.

I come to you this afternoon to tell you that we are a strong Labor Movement, fighting for justice, fairness and equity in a country with some shady and unsavory characters. Let me name them, if I may. George Bush, David Duke and Patrick Buchanan. (Applause)

These are three dudes who sing the same tune. One of them sings on the Potomac, with violins in the background, singing quotas. The second, on the bayou, with alligators and frogs in the background, singing welfare. The third, on the stump with a confederate flag in the background, singing "back to Africa."

I call them Manny, Moe and Jack, or maybe I should say Larry, Curly and Moe, better known as the Three Stooges. (Laughter)

We can pray for them, and I suggest that you do that; but I say we should not vote for them. And I tell you that because Norma Power and Booker Lester told me that you cannot jive with the Almighty. He understands their program, and we understand their program, and we must let them know that we aren't buying it, not this day, not tomorrow, not ever.

So, I have come to tell you this afternoon, to talk to you about a country that wants to espouse a religion and establish an affair with the prostitutes of greed, unfairness, bias, prejudice and outright racism and sexism.

Ours is a chance. It is an opportunity to stand and fight for justice. We must oppose discrimination in any form against anyone, whether it is discrimination against blacks, Asians, Latinos—it doesn't matter. Whether it is against people with disabilities, it doesn't matter. Whether it is against lesbians and gays, it shouldn't matter, and we should fight against discrimination against white males, because they do have civil rights.

We need to believe in each other, to connect to each other, and be there for each other, to struggle on behalf of each other, and to confess to each other that life is worth living and that the future is worth supporting.

Let me just tell you what Lou Rawls and Patrick Hunt said to me. They said, "If we engage in an eye for an eye and a tooth for a tooth, we ultimately will lead to a blind and toothless society."

That is not what we want.

You must be willing to stand, to walk and root for those goals in life that will chisel your place in the sun.

You must be willing to accept the basic fact that life is hard.

I fully understand that everything has not always been fair and equal, but don't allow that to break your spirit of keeping on.

We must remember that this is not "give me America" or "lend me America." Not for working people.

This is the United States of America. This is blood, sweat and tears of America, and for that corporate few, it's still America, because they have stolen us blind and left us for dead.

I have come to say to you that we must come together as a people, people in America. We have to look at who we are and where we want to go. We have to make sure that the Constitution says what it means and means what it says.

Strong unions have a great opportunity in this country. And Drew Clark and Dina Beaumont reminded me that membership in a Labor Union is still the single-most effective means for workers, especially women and minorities.

It is the only means with which we can be assured that we have a fair chance of achieving what it is we seek to achieve in life. That is why we must never, never surrender to the right wing and this Administration in their relentless assault on workers' rights, on civil rights, and, yes, on women's rights.

The national debate in 1992 should be about the kind of economy that we will have and the kind of society that we desire to live in. That is what the 1992 Presidential election should be about. The debate should focus on domestic policies. There should be no more about Willie Horton, no more about race-based campaigns like the one in Louisiana. No more demagogic appeals that misdirect anger and frustration onto minorities, women and the poor.

I say to you that we must come together and rebuild our America. We must regain our voice and our vision of what our America can and should be as a nation, to educate its children, train its workers, and assure them that productive jobs are available to utilize our talents and skills.

John Kulstad and Pat Davenport said to me, we can create the opportunity and stand as a symbol of optimism in terms of the work and things that we try to do. I know that the Labor Movement will meet the challenge of this decisive hour.

I know that we will come to the aid of justice. I have no despair about the future. I have no fear about the outcome of our struggle. Even if our motives are at present misunderstood by some, we will reach the goal of freedom, justice and equity, not just in Miami, but all over this nation, because that is the goal of America.

Abused and scorned though we may be, our destiny is tied up with America's destiny. So I challenge you today, let us move forth and participate. Let us move to take back our America, take back the America that we know can be and should be.

We should take back our America so that we can stop those who would turn back the clock. Take back our America so that we can eliminate the cancer of racial prejudice. Take back our America so that we can guarantee that every worker can make a decent and livable wage. Take back our America so that we can make sure that we secure adequate medical care for every man, woman, boy and girl in America.

I say we should take back America so that we can stop the greedy from robbing and taking from the needy. Take back America so we can stop them from taking our jobs all across the world and leaving us with no work in America. We have to take back our America so that the robber barons, the plunderers of Wall Street, who have caused jobs to disappear must be, should be, put out of business once and forever.

I say that we should take back our America and we can stop them from stealing from the savings and loans and running our country into huge and enormous debts.

So I say to you, we must become just as concerned about Miami as we are

about Moscow. We must be concerned about Los Angeles as much as we are about Kuwait. We must be concerned about Philadelphia, Detroit, Chicago—it does not matter—as we are about the Middle East. We must take back our America so that every man, woman and child can look up and be proud of the fact that he or she is an American.

As a black American, I have suffered the sting of racial prejudice. I have been on the back of the bus. I have had to drink from a "Colored Only" water fountain. I have driven across this country not being able to use the restrooms. I have been refused service in many restaurants. I have been denied sleep at the inn. And yes, I have been denied elective position in my own International Union, solely because of the color of my skin. But I thank God that with your help we have changed those conditions. They do not exist any more. And I do not know about you, but I am not going to let anybody turn me around. (Applause)

And I have decided, no matter what happens in 1992, I am going to join the fight to take back our America, my America. It belongs to us. And Morty Bahr said to me, "I am willing to join the fight, fight with you in the trenches, fight in the alleys, fight on the highways, fight on the Bayou, on the stump, on the Potomac, wherever the fight is, I want to be there." (Applause)

I want to say to you that we must fight until justice rolls down like water, until it rolls down like a mighty stream.

I want to ask you: Would you join the fight? We need you in the fight. It is my hope, my fervent hope, that when this convention ends, when the speeches cease, that you reflect on what it means to be a Trade Unionist, what it means to be a member of an honorable and professional occupation. And I say this in honesty, what it means to be a citizen in a democracy, facing huge challenges and, yes, enormous debt. And when you do, I hope you remember that Richard Womack, the friend of Connie Bryant, Rudy Francis and Gwend Johnson, yes, M.E. Nichols, yes, everyone of you, spoke at your convention, that I talked about justice, talked about equality, talked about what it was to be in terms of an America. I hope you will remember that I told you that all of us are inextricably bound, bonded, yes, in this America, together.

So when we leave from this city, which I believe Ricardo, who I just met on the Escort Committee, has helped to transform, let us be determined that we shall struggle until every person shall be called "American" whether you be a native American, Asian American, Irish-American, Italian-American, Sicilian-American, Jewish-American, African-American, it does not matter. The name is "American," and that is what it is all about.

When we do, we then can stand together and then we can sing in one tune, one harmony:

"Oh Beautiful for spacious skies,  
For amber waves of grain,  
For purple mountains, majesty,  
Across the fruited plain.  
America, America, God shed his grace on  
thee."

And now let us crown her with sisterhood and brotherhood from sea to shining sea because that is what the fight is all about. That is what the Trade Union Movement is all about. That is what the President and Officers of this Union are all about, and that is what we must be all about.

I urge you to get in the fight. Make sure that we take back our America in 1992.

Send somebody to the White House that is for workers—that is for people that stand for America.

Keep our jobs here. Keep us working. Keep those people who don't belong in that White House out of there. Put them on the unemployment line. (Prolonged applause)

Let them cash an unemployment check. (Applause)

We want our money. Give it to us. We want it now. Right here—now.

Thank you very much.

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

**PRESIDENT BAHR:** Richard, thank you very much on behalf of the delegates assembled here for your most inspiring message, and you can be sure that we are going to be in the trenches with you. But, more important, we are all going to be in the White House together come this November. (Applause)

A little token of our appreciation for your visit with us. (Presentation—Applause)

**BROTHER WOMACK:** Thanks so much. (Applause)

**PRESIDENT BAHR:** I want to thank the Escort Committee.

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

Mike Jordan, Secretary -Treasurer, Local 1120;

Willie Leggett, Executive Vice President, Local 2300;

Willie Ponder, President, Local 3173;

Lena Dooley, Vice President, Local 4000;

Charles Phillips, Vice President, Local 6310;

Addie Brinkley, Vice President, Local 9409;

John Lloyd, President, Local 13101;

Jerry Ahue, President, Local 14921.

We have reached the point in our program where we will be presenting the Pediatric AIDS Foundation awards. The first of these is the Ariel Glaser Award, named in memory of Elizabeth Glaser's daughter. It will be presented to the Local which gave the most money to the Pediatric AIDS Foundation in 1991.

The second award is the Hope award. It is given to that local which raised the highest percentage of its quota for the Foundation last year.

At our past two conventions Elizabeth Glaser, one of the founders of the Pediatric AIDS Foundation, was with us to make these presentations. Unfortunately, for personal reasons, Elizabeth cannot be here this year. But she has videotaped a short message to all of us and, if we can have the lights dimmed, we will run that tape.

...Elizabeth Glaser, co-founder of the Pediatric AIDS Foundation, addressed the Convention via videotape, as follows:

**MRS. PAUL MICHAEL (ELIZABETH) GLASER:** Hi, everybody. I feel really bad that I can't be with you this year, and I am sitting here at home in California, knowing that I wanted to send you a message, because every year I look forward to the CWA Convention. So, bear with me.



Someone is here.

**MR. PAUL MICHAEL GLASER:** Hi, there.

**MRS. GLASER:** You have never met my husband. This is Paul. He wants to say "Hi," too.

**MR. GLASER:** I wanted to say hello, too, and thank you for your support. I am sorry Elizabeth can't be with you this year, but she is here with me, and that is even better. She was going to give a plug for my next film, so I am going to go back to work. And, thank you.

**MRS. GLASER:** That was Paul.

Let me just start by saying—

**MR. GLASER:** Mention my film.

**MRS. GLASER:** He is so pushy. Do you all have pushy mates?

Paul, you can see, is doing really well. His movie is coming out on March 27, called "The Cutting Edge." You will love it if you go see it.

Jake is on antivirals now. He takes DDI and AZT too many times a day, but they are doing what they are supposed to be doing, and he is doing great.

He is finishing first grade this year and, you know, I am hanging in there and fighting like always and able to continue fighting because I know I am not doing it alone, because I know that there are people out there, and it started in many ways with the CWA family, which always had the most important scope in my mind about what you are doing, because, you know, it is a complicated year politically, economically, and in my heart what I believe we are learning in America is that we each have a role, that we each can make a difference, that the fabric of our country is about who we each are as people. And there is something so powerful and right about large numbers of people, each saying "I will give one dollar," which is what you guys have done.

I think that if we all learn that lesson, if we all learn that lesson of commitment and generosity, if the rest of the world could follow your leadership in many ways, we would have a much better America.

In the two years since you have adopted us as your charity of choice, you have given us over half a million dollars, which is what allows us to keep doing the critical work that we are doing. And, you know, I just want to thank you because I don't know how we could really go ahead without that commitment. Everywhere I go in the country, and whoever I talk to, I always talk about our labor union, and the family and the warmth and the embrace that you guys reached out to me with.

Let me just share with you quickly a few of the things that have happened in the last year and some of the things we are looking forward to next year at the Pediatric AIDS Foundation, and how that money is being used. Our overhead this year remained at less than 5 percent, so every penny you have donated is well used. We started our student intern training program, training young students in medicine to go into pediatric AIDS, to give them a kind of introduction to it.

We have our emergency assistance program in 52 hospitals around the country this year, that have received money from us for emergency needs that they can't get from anyone else, whether it is food for the patients, clothing for children, medical equipment, nurse support. They can tell us what they need and we will distribute the money.

I think we have contributed over \$8 million to researchers around the country who are studying the issues that are critical to women and children. Our think

tanks have been incredibly successful and, in fact, this year at the last think tank we brought together all these doctors, maybe 30 doctors who are on the cutting edge of what is going on, and we make them talk to each other—unheard of, but we make them do it.

Out of this last think tank, which focused on how to block transmission from an infected mom to her newborn so no kids would be born with AIDS, a grand concept was presented which was to recreate almost like a mini Manhattan Project, where a number of doctors around the country will focus on this with the coordinating entity being the Pediatric AIDS Foundation.

They will all collaborate. They will share specimens, they will share information. It will be one collaboration, which is very unusual in medicine. We feel it's the doorway to quick answers. If we could pull this off, which I promise you we will, I think that the impact that we are having would become even more far-reaching.

We are biting off a lot. We know that. But we have never been afraid because we don't have a choice. So knowing that your support continues, knowing that the goal will be to have every member of CWA contribute a dollar, knowing that we are leaping and we only believe that we can do it with other people's help, it is just going to be a very exciting year. It really is. We are really excited, and we really feel that some important information is going to come out of this.

So, with all these medical things that we are doing, and our National Parent Education Program is getting ready to be released, we are working really closely with Magic Johnson and doing all sorts of educational videos that will be relevant to the schools.

So I just want you to know that everyone in California at the Pediatric AIDS Foundation thanks you from the bottom of our hearts—of our hearts. My family thanks you even more because it is our lives that will be affected as well as so many others.

What I am going to miss most of all is all the hugs that I get when I am at the convention. When I am done talking, so many people come up and give me kisses and hugs, and it just gives me that strength to go on for the next year.

So I miss you. I am sorry I can't be there. I say thank you to every single person. My love, especially to Morty and Barbara. I will try to be there next year, I promise. We promise we will do our part if you just work hard to help us be able to do it, okay? And don't get too much sun. Bye. (Applause)

**PRESIDENT BAHR:** I would like now to ask Barbara to help me in presenting the awards.

Barbara and her staff are responsible for administering the union's Pediatric AIDS Foundation program which, you can well imagine, takes up a great deal of time and effort on all their parts. I would like to thank them for their efforts in what I think we all agree is a most worthwhile program.

We are helping not only to keep people alive, but also to prolong those lives and prevent babies from being born with that affliction. I do not know what could be a more worthwhile cause.

And now for the presentations.

The Ariel Glaser Award goes to Local 13000, which contributed \$10,400 in 1991. I would like the President of Local 13000, Bob Powell, to come forward and accept the award. (Presentation—Applause)

**DELEGATE BOB POWELL (Local 13000):** I am honored to accept this

award, Mr. President, on behalf of Local 13000, its officers and its members, who collected the money and also gave in donations. It is their trophy and I want to thank them.

Thank you. (Applause)

**PRESIDENT BAHR:** The Hope Award goes to Local 2382 which contributed 885 percent above its quota for last year. At this time, would Local President Marjorie Baney come forward and accept this award? (Presentation—Applause)

**DELEGATE MARJORIE BANEY (Local 2382):** On behalf of the members, the 69 members of my Local who were so pleased to have the opportunity to serve CWA in this very important way, I promise you that we will do our best to even better it next year. Thank you. (Applause)

**PRESIDENT BAHR:** Congratulations to both the Locals on their achievement.

The Pediatric AIDS Foundation is our charity of choice. As such, each Local is asked to donate one dollar per member per year to this worthy cause. The 1992 program is well under way and I hope your Local has already made its contribution.

The statistics say that the AIDS problem is going to get a lot worse before any cure is found. What the Pediatric AIDS Foundation tries to do is help the innocent children who have been unfortunately caught up in this terrible disease through no fault of their own.

In 1991, CWA's Pediatric AIDS Foundation campaign raised \$276,172. That is a lot of money and you are all to be congratulated for your fine work. However, this figure represents only about 55 percent of the quota we established for ourselves. It is my hope that we can all do a little better this year.

Please open your hearts and give generously to this very worthwhile cause.

Thank you very much. (Applause)

Sometime last year, in recognition of the rapid and escalating change in technology within the industry, as well as the impact of global competition and the global changes in the world, as well as the changing regulatory environment both at the state and federal level, I appointed a Task Force comprised of staff, local officers, chaired by an elected officer, which is called the Task Force on Telecommunications Technology and Regulation. And they are charged with the responsibility of monitoring what is happening in the industry worldwide, giving us recommendations that include recommendations for our bargaining committees.

This will be an ongoing responsibility. And I have designated within our Research and Development Department a slot that will be responsible for dealing with new technology.

I want to name the members of this Committee who will be giving their first, I am sure, of many reports.

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

Jeff Rechenbach, Administrative Assistant to Vice President of District 4

Hazel Dellavia, CWA Representative, District 1

Bob Barbarelli, Vice President, Local 1101

Charles Gerhardt, Executive Vice President, Local 2100

George Kohl, Administrative Assistant to the President and Director of

## Research

John Morgan, Administrative Assistant, Washington, D.C.

Vincent Maisano, Vice President of District 13, Chair.

It is my pleasure to recognize Vice President Maisano. (Applause)

**CHAIR VINCENT MAISANO (Vice President, District 13, Chair):** Thank you, President Bahr.

Before I give my report, I would like to thank my Task Force for the work that it has done. The issues being tackled by the Task Force are complex, and if not addressed, will be far-reaching.

The Task Force has worked many nights, late into the night, because they have realized that their work and their success means saving our jobs.

At your seat you have a report by the Task Force, and at the lunch break another sheet was handed out which you should place within the copy of the report.

Technology, deregulation and competition are feeding on one another to bring about the most fundamental restructuring of the industry since divestiture.

These changes mean that the local telephone carriers will no longer be the exclusive providers of local telephone service and they will not be as tightly regulated as in the past.

These changes are taking place at a faster pace than had been anticipated only a year ago. They will also challenge the industry standards for benefits and working conditions which we have worked for decades to negotiate. These changes require us today—while we are still strong—to negotiate for Wall to Wall.

Let me cover each element of the three-pronged attack on our working conditions and wages. First, technology. The Committee found that three major technological developments—digital switching, fiber transmission, and the application of computer technology to call handling and administration—have raised the speed and capacity of the telephone network while lowering its cost.

The new technology has made it possible to offer a wide array of new services but has also made it possible for new and smaller companies to enter the business and compete effectively with the local telephone company.

Second, deregulation. Most states are experimenting with some form of deregulation. They have given local carriers greater rights to earn a higher rate of return and price new services at will.

In return for these rights the local carriers generally agree to freeze residential rates for a short period of time, maintain quality standards, and commit to major investments of new technology in the local network.

Third, competition. In dollar terms the scope of competition is still very small. But the most lucrative services and markets, particularly those serving the business community with the latest technology, are being opened to full competition.

We have seen the results of these forces destroying our members lives at AT&T. They have now been unleashed in the local exchange providing us with the challenge of the '90s.

The telephone companies see the changes coming and have agreed to unbundle telephone service.

In late 1991 and early 1992 the FCC approved a new set of standards proposed by all seven RBOCs. These standards, called Open Network Architecture or unbundling, price individual network features separately rather than "bundle" them in broader telephone services as they have been in the past.

Competitors will then combine the purchased services with their own services and compete with the local company.

In New York alternative access providers such as MFS and Teleport have been allowed to plug their fiber optic networks into the NYNEX local wireline network, giving their customers access to anyone in the NYNEX system. The access is provided through "collocation," which allows the competitors to connect their facilities to the telco's central offices by physically locating their equipment on the telco premises.

Newspaper and cable companies present another threat. While they object to attempts by the telephone companies to provide information services, they are laying the groundwork for their own entry into the telephone business.

In December 1991 Cox Enterprises, a conglomerate of newspaper, cable, radio and TV operations, bought a 12.5 percent interest in Teleport Communications and now it plans to increase its ownership to more than 50 percent. This was followed in February 1992 by a bid from TCI, the largest cable TV operator in the United States, to acquire the remaining 49 percent of Teleport. Anti-union TCI already owns three bypass companies in Seattle, Dallas, and Chicago and is seeking to acquire another in Pittsburgh.

Taken together, unbundling, collocation and competition by financially strong anti-union companies like TCI, will open up the local loop to unprecedented competition.

What does all this mean to us?

All these changes will affect the job security, wages, benefits and working conditions of each and every one of our members.

The following effects are already taking place or are likely in the near future:

- 1) The new competitors will introduce the latest technology in the most lucrative segments of the industry forcing the existing telcos to make comparable investments in order to stay competitive.
- 2) Unbundling will force the traditional telephone companies to price each service at its real cost. The underpinnings of low-cost, universal telephone service will be shattered. Residential customers will be forced to bear the brunt of the cost of the older existing network and will see their rates rise significantly.
- 3) The local telcos will react to the new competition by following AT&T's lead in restructuring their operations into business units which will have to meet individual profit targets. The managers of these business units will be tempted to resist abiding by the terms and requirements of labor contracts which have been negotiated at the corporate level.
- 4) As the local telcos restructure into business units and subsidiaries, some may try to keep the new units and subsidiaries non-union. These are precisely the areas of the company where growth is expected.
- 5) The new competitors will be predominantly non-union, and they will introduce sub-standard wages, benefits and working conditions into the industry.
- 6) To offset the large investments in new technology and to compensate for narrower profit margins from services facing greater competition, the telcos will seek to lower their costs. Their first target will be their labor costs, primarily by

cutting the size of the workforce.

7) Clerical workers will face major cutbacks as companies automate the handling of paperwork and consolidate work centers.

8) Technicians will face cutbacks because the new digital and fiber optic systems will require less maintenance than older analog and electro-mechanical equipment.

9) If we do not achieve access to the jobs in the growing part of the industry, a hundred thousand members will lose their jobs and find no other employment opportunities. Those of us lucky enough to still be working will face tremendous pressure on our wages and working conditions we negotiated during a time when the entire industry was union.

Wall to Wall is the centerpiece of our response to industry developments in its relationship with the organized carriers. Wall to Wall includes:

1. Access for union members to jobs in unregulated subsidiaries and new ventures.
2. Accretion of work to existing units.
3. Recognition from the parent corporation.
4. Elimination of subcontractors.
5. Union members' provision of service to subsidiaries instead of non-union vendors.
6. Neutrality and card check during organizing drives.

These are strategic goals in CWA's policy of preserving quality jobs in the industry with good wages and benefits and in CWA's ability to fight for universal service at affordable rates.

We must pursue these goals in every forum available to us: at the worksite; the bargaining table; in the legislatures and public utility agencies. We must not let the industry be restructured to exclude union representation or to eliminate universal service.

Therefore, the Task Force on Telecommunications Technology and Regulation recommended to the Executive Board that we modify the 1988 Board policy on deregulation and escalate our activities in order to reach our goals. I'm happy to report that these recommendations were unanimously accepted.

At our most recent Board meeting, the Board unanimously adopted a policy that CWA must oppose every deregulation initiative which permits the expansion of activity for our employers unless the employer has provided for the expansion of opportunity for our members.

As this policy has national implications, the President's office and the Districts will work together to implement it in accordance with the steps outlined below.

When we have won the right for our members to expand their employment opportunities with deregulation, then we should ensure that universal service is protected and support deregulation.

Until that time, the Board voted that the following steps be taken, dependent on our success in achieving our goals of Wall to Wall and universal service.

These steps will be pursued both in the legislatures, Congress, and the appropriate regulatory agencies.

1. Where we have no Wall-to-Wall agreement, CWA shall oppose any

deregulation of our employers.

2. Where deregulation bills are moving through the legislatures and we cannot stop them, we will work to amend the deregulation bills to slow them down and accommodate our Wall-to-Wall goals. Recommended amendments to deregulation bills would require an increase in non-management jobs by expanding statewide employment and establish strict limits on increases in residential rates.

3. Where deregulation is moving through the regulatory utility agency it should either be stopped where we have the ability to do so or legislation should be introduced to transfer deregulation authority to the legislature.

4. Where deregulation is already in effect, we should oppose deregulation in one or more states in the carrier's region where deregulation does not exist.

Further, where deregulation is already in effect in a state, we should take advantage of the review or sunset process.

These actions shall commence immediately and be implemented by the Districts in coordination with the President's office. Pre-existing agreements to support deregulation shall continue to be honored where appropriate.

This policy gives CWA another tool to fight for union jobs throughout the industry. We are not "for or against deregulation or competition." It is inevitable. We are for union jobs and we will do everything in our power to secure these jobs for the future.

Employment security for our members today and for our children tomorrow, depends on it.

Thank you all very much. (Applause)

**PRESIDENT BAHR:** Thank you very much, Vince and members of the committee. We look forward to continued good work. Thank you.

Hold it. We have a question on the report. Microphone 5, Delegate Becker.

**DELEGATE TOM BECKER (Local 7800):** On the document that was given to us at noon today, "Recommendations to the Executive Board by the Task Force," on the back page, page 2, bottom paragraph, the last sentence states, "If deregulation is slowed in only one or two states, the benefits of ..

Can you finish that sentence for us?

**CHAIR MAISANO:** We wanted to see if you were paying attention. (Laughter)

Before this Board policy went to the printer, page 2 was added to it, or should have been, and that wiped out the last line and a half. If you will, take that single page, which ends with "the benefits of," and it should read as follows:

"... deregulation in states where it has already been obtained is diluted."

**DELEGATE BECKER:** Thank you.

**PRESIDENT BAHR:** Thank you very much.

On Monday we stood with the Teamsters to demand Jobs with Justice for all workers at Ryder. Today we can take the next step in demanding Jobs with Justice. The Sergeants-at-Arms have distributed petitions addressed to the CEO of Ryder, which call on him to investigate his substandard companies, stop the layoffs and stop subcontracting.

I would now like to call on Harold D. Scott, who is the Labor Representative for U.S. National Savings Bonds, for an award to the Communications Workers of

America. Harold?

**MR. HAROLD D. SCOTT (Labor Representative, U. S. Savings Bonds):**

Delegates to this Convention, guests and friends of the CWA, I have a little good news for you to put in your pocket. I am going to be brief, and I know that most of you want to get out of here.

I wanted to join you at this Convention this year to personally thank you for the tremendous support you have given to the United States Savings Bonds, not only through the years, but especially last year, when we celebrated our 50th Anniversary. We had a very successful year last year, selling over \$9.1 billion in savings bonds. We followed that up in January of this year with \$1.3 billion. Last month we ended up with \$1.1 billion.

Now presently, savings bonds are as popular as a fireplug at a canine convention. We have about \$141 billion that is being held by 55 million bondholders, and what happens with that is that for each one of those billion dollars you are helping to reduce the national debt by \$70 million.

Now, you do even much more when you purchase savings bonds, and sometimes more is better. But sometimes it is not. Let me give you a story about where more might not be better. There was this burglar, who specialized in burglarizing wealthy suburban neighborhoods. One night, under cover of darkness, he decided to burglarize one of those homes. He was crawling around and found a door open, and as he walked in the door, he heard a voice saying, "Jesus Christ is watching you."

Well, the burglar didn't pay a heck of a lot of attention to that, because he knew he didn't hear it. So, he continued on, trying to find some valuables. Then he heard that voice again: "Jesus Christ is watching you."

Then he looked around and in the darkness he saw a set of red, flaming red, eyes, and then he forgot about trying to burglarize that place and found a light switch and, when he turned that light on, he looked at where that voice was coming from and down at the other end of the room there was a big bird cage, and in that bird cage was a gigantic parrot. And then he saw what had happened, and he was very angry at himself, and just as angry at the parrot.

So, he turned to that parrot and said, "Is that all you can say, that Jesus Christ is watching you?"

The parrot shook his head like this, and then the burglar said, "Can't you say anything else?"

The parrot shook his head like this. And then the parrot repositioned himself on a perch and, in a very loud voice, said, "Sic'im, Jesus Christ." (Laughter)

So, sometimes more is not that good for you.

But let me tell you some more that is good for you with the savings bond program. You get some deferred taxation, that really works for you, particularly when you are nearing that retirement age. You are going to pay less money.

The other thing is that it reduces the need for the federal government to raise taxes. Nobody wants to pay a lot of taxes.

Then, you are never going to have state or local taxes.

Now, as a member of the National Labor Advisory Committee, Morton Bahr has witnessed over the years how the savings bond program attempts to respond to the needs that the American people had. I am sure that Morty saw back in 1982 that we were responding to some needs to make this program more competitive, and we did, by introducing in November of 1982 the market-based interest rate



program, that allowed us to be competitive with many of the securities that are out there.

If you have been looking at your financial papers over the past few months, you will have seen that savings bonds are outpacing many money market accounts, as well as CDs. This is really a good time for the savings bond program.

Now, we also realize that during the '70s and '80s the cost for post-secondary education was just going off the sky limits. We had to do something for that, and we instituted the post-secondary education program. What that is going to do, and what that will do, is allow you to be able to exempt any taxes on interest that you might earn with these bonds if you use that interest for post-secondary education expenses for you, your spouse or your dependent children.

Now, we realize that it is not going to solve the problem—savings bonds alone. And, if any of you have been out there looking at what it is going to cost for the education of your children, you know it is really a staggering amount.

We are also in the process of trying to get legislation passed that will allow the grandparents who want to participate in the educational expenses for their grandchildren the opportunity to participate by buying savings bonds and being able to exempt the interest directly off of their income taxes.

This is something that is in the works now, and we have another restriction that we are trying to remove. We are trying to remove an age limit, so that more people can participate in this program. A lot of kids work, and a lot of kids might want to help on their own education. When we get this legislation passed, it will allow that to happen.

Now, we must make education a high priority in this country in order for us to assure that America will be able to successfully compete in the world's markets. Today our high importation rate of goods and services is hurting our ability to create jobs or expand our economic activity. Adding insult to injury, though, would be if we wind up having to import the technological skills to run our industries. That is something that I am sure we do not want to happen.

So let's ask ourselves for a moment: When our children are ready to go to college or go to other post-secondary institutions, will we be ready to send them? If your answer is no, or maybe, I suggest that you start saving now.

The more you save now, the less you are going to have to pay out of your pocket in the future.

There is simply no doubt about it. This country is hurting. When we see so many private and public sector jobs drying up, we are hurting. When we see more than 1600 plants and all those jobs being transported south of the border, we are hurting. And, in addition to that, many are moving to other places in the world.

You are powerful people. You are a great union. You must join in this effort to try to change our pretty bad habits of not providing enough savings, so that we could have a low-cost source for capital formation, which creates economic activity, and also creates jobs.

A country that does not save is on an eventual, an inevitable, road to economic decline.

If you look around, you will see that that is happening to this country now. There is plenty of fault and there is plenty of blame to go around. We could start with the government. We could start with our private sector. And we certainly could start with us. But, start we must do. We must make America the economic power that it once was. For us, as well as for this country.

And, as I look at the theme you have this year, your slogan, "Catch the Spirit," that is all you have to do, that is, catch the spirit. But, I would like to add something else. Pass that spirit on. Let people know that it is all right to invest in America, that it is good for them, that it is good for the country. Maybe we could turn these unfortunate situations that we find our country in now around. We could possibly see fewer people being furloughed, more jobs being created, and then we will be on the way again.

I enjoy the opportunity of working with your unions, and if it appears that I am pro-union, maybe I am slipping, but it is true, I am pro-union, and I did work at an international headquarters union in Washington, D.C., and I am very proud of having done that.

But on that, I would again like to thank each of you as members of CWA, and I'd like to personally thank M.E. Nichols, Nick, for the type of cooperation that he has given this program in facilitating the message so that all of you would be able to listen to some of the updated things that are going on in the Savings Bonds Program.

I also would like to thank Jeff Miller for the very fine articles on the Savings Bonds Program that he gets out to you in the *CWA News*.

I encourage you, your local affiliates, to do the same thing, to make sure that your local members have an opportunity to find out what's going in this all-American program, which is really a program of all Americans and Canadians, they can also join in on this, but let's pass the word on.

And with that, I want you to understand that my main reason for coming here was to personally thank you, but I also want to personally thank, on your behalf, a gentleman who is not only the President of your Union, but is also a member in high standing on the National Labor Advisory Committee for the United States Savings Bonds Program, and clearly, that person that I'm referring to is President Morton Bahr, and I have an award that I would like to present to him.

It is the Minuteman Award, and let me tell you what the inscription says.

"This Award is presented to President Morton Bahr on behalf of the Communications Workers Unions of America for its continuous and patriotic support of the United States Savings Bonds Program," and it is dated April 8, 1992.

Thank you very much.

...The delegates applauded as President Bahr was presented with the Minuteman Award...

**PRESIDENT BAHR:** Thank you very much, Harold.

While the Resolutions Committee comes back to the platform, I would like to introduce to you an extraordinary human being, an extraordinary Trade Union leader.

There are not too many like him around any longer. He went through the struggle of the '30s to build and was one of the founders of the Textile Workers of America. He was its President when they merged with the Amalgamated Clothing Workers and became the Amalgamated Clothing and Textile Workers.

Under his leadership, a house that is known as Botto House was turned into a labor museum and has been certified now as a national landmark. And I think the seven days a week that he spends in building that labor museum is what keeps him so young.

Please join me in welcoming for some brief remarks the former President of

the Textile Workers Union of America, Sol Stetin. (Applause)

**BROTHER SOL STETIN (President of the American Labor Museum Botto House National Landmark):** Thank you very much. How are you? Thank you very, very much.

Morty, I appreciate those kind words and I simply must tell this convention, I have been here now for the third day with my wife, and I am so excited and inspired by the wonderful convention that I have observed here.

It is the first time I have been to a convention of the Communications Workers. I have been to many meetings of your local unions in District 1.

President Morty Bhar, President Glenn Watts, Executive President Nick Nichols, Secretary-Treasurer Barbara Easterling, retiring Secretary-Treasurer James Booe, and Secretary-Treasurer Lou Knecht: Thank you for the opportunity to address this convention. I am here today for two reasons. First, to tell you about the American Labor Museum, and second, to thank this wonderful union for its support.

Our museum is located in Northern New Jersey, on the outskirts of Paterson, which is my home town. Back in 1913, almost 80 years ago, was the scene of a strike of 24,000 textile workers. The workers were fighting for the eight-hour day. They were fighting for safer working conditions. They sought to end child labor and to stop the speed up and the stretch out.

The power structure in Paterson made it impossible for the workers to hold meetings. The mayor, the judges, the courts, the police were all on the employer's side. The mayor of Haledon, elected the year before on a socialist ticket, headed by Eugene Victor Debs, invited the strikers to meet outside the home of the union member, Pietro Botto and Raya Botto, in Haledon, which is contiguous to Paterson, just three miles away.

The balcony of the house became a speakers platform for some of the leading social reformers of the day. Although that six-month strike was lost, that balcony and that Botto house stands as a symbol of the Labor Movement's determination to create a just society.

A little over 10 years ago, a group of labor and community leaders formed the American Labor Museum, with the goal of transforming the Botto house into a learning center where the public can learn the truth about Labor's contribution to American society and to its history to counteract the misconceptions and the distortions of unions and their leaders.

And when I talk about union leaders, I talk about shop stewards and local union officers. They are the leaders.

Your former president, Glenn Watts, was honored at our first annual fundraising dinner. A great Union sister, the late Jean Fawcett, assistant to Brother Irvine, your Vice President, served as a trustee for almost nine or 10 years, until her untimely passing.

The Joe Beirne Foundation has, time and again, provided us with much needed support and continues to do so today. And CWA's commitment to us is dramatically underscored by the fact that your International President, my dear friend, Morty Bhar, serves as Chair of our Board of Trustees, with Executive Vice President Nick Nichols, who I have gotten to know so well—he attends all of our Trustee meetings.

Your leaders and members have shown that you understand that Labor history is not a stagnant subject. It is a vehicle to educate the public about the good things that unions do. Because of the bad press that the Labor Movement consistently

receives, the general public is often grossly misinformed about the real contribution our unions have made in our lives and in the workplace.

They are owned and operated by the same corporations that you work for. Instead, they only focus on those few instances of corruption or sensational news which pass for Labor coverage. And even those few Labor leaders should be put in jail and every employer who has dealt with them in that way should be put in the same cell. (Applause)

Thousands of museums exist throughout this country. They often commemorate the achievements of the famous, the rich and the powerful. Hardly ever do they depict the contributions or the heritage of working people. In fact, there are some 200 museums in just one state, New Jersey. Only one in that state provides historic events of labor struggles: the American Labor Museum. (Applause)

The Labor Movement desperately needs this museum so we can interpret Labor's contribution to society and challenge the negative propaganda and false information that is now being circulated by the mass media against the working people and the Labor Movement.

Much of our work revolves around children in public schools, in high schools, in colleges, for they are the future leaders of our society. We teach them about the struggles that workers went through, the long strikes to win the benefits that we take for granted today.

How many of us here are familiar with the fact that there was a 13-month strike in Passaic, New Jersey—13 months, 15,000 workers. Shouldn't that be part of the history that we teach our children? (Applause)

How many people know that in 1937—and I have been in the Labor Movement a few years—that there was a strike in Chicago of the Republic Steel workers by the United Steelworkers of America, and about a dozen people were killed, shot in the back by the police? I don't know that they ever found any of those policemen guilty.

We had a general strike in this country in my industry; 400,000 people were on strike. It lasted three weeks. The power structure in the South was determined to break that strike, and we did not get any support from the Labor Movement. It was not the kind of Labor Movement that you have here today. Twenty-five thousand of those strikers never got their jobs back after a three-week strike in which the President appointed a commission and sent the strikers back to work. Fifteen people were killed in that strike. How many people know about it?

Why shouldn't that be part of the history of our country?

Brothers and Sisters, I like to think that our museum is moving in the direction of seeing to it that children, including faculty people in the school systems, in the colleges, know more about the history of the Labor Movement.

I might say one other thing. A consortium of people has raised almost a quarter of a million dollars and—while it is not part of the museum, it is something that I am involved in—we are doing a history of the '34 strike.

George Stoney of NYU, an outstanding filmmaker, is helping us put that history together. A great deal of our work also revolves around immigrants and the union members, and I am proud to say that we remain true to the spirit of 1913, by hosting meetings of local unions, central labor councils and other labor groups.

We provide a unique setting for unions to involve and inspire their membership. We have worked very closely with unions, to commemorate the annual Workers' Memorial Day Observance.

We conduct workshops for high schools and elementary teachers.

We conduct merit badge clinics for Boy Scouts seeking to earn the American Labor Merit Badge.

We are today promoting legislation in the state legislature, that the curriculum should include the teaching of Labor history.

Your Union President, Morty Bahr, your Executive Vice President Nick Nichols, your District Vice President, Jan Pierce, Public Employees Director Bob Purcell, Ron Woods, Pat Niven, all serve in some capacity helping us with this museum.

And many of your local unions have helped us with our fundraising project because we were getting a \$90,000 contribution from the state legislature, and that's been stopped.

But thanks to so many of you local unions in the area, we appreciate, we are going to overcome this problem.

With your continued support, we will be able to bring that heritage to thousands more people in the years ahead.

Now finally, I just have got to tell you this. I was so impressed when I sat in the meeting on Monday night, the Jobs with Justice program, Morty, you ought to be congratulated to bring about that star-studded Jobs with Justice Rally, to bring together Sen. Harkin, to bring together the new president of the Teamsters Union, the President of NABET, Brother James Nolan, and that wonderful Joe Glazer.

I was inspired, I was spiritually motivated.

Yes, I was energized, because it reminded me when I was an organizer in the field, listening to the speeches of Walter Reuther and John L. Lewis and Phillip Murray and my own President, Emil Reeve, in that period. I felt I was going back in the '30s, the spirit that I saw Monday night, that I felt Monday night, I felt throughout these last couple of days, and I want you to know—I've got to tell you one final thing.

In the spring of 1937 I was working in West Warwick Island. We had a strike at the International Dye and Print Works because that employer is the place I worked at in Paterson. They sent me up there to organize this plant.

And while that strike was on, a silk-weaving company went on strike. But, by golly, they didn't walk out. They stayed in that plant for a week. (Applause)

They had a sit-down strike. I shall never forget that experience.

And so, Morty, I'm just so impressed with what you did with this, I picked up about 20 of these to bring them back, to show them to the people that come to the museum.

Thank you, and may God bless you and good luck to Morty Bahr and your whole staff. (Applause)

**PRESIDENT BAHR:** Thank you.

The delegate on Microphone No. 1, in proper order you will get an opportunity to say what you want to say. That's what they are telling you.

You'll wait until the end of the regular order of business, and then you will be recognized.

The Chair recognizes the Resolutions Committee.

**CHAIR GRIMES:** Thank you, Mr. President.

The Chair recognizes Delegate Larry Dearing.

**DELEGATE LARRY DEARING (President, Local 3154):** If the delegates will please turn to page 16 of the Resolutions Committee Report, to Resolution 54A-92-13, entitled "CWA Dignity Policy."

### **Resolution 54A-92-13 CWA DIGNITY POLICY**

It is the policy of CWA to provide an environment free of any form of harassment regarding race, sex (including sexual harassment), color, creed, religious, ancestry, national origin, disability, age, marital status, sexual orientation or status with regard to public assistance, as defined and otherwise prohibited by federal, state and local civil/human rights laws.

Furthermore, CWA expects all Local Unions and their members to accomplish their work in a businesslike manner with a concern for the well-being of their co-workers and clients. Any harassment of members will not be permitted, regardless of their professional working relationship. Such harassment includes unsolicited remarks, gestures, physical contact; display or circulation of written materials or pictures derogatory to either gender or to racial, ethnic or religious persons or groups; or basing personnel decisions on employees' response to sexually oriented requests or behavior.

**RESOLVED:** CWA supports a policy that takes into account each member of CWA and promotes individual dignity in or outside the workplace.

**RESOLVED:** That by specifically identifying harassment as a type of violation of union ideals and appropriate behavior of unionists, CWA will have another effective organizing tool.

**DELEGATE DEARING:** Mr. President, the Resolutions Committee moves the adoption of Resolution No. 54A-92-13, entitled "CWA Dignity Policy."

**PRESIDENT BAHR:** You heard the motion.

...The motion was duly seconded...

**PRESIDENT BAHR:** Seconded from the floor.

On Microphone No. 3, Delegate Crump.

**DELEGATE ANN CRUMP (Local 4600):** Sister and Brother Delegates, this is my 18th convention in this Union. I started out with brown hair. I now have gray hair. There are lot of us in the hall.

I have at least a couple of wrinkles, one big one over my lip.

I've seen a lot go on. I've heard a lot of what's been said and I've done a lot of talking.

Over the years, it never occurred to some of us to present a resolution on dignity within and outside the Union. I am so glad that the Resolutions Committee has decided it's appropriate.

And let me tell you why.

I've seen a lot of junk go on in this Union. They're not some of our proudest moments.

You know, one time a local president—I had seen him for so many years—had a woman at his side. And he said to me, "Have you met my wife?"

And it was a bad mistake.

The staff person who grabbed, inadvertently grabbed the breast of one of my delegates at one of the first women's conferences.

An Executive Vice President, who probably inadvertently dropped his drawers, and it wasn't to get a shot and the woman wasn't a nurse.

We've got to get better, and we are. Thankfully, we are.

The women that have gone before us, the women like Catherine, Clara, Queenie, Larene, Selina and others. Irma said it best when she went to the mike to recognize what has been going on.

Clarence Thomas learned the hard way. I may never drink another Coca-Cola.

Alan Dixon learned the hard way. (Applause) Supporting Clarence Thomas' confirmation was the last move he made as a senator from Illinois.

What people do on their own time is no one's business.

I brought up a question about the postcards. I appreciate the brother going to the mike. For 18 years, though, I've heard apologies. Some of them have been good, and some of them even believable. But there was a rush on the postcards after we brought it up, and that's still sad. That's very, very sad.

And I'll tell you, Kevin, you didn't come to Milwaukee and ask my operators about whether they had thought it was appropriate, because they wouldn't have voted to put it out in the form of a postcard, I'll guarantee you. (Applause)

And let me say one other thing. If that had been BellSouth or AT&T that did the same thing, I suggest that blowing up the building might have been too mild.

Please, let us not continue with the behavior. Let us applaud the progress we have made.

Barb, our new Secretary-Treasurer, Sue and Janice, I applaud you and I salute you, and I have been at your side and I'll continue to be at your side. But we will also be at our brothers' side. When they act appropriately we will stand side by side, and when any of us, man or woman, acts inappropriately we will condemn it in public, and I will suggest to you and promise, that from my vantage point, if I am lucky and am elected to come here for yet a 19th Convention, that if I hear more stories, even at this Convention, I will come to the mike and name names. (Applause)

I apologize for the tone if I sound angry, because I am happy for very many reasons.

**PRESIDENT BAHR:** One minute.

**DELEGATE CRUMP:** And I have never gone all the way up to four minutes, which makes me very unhappy. So I will sit down now and I just would suggest this: The next time you have naughty thoughts, or if you don't know if they are appropriate, make them about AT&T and not one of your Union brothers and sisters.

Thank you. (Applause)

**PRESIDENT BAHR:** Microphone No. 3, Delegate King.

**DELEGATE BARBARA KING (Local 6150):** I am a union steward, organizer, and communications technician on-site work force.

Sisters and Brothers: I rise, dignified to speak in support of Resolution 54A-92-13, the CWA Dignity Policy.

Quite simply, there is no room for harassment in our Union unless we have no

room for growth. We all know that growth means organizing the unorganized and keeping the members we have involved. This is the key to CWA's life and breath.

Let us be professional and treat each other as we would like to be treated, and open our arms to all members who wish to become more involved in CWA for dignity's sake. I strongly urge passage and practice of this policy. (Applause)

**PRESIDENT BAHR:** On Microphone No. 1, Delegate Young.

**DELEGATE KIM YOUNG (Local 1112):** I make a motion to amend Resolution 54A-92-13 by inserting the word "International" into the first sentence of the second paragraph to have it read as follows:

"Furthermore, CWA expects the International, all Local Unions and their members to accomplish their work in a businesslike manner with a concern for the well-being of their co-workers and clients."

If I have a second, I would like to speak.

...The motion was duly seconded...

**PRESIDENT BAHR:** There is a second from the floor. You may speak for five minutes.

**DELEGATE YOUNG:** Brothers and Sisters, I stand here before you and ask that you support my amendment to include all individuals at all levels of this union.

We must stand together on this issue as one. In today's environment, we cannot allow comments and actions to divide us any longer. Until we all become sensitized to the feelings and perceptions of others, this union will be divided.

This week, I have personally experienced several indignities, some by those sitting on the floor, and others by some sitting on the stage. How long will we tolerate these actions? I have been attending these conventions for the purpose of representing our members and furthering the Union Movement since the affiliation of our Local six years ago. The unsolicited comments come year after year. I am not only angry, but I am deeply disappointed in my Union brothers.

Please think about those comments you so freely speak. And remember, words once spoken can never be retrieved, and apologies are often empty.

Stand with me one and all as true partners, true Union brothers and sisters, making this Union truly Wall-to-Wall with dignity for all. Thank you. (Applause)

**PRESIDENT BAHR:** No one cares to speak on the amendment.

The amendment is before you, as read, to insert the word "International" after "CWA," on line 5. Will those in favor indicate by raising your hand. Down hands. Opposed by a like sign. The amendment is adopted. (Applause)

On Microphone No. 3, Delegate Goldblatt.

**DELEGATE ALAN GOLDBLATT (Local 1180):** Brothers and Sisters, I rise ably in support of this resolution, CWA Dignity Policy.

Our union has long sought to provide and ensure a healthy working environment free of all types of harassment and discrimination. In paraphrasing this resolution, CWA expects all of its locals and its members to conduct themselves with the concern of wellbeing for all, for their co-workers and the public.

This resolution speaks to the ideal that CWA supports a policy that takes into account each member of CWA and promotes individual dignity. Let me stress the word "individual dignity," in and outside of the workplace.



When I began this speech, I used the word "ably." However, I cannot say the same for over 43 million Americans—those are Americans with disabilities. In 1990, the Americans with Disabilities Act was signed into law for persons with disabilities. It was our civil rights act much like the 1964 Civil Right Acts. It was to bring an unprecedented measure of dignity and opportunity.

Part of the ADA prohibits discrimination in employment, while others address transportation, public service, accommodations and telecommunications. By 1993, all telephone companies must provide a nationwide network relay service which enables hearing- and speech-impaired persons to communicate via an operator to hearing individuals.

CWA Locals play a primary role in that service and I would like to acknowledge those Locals at this time.

Local 1000, from New Jersey. Local 1112, in New York. Local 2204 in Virginia. Local 3808, in Tennessee. Local 3902, in Alabama. And Local 4201, in Illinois. Thank you. (Applause)

**PRESIDENT BAHR:** Microphone No. 1, Delegate Harris.

**DELEGATE GOLDBLATT:** I am not done.

**PRESIDENT BAHR:** I'm sorry.

**DELEGATE GOLDBLATT:** Dignity, what is it? It is the right to access to medical facilities and treatment, to be able to attend sporting events, concerts, conventions in accessible arenas and halls, to enjoy restaurants, theaters, to attend educational institutions, to ride buses, subways and airplanes, and most important, to be a full participant in our union—in our future, in our processes, in our functions, and our goals.

This past week, I attended a conference for union officers, staff and deaf members. It focused on what our Union can do for deaf members. In one workshop, a CWA member who was deaf stated that she wanted to participate in the Local's lobbying effort. Well, what is dignity? I ask you, if guests, delegates, would then—if they would applaud once in the affirmative to these questions.

Do you have a disability—

**PRESIDENT BAHR:** One minute.

**DELEGATE GOLDBLATT:** Is your local office and meeting hall fully accessible to disabled members?

Do you provide reasonable accommodations such as a sign-language interpreter at your meetings and at rallies? And most important, is the speaker's podium accessible?

... Some affirmative claps followed each of Delegate Goldblatt's questions...

I ask that you rise with me now in support of this resolution. Dignity to all. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone No.1, Delegate Harrell.

**DELEGATE NEOMI HARRELL (Local 6143):** Call for the question.

...The motion was duly seconded...

**PRESIDENT BAHR:** The motion has been made to close debate. All those in favor indicate by raising your right hand. Down hands. Opposed by like sign. Debate is closed.

...The following remarks were presented to the reporters for inclusion in the

proceedings, without reading, as follows:

**DELEGATE CARLA FLOYD (Local 7901):** I urge your support of the CWA Dignity Policy. For too long we have allowed our differences to divide us instead of strengthening CWA. CWA members represent all spectrums-young, old, every race, creed, color, male and female, religion, disabled, sexual orientation, and marital status. Each one of these members should be treated with respect.

Let us celebrate our differences and use them to build a strong union where each member's value is acknowledged and every one of us is treated with the dignity workers deserve.

**DELEGATE KATHY RECK (Local 7201):** I rise in support of this resolution and I ask that each and every delegate here today as a member and representative of this great Union of ours commit to providing a work environment which is free of harassment, the kind of environment which every single one of our members in good standing is entitled to.

The Labor Movement has worked long and hard to improve the working conditions of workers with respect to wages, hours and, yes, working conditions themselves. I am very proud of what this Union is actively doing to improve all of these, especially working conditions. CWA has in place a policy on discrimination and is striving to enforce this policy; however, we also need to carry this one step further by promoting a work environment that is free of harassment.

Article III(e). Per our Constitution one of our objectives as a union is "to do all things which may be necessary or proper to secure for the workers the enjoyment of their natural rights." Adopting this resolution is necessary and proper in order to secure these rights for all union members in good standing...

**PRESIDENT BAHR:** The motion has been made to close debate. All those in favor indicate by raising your right hand. Down hands. Opposed by like sign. Debate is closed. In front of us is 54A-92-13, as amended. All those in favor indicate by raising your hand. Opposed by a like sign. It is adopted. (Applause)

I need to put a question before you now, because the orders of the day call for a 30-minute recess. The amount of official business that we have left here essentially are two resolutions, and there are several people desiring to be heard. Is it your desire to recess now or go ahead? Shall we recess?

...Cries of "No"...

**PRESIDENT BAHR:** Then I think that we will just move ahead. Thank you. (Applause)

The Chair recognizes the Committee.

**CHAIR GRIMES:** Thank you, Mr. President.

The Chair recognizes Delegate Joanne Nolan-Tackett.

**DELEGATE JOANNE NOLAN-TACKETT (Local 9413):** If the delegates will please refer to the Supplemental Resolution No. 54A-92-15, distributed on your tables this morning, I will read the resolved of the resolution entitled "Approval to Purchase New Building."

## **Resolution 54A-92-15 SUPPLEMENTAL RESOLUTION—APPROVAL TO PURCHASE NEW BUILDING**

In 1988 the 50th Convention of the Communications Workers of America mandated that any decision on the purchase of the new building at 501 Third

Street must first be submitted to the CWA Convention. Since that time we have faced numerous financial difficulties related to the failing economy, the changing nature of the industry, and the costs of strikes and representational activities. Since 1988 the developers of the property have faced bankruptcy, the partnership that grew out of the bankruptcy has re-negotiated some of the conditions of the lease, and it is now possible for CWA to purchase the building much sooner than was earlier agreed upon.

The Secretary-Treasurer's office believes that now is the proper time to proceed with the purchase of the new building. They have briefed the Executive Board, and the Executive Board unanimously endorsed the concept and moved it to the Finance Committee. The Finance Committee has asked that this issue be moved to the Convention.

**RESOLVED:** That the 54th CWA Convention shall approve the purchase of the property at 501 Third St. NW, Washington, D.C., if, in the Executive Board's judgment, appropriate agreements on the purchase price and financing and sale or disposition of the property at 1925 K St. NW in Washington, are reached.

Mr. President, the Resolutions Committee moves adoption of Resolution 54A-92-15 entitled "Approval To Purchase New Building."

...The motion was duly seconded...

**PRESIDENT BAHR:** You heard the resolution. It has been seconded from the floor.

On Microphone No. 3, Delegate Fey.

**DELEGATE CATHERINE FEY (Local 6143):** I rise in support of Resolution 54A-92-15 because I believe under the leadership of our newly-elected team of President Morton Bahr and Secretary-Treasurer Barbara Easterling, in their wisdom, they will negotiate the best deal for us.

Some of you may not know that Barbara is a Polish woman, and like I have been told many times by one of my Polish women friends, that Polish women know how to stretch a dollar. So under Barbara's leadership, let's let her get the work done, get us the best deal she can, and get us a new permanent home for our International Union. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone No. 5, Delegate Laurent, Terry Laurent, better known as "Tiny," from Local 3411.

**DELEGATE TERRY LAURENT (Local 3411):** I was up there last year, and I understood that we had an agreement at that time to sell the old building. What is the status of it now?

**PRESIDENT BAHR:** The status of the old building is that we have a tentative agreement where the purchaser is waiting on some rights from the District of Columbia Building, which we hope will be coming forth in two or three weeks. The reason we put this forward at this time in this way is because of the interest rate, as we all know, those of us who have refinanced. It is an opportunity to take advantage of it, as well as the fact that the builder of the building which we are now leasing, the new building, is in bankruptcy and Citicorp holds the building. And they hold a lot of the Macy's Department Store paper as well. And they are looking to unload the building.

We have been in the position of not being able to bargain because all of the people we bargain with know that we have to get authority from the Convention to go in and bargain.

So what we are really trying to do, Tiny, is to tie the sale of the old building, the

disposition of the old building in with the economic position of low interest rates, and a bankrupt owner of the building.

You are entitled to a second question.

**DELEGATE LAURENT:** I understand that, but this is still hinging on the selling of the old building, is it not?

**PRESIDENT BAHR:** Well, it may not be, because it is possible that the building could be rented as well. So we could not say that that would be the only condition. It is the most likely condition, so that we could use that money for the down payment.

On Microphone No. 5, Delegate Riemer.

**DELEGATE GREGORY A. RIEMER (Local 4309):** Morty, I think that the question Tiny asked already answered the question I had, so I do not have any question. Thank you.

**PRESIDENT BAHR:** Thank you.

Microphone No. 3, Delegate McPherson.

**DELEGATE LINDA McPHERSON (Local 4401):** President Bahr, Secretary-Treasurer Barbara Easterling, Sisters and Brothers of this great Union: I rise in support of this Resolution Committee Supplementary Report on the purchase of the 501 Third Street property and the sale of the 1925 K Street Building.

Being the Chair of the Finance Committee this year, I had the honor of reviewing the financial status of our great Union. Looking at the bare facts that we are in the presently depressed economy, this is a prime opportunity for the purchase of the property on Third Street. The interest rates are right, and it would be remiss of us not to take advantage of what George Bush has inflicted upon our economy. The property at K Street is an expense, and the Union can no longer afford to keep it.

The Executive Board needs the flexibility to be able to sell the property as a means of making a profit towards the purchase of 501 Third Street. We also understand that we do not want to set at this Convention any money amounts on the sale and purchase in order to give the Executive Board a negotiating leverage.

I urge your support on this resolution. (Applause)

**PRESIDENT BAHR:** Microphone No.1, Delegate McBride.

**DELEGATE MARION L. McBRIDE (Local 2336):** I move the question. (Applause)

...The motion was duly seconded...

**PRESIDENT BAHR:** Motion made to close debate. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

Before us is Resolution 54-A-92-15. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

**CHAIR GRIMES:** Thank you, Mr. President. The Chair recognizes Delegate Bob Parks.

**DELEGATE PARKS (Local 2202):** If the delegates will please turn to page 1 of the Resolutions Committee's Report, I will read Resolution 54A-92-1, entitled "Resolution of Appreciation Names B. Booe."

## **Resolution 54A-92-1 RESOLUTION OF APPRECIATION NAMES B. BOOK**

James B. Booe, who holds our union's second highest office, has given CWA nearly 45 years of dedicated and devoted service—and we hereby express our gratitude for a job well done.

As CWA Secretary-Treasurer the last seven years, he has played a key role during an era that has ushered in great change and challenge.

We have been battered by layoffs and downsizings by major employers, we have moved our headquarters to a building nearer the U.S. Capitol, and we have weathered continued growing pains.

Through it all, Jim Booe has provided the men and women of CWA with intelligent, compassionate and bold leadership, guiding the union's financial operations and physical facilities on a steady path of progress.

Over the last two decades and more, Jim Booe has served the members of CWA as Vice President of District 9, Assistant to former President Glenn E. Watts, and as an Executive Vice President. He has been a familiar figure in Washington's political inner circle, and as head of the Union's Government Relations Department he led successful lobbying efforts on issues ranging from maternity disability benefits to protecting pension "portability" for Bell System workers following divestiture. He also has carried out key assignments in the area of International Affairs, and serves as a member of the Inter-American Advisory Committee of the Postal, Telegraph and Telephone International (PTTI).

Jim Booe stepped out of the U.S. Navy and into the telephone industry in 1946, going to work as a Western Electric installer and rapidly became an active union member.

Four years later, he transferred to Long Beach, California, joined CWA Local 9571 (now part of Local 9586) and worked for General Telephone of California as a switching technician.

In Long Beach, following a return to active military service in Korea, he rose through the local ranks, serving as a Chief Steward, Vice President and President of Local 9571. Jim may have found his destiny during those years, serving as Secretary-Treasurer of the Southern California CWA Council.

Before his appointment as a CWA Representative in 1960, Jim was a member of the Union's very first Collective Bargaining Policy Committee. He was appointed CWA's Northern California/Nevada Area Director and later Assistant to the Vice President for District 9.

He was elected Vice President of the District in 1970 and in 1976 he was summoned to Washington, D.C., to serve as Assistant to the President.

Jim was elected as an Executive Vice President in 1980 and rose to the position of Secretary-Treasurer in 1985, the same year that Morton Bahr became our President.

During his tenure as Executive Vice President, Jim Booe built CWA's voluntary political action fund into a \$1.5 million campaign force. He serves as a member of the Democratic National Committee and is a member of the DNC's Executive Committee.

In his letter announcing his decision to retire at the end of June 1992, Jim said, "This Union has been very good to me and my family and I feel blessed to have been able to have had a job that I have really loved, for all of these years, regardless of my assignment or role."

We say to Jim Booe, you have been very good to us, and we feel blessed for having had the benefit of your warmth, devotion, love and friendship for all of these

years. We wish you, Judi and the six Booe children many happy years of good health and good times.

**RESOLVED:** That the 54th Annual Convention of the Communications Workers of America bestows upon James B. Booe the title of CWA Secretary-Treasurer Emeritus.

**RESOLVED:** That CWA make use of his experience and talents in the years ahead as counselor and advisor, as the Executive Board may deem appropriate.

Mr. President, the Resolutions Committee moves the adoption of Resolution 54A-92-1, "Resolution of Appreciation—James B. Booe." (Applause)

...The motion was duly seconded...

**PRESIDENT BAHR:** The resolution has been seconded. Microphone 3, Delegate Houchins.

**DELEGATE RICHARD W. HOUCHINS (Local 2201):** President Bahr, Executive Board, Brothers and Sisters, Visitors and Guests, when I first received a copy of this year's resolutions, I only read through the titles and thought this one in particular seemed inadequate for someone who has given nearly 45 years of dedication to the CWA. The attempt to do a biography covering that length of time in a single page must have required much time and thought.

Then, after reading this resolution in depth, it became increasingly clear that this resolution could have contained a single word—that word being "Service."

Jim Booe's entire life has been one devoted wholly to service to his fellow man. While not meaning to diminish four-and-a-half decades of service to this Union, I want this body to be aware that Jim Booe worked for both Western Electric and General Telephone of California, thereby providing service to the telephone industry as well.

Jim Booe pulled his hitch in the Armed Forces during both World War II and Korea; therefore, he also provided service to our great nation. Jim Booe is currently a member of both the Democratic National Committee and the Executive Committee of that same organization, so he has provided and continues to provide service to his and our political ideals.

Jim and his wife Judi have six children, so there is also a strong devotion to family and family values.

Jim, as in all good families, you learn to take the bad with the good, but you still come together. We as a union have been pulled together in unity because of the heart and soul of this Union. Jim, from the heart and soul of CWA we thank you for your years of service.

We wish you and Judi Godspeed and God's blessings. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone 3, Delegate McCluskey.

**DELEGATE DAVID C. McCLUSKEY (Local 9490):** Mr. President, Brother and Sister Delegates, I take great pleasure and pride in rising in support of this resolution.

I met Jim Booe in 1960 when he presided over the first Installation Stewards' School I attended. I found him to be a dynamic, knowledgeable unionist of the first order. This opinion not only never faltered, but grew as Jim rose through the ranks to the second highest office of this great Union, first as District 9 Vice President and then Assistant to the President, Executive Vice President and finally Secretary-Treasurer.

Fellow delegates, I ask you to join me in support of this resolution to entitle Jim

Booe as CWA Secretary-Treasurer Emeritus. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone 3, the Chair recognizes Delegate Princiotta.

**DELEGATE ANN PRINCIOTTA (Local 1023):** Jim, if you recall, I was the one who put you on notice of your office's evaluation of work performance. I am now here to say that your dedication to CWA and your work that you have done for the Union and especially for CWA. You have an outstanding work record. Good luck in all your other endeavors. (Applause)

**PRESIDENT BAHR:** Are you ready for the question?

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

**PRESIDENT BAHR:** Before us is Resolution 54A-92-1. All those in favor please rise.

...The Delegates arose and applauded...

**PRESIDENT BAHR:** Please join me in welcoming Secretary-Treasurer Emeritus Jim Booe.

...The Delegates cheered, whistled, and the applause was prolonged...

**PRESIDENT BAHR:** You are going to have to get the Kleenex out. (Laughter)

Jim?

**SECRETARY-TREASURER EMERITUS BOOK:** Thank you very much. Thank you.

I wrote a few notes, so I hope I can get through it without my sinuses bothering me. (Laughter)

I want to thank you all very much. This is obviously a very great honor.

Wow.

Forty-five years. That is a long time. But it really doesn't seem like it has been that long since the day in 1946 when I hired on as a Western Electric installer and thought I was going to work for Westinghouse. (Laughter) But that first day on the job there was a steward's room—the local at that time was the ACEW, the Association of Communications Equipment Workers, which was one of CWA's predecessor organizations in the old National Federation of Telephone Workers—and from the stewards I got two stories: One, it was not Westinghouse, and, two, that "All of us are members, and surely you are not going to be the only one that is not." (Laughter)

But, it doesn't seem like it has been 45 years. However, as they say, time flies when you are having fun, and I have had a great career, and usually I had fun—most of the time.

There are only a couple of instances that I can recall, that I recall very vividly, where it was at the time kind of not so much fun; but over the long run it has been great.

The biggest honor, I guess, I have had is to have the honor to know and to serve with most all of CWA's greats. A lot of them a lot of you didn't have the chance to know. All of our presidents that we have had, all of the secretary-treasurers, most all of those that served as executive vice president or, prior to that title, as vice president. And then I added it up the other night, and 58 different people served as district directors or national directors or vice presidents of this great union.

We, Judi and I, are going to miss you a lot, because until I retired Judi as a local officer, she had served many years in this Union, too. A lot of people say they think I thought I could shut her up by that, but that didn't work. And it wasn't my intent, anyway. (Laughter)

But we are going to miss you all a lot. And so, to make sure that we do not miss you too much, we have ourselves a new motor home, and we intend to travel all over North America with it, at least for the next few years, and, as we travel around, we plan to make contact with locals and staff and retirees along the travel route. And so you may not be getting rid of me yet, because we may be showing up, and we will show up on your home turf instead of just at conventions.

So, one last thing: Please take care of our Union. And always keep in mind it is for the members—the members—the dues-payers that make it all possible. (Applause)

Thank you all again, and God bless you all.

...The Delegates arose, cheered and whistled, and there was prolonged applause as Secretary-Treasurer Emeritus Booe and his wife Judi were bid farewell by the Convention...

**PRESIDENT BAHR:** I think it would be appropriate at this moment to put in the record, I am sure, our collective gratitude for the service to our members over many, many years of three who are no longer on the Board, and those people are Vice Presidents Tommy Parsons, Walter Maulis and Harry Ibsen, each of whom made major contributions to the welfare of our Union.

...The Delegates arose and applauded...

**PRESIDENT BAHR:** On Microphone 1—and those of you who have motions pending, I would suggest you get somewhere near Microphone 1, and I will take them in the order they give them to me.

Delegate Hartsfield, on Microphone 1.

**DELEGATE JOAN HARTSFIELD (Local 1080):** We have a resolution on health and safety. Should I read it?

**PRESIDENT BAHR:** Yes. Please do.

**DELEGATE HARTSFIELD:** It reads:

**WHEREAS**, during the past decade occupational health and safety has become an important issue for CWA, and in the past the Union has undertaken a number of activities that have had an impact in raising the level of awareness in our membership about health and safety, resulting in record numbers of our members reporting job-related health and safety problems; and

**WHEREAS**, nevertheless, the task of educating, mobilizing and safeguarding our members on the job deserves more attention from the Union, requiring a larger staff in Washington and in the various districts around the country; and

**WHEREAS**, the Union should take a progressive and preventative approach to health and safety, such that we not only react to our members' injuries and illnesses, but also do more to actively prevent them from occurring in the first place; and

**WHEREAS**, occupational health and safety is not only an issue that stands on its own merits, but can also be a good organizing tool for external and internal campaigns, as well as a mobilizing tool for contract negotiations; and

**WHEREAS**, despite the excellent job done by David LeGrande, the problems faced by our members have grown too large for one person to handle; therefore,



be it

**RESOLVED**, that we urge our Union to consider:

1. Hiring an additional staff person to work full-time on only health and safety issues and to coordinate activities with the locals in each of the districts.
2. Allowing sufficient funds to avail ourselves of outside technical expertise when it is needed and to assure that problems are satisfactorily solved.
3. Providing sufficient funds to establish a clearing house on issues that are specific to the problems our members face on the job.
4. Hiring two additional staff persons to assist David LeGrande in health and safety duties, such as research and education.
5. Holding annual health and safety conferences like the one in October, in order to share ideas and experiences.

**PRESIDENT BAHR:** You have heard the motion.

...The motion was duly seconded...

**PRESIDENT BAHR:** The people lined up at the microphone prompt me to assume a seconder from the floor. The delegate may speak on her motion.

**DELEGATE HARTSFIELD:** The New Jersey President's Coordinating Council, a newly formed coalition in New Jersey, is presenting this resolution on health and safety for just the reasons stated here, Mort. We are not trying to usurp your authority or that of the Constitution in your hiring of personnel. We are urging you and asking you to investigate and to help us with our needs on this issue.

This is a nationwide issue. The issue of health and safety affects us on a daily basis. In Union County it took us 11 years to win the move of a building that was falling on our heads. We had injuries. We had people hurt. We had OSHA come in. You know, I have to admit Marsha Love was very helpful during this time. Our rep was very helpful. But it took eleven years.

This is an issue that you use in bargaining and in doing mobilization of your membership for contracts, and we think the resources are not enough in the Union, and we would like you to consider increasing them.

That is our intent.

Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone 3, Delegate Carney.

**DELEGATE STEVEN R. CARNEY (Local 1103):** Mr. President, Brothers and Sisters, I stand before you today to ask for your support in passing the proposed resolution on health and safety.

I realize, since I have been in office, that we as a Union must show the corporations that we intend not only to negotiate a decent living with good benefits for our members, but we are also committed to safeguarding their tenures with their employers so they will be able to enjoy those benefits now and in their retirement.

It has been made quite apparent in the last couple of years that many of our brothers and sisters in varying occupations throughout our nation are working in conditions that are equivalent to third world countries. We have been made aware of chemical exposures and repetitive motion injuries which cripple our members, rendering them incapable of continuing to support their families. These atrocities can be corrected in many areas if we in fact commit to providing the resources that

are necessary to educate and police the workplaces that we represent.

This commitment means the allocations of the staff and the necessary funding to develop comprehensive training to be disseminated to the districts and applied in all of our locals. Without this commitment, we will in fact be left with the system as it currently stands—agencies that are incapable of enforcing regulations and employers who equate injuries and illnesses as a part of doing business.

Please stand with me and the other delegates at this time and change this direction. We can only accomplish this by providing the staff and the resources that are so desperately needed. I urge your support on this resolution. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone No. 1, Delegate Laurent.

**DELEGATE TERRY H. LAURENT (Local 341 1):** Mr. Chairman, I move the previous question.

...The motion was duly seconded...

**PRESIDENT BAHR:** The motion has been made to close debate. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

In front of you is the resolution on Health and Safety that was read in detail. All those in favor indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted. (Applause)

The Chair would like to make just one comment. Certainly we will do everything possible to comply and fulfill the intent. I do call to your attention the enormously good job that David LeGrande and M.E. Nichols do in this area.

I was at a meeting in Denver last October. It was very good. Fewer than 180 Locals were represented; it would seem to me that if we really believe what we just did the next National Convention would see, if not all, but almost all of the locals represented in such a vital area. (Applause)

I just want to take a moment for a personal privilege. There is a delegate who certainly the folks of District 1, particularly New Jersey know, and who I have known ever since I have been in the union. Marie Scheurman of Local 1009 has been a member of CWA for 50 years and a local officer for many, many of those years. At my first convention, more years ago than I would like to think, she kind of showed me the ropes.

This Convention is the second that she has missed in 50 years. I would just like the record to reflect that we wish her well. We wish her a speedy recovery, and pray that she will be with us for her 51 st year. (Applause)

**PRESIDENT BAHR:** On Mike 1, Delegate Dill.

**DELEGATE JOHN DILL, JR. (Local 4217):** Mr. President, Brothers and Sisters, I ask you to rise in support for our brothers and sisters of the United Auto Workers of America on strike at Caterpillar. (Applause)

I move that this 54th Convention of the Communications Workers of America pledges its full support to the United Auto Workers and the strikers at Caterpillar, Inc.; that the delegates reaffirm CWA's energetic commitment to winning congressional passage of S.55, the Workplace Fairness Bill, to outlaw the outrageous practice of permanent striker replacements; and that we further declare our determination to oust George Bush from the White House in 1992 and elect a President who will sign S.55 into law next January and free us from our bondage. (Applause)

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

...The motion was duly seconded...

**PRESIDENT BAHR:** We give you a little privilege on this, but I am sure your second is there. Go ahead. You have five minutes.

**DELEGATE DILL:** The actions this week by Caterpillar, Inc. by moving to permanently replacing striking workers is another shocking example of today's corporate assault on workers' rights. These 12,600 mostly long-term employees who helped to build this company were forced to strike last November in order to protect their health benefits and win a fair settlement, a pattern settlement that others in the industry have accepted and which Caterpillar has admitted it can afford.

Out of sheer greed, Caterpillar has decided to follow the example of Eastern Airlines, Greyhound, and other members of the business "Hall of Shame" in attempting economic genocide on its union workforce, represented by the United Auto Workers.

Where will it end? When will our nation wake up and realize that Corporate America is piece-by-piece dismantling our country, destroying our most vital resources, our people in our communities, and leaving us in the waste and rubble that they are creating?

Take a stand. Take a stand against scabbing and union busting. Take a stand. Tell the Frank Lorenzos, the Bob Allens and now Donald Fisk of Caterpillar and all their despicable want-to-be's, that as long as they are trying to destroy our unions they are no more than vermin. (Applause)

In Peoria and two other locations in Illinois, UAW members employed by Caterpillar are facing the union busters and saying that they are ready to take that stand. CWA must be ready to stand alongside our brothers and sisters in this struggle. Surely we know that we will be needing them in just a few short weeks when the showdown comes with AT&T and other major employers.

Three weeks ago, in Peoria, President Bahr and District 3 Vice President Bob Johnson, on behalf of the members of this union, donated \$10,000 to the UAW/Caterpillar "Adopt A Striker" fund. This resolution goes hand in hand with that financial support, backing it with the moral support of our 650,000 members.

With the passage of this resolution, we ask that President Bahr issue a telegram to notify our UAW brothers and sisters that we are standing unanimous with them to demand Jobs with Justice for as long as it takes. Thank you. (Applause)

**PRESIDENT BAHR:** On Mike 3, Delegate Kosar.

**DELEGATE ANDREW KOSAR (Local 1153):** I stand to support this motion. We need to stick together. Our Union stands Wall-to-Wall preparing for a fight against AT&T and the regional Bell operating companies. All unions are making their last stand. If we don't all stick together with money, picketers, spirit and our rallies, all unions will suffer.

There are not many union members left in America. We at CWA are the best and the UAW needs our support. I urge you to support them in their fight against Caterpillar. Just as we stand with the Teamsters, we should stand with the UAW. Thank you very much for your support. (Applause)

**PRESIDENT BAHR:** On Mike 3, Delegate Haines.

**DELEGATE PHYLLIS HAINES (Local 4214):** Brothers and Sisters, we knew more than 10 years ago that we were in for an invasion of scabs when President

Reagan fired thousands of striking air traffic controllers and hired replacements for them.

Since then, we have seen a sad parade of tragedy brought on by scabbing against our trade union brothers and sisters. You know the names: Greyhound, Eastern, and now it appears we must add the name of Caterpillar Tractor to the list.

These companies and those who lead them are traitors to this nation. (Applause) While America's workers tried to build our nation and our communities with our skills and with our dedication to quality, they are busy tearing it down, sending our jobs overseas and our communities into desolation. Yet our government sides with these traitors against us.

Yesterday Caterpillar, made bold by the government's own hostility against unions, served notice on 12,600 UAW members that they will begin hiring scabs in the company's three locations in Illinois. Traditionally, the Caterpillar management wear suits and ties, but on Monday they were told to report to work in working clothes. That way it would appear that there were more working people going in to work.

We are asking this motion, that CWA publicly declare the support that Caterpillar members already know that they will receive from us, but we make this statement to let Caterpillar and the rest of Corporate America know we are ready to act against this abuse of our workers and our families.

True, this motion is only a gesture, but it is a gesture that demonstrates we are prepared to back our actions and our commitment. Let us make that gesture on behalf of these workers to help them hold on. Thank you. (Applause)

**PRESIDENT BAHR:** There is no other delegate wishing to speak. All those in favor of the motion indicate by raising your hand. Down hands. Opposed by like sign. I think each of us must commit to do whatever we can to see that the UAW and its members are successful in beating Caterpillar. The motion is carried. (Applause)

Now, a delegate wanted to make a motion to have the daily record of yesterday, at least the part that dealt with Amendment No. 7, the extension of union officers' terms, underlined. He was told that parliamentarily he would have to get that whole Constitutional Amendment reconsidered to get it back on the floor. But to avoid all of that, I really don't know the purpose, I will be instructing the recorders that if it is possible to underline those lines, we will do so. (Applause)

**PRESIDENT BAHR:** On Mike 2 for a point of privilege, Delegate Jack Lewis.

**DELEGATE JACK LEWIS (Local 3150):** Thank you, Morty.

**DELEGATE ERIC COX (Local 3519):** I challenge the decision.

**PRESIDENT BAHR:** Hold it. You are challenging what?

**DELEGATE COX:** I want the body to decide.

**PRESIDENT BAHR:** He wants the body to decide. He is asking for the lines to be underlined. I just don't know if we are going to do it.

**DELEGATE COX:** I am trying to make a motion now.

**PRESIDENT BAHR:** Well, if you insist on making the motion, then I am going to put the parliamentary ruling to—I am trying to help you. Would you turn the mike on at Microphone 1.

The delegate is challenging the Chair. The decision of the Chair is that this motion is out of order today to correct something of yesterday, and that the proper

motion would be to reconsider—

**DELEGATE COX:** The issue here is to change the appearance of the record.

**PRESIDENT BAHR:** Hold it just a second.—to reconsider Amendment No. 7.

Now, the motion now is before you. The motion is, do you sustain the decision of the Chair? If so, please raise your hands. Down hands. Opposed by like sign. The Chair is sustained. Notwithstanding, we will underline what was requested if it is physically possible to do. (Applause)

On Microphone No. 2, Delegate Lewis.

**DELEGATE JACK LEWIS (Local 3150):** Thank you, Morty.

I was a former laid-off AT&T employee until yesterday's arbitration. (Applause)

Thank you. Yeah, (Applause)

I would like to thank all the locals and the people who sent in donations for our brothers and sisters in Puerto Rico who tragically lost their homes and personal property to flooding January 5, 1992.

Four CWA members lost their homes completely. Forty-one CWA members lost their vehicles while working at the AT&T operators' facility.

I also want to point out that the manager that was on that day somehow saved her own car, but our members lost theirs.

We were here today raffling off a trip to the Bahamas in an effort to fundraise. However, we bought over 10,000 raffle tickets, we sold only about 800. I would like to ask to pass the hat in an effort to soften the losses to our brothers and sisters in Puerto Rico, and to show our members there that we are a family, CWA, and we care and we make a difference. Thank you. (Applause)

**PRESIDENT BAHR:** Thank you and welcome back.

Earlier today a delegate, and I'll be asking her to take the mike, Joan Hartsfield, Local 1080, raised the question about yesterday's Organizing Award, that it did not give appropriate credit to Local 1081.

Now these reports are made based on what is sent in from the districts. And this is what we put before you, so I'm going to recognize the delegate to state it as she sees the record should be corrected, and it will so appear.

Delegate Hartsfield.

**DELEGATE JOAN HARTSFIELD (Local 1080):** Thank you, Morty.

I would like to say that my—I'm sorry, the parliamentary procedure that was represented to me yesterday during the actual organizing presentation was erroneous. I was given a ruling that was not true.

I researched with the help of my friends at Local 1060, the parliamentary rules, and I have a book entitled *Parliamentary Procedure at a Glance, New Edition*, O. Garfield Jones.

"2. Questions of privilege (of the first class) that affect the honor, dignity or safety of the assembly are superior to those (of the second class)"...

**PRESIDENT BAHR:** Joan, you are off the subject.

**DELEGATE HARTSFIELD:** Excuse me, I don't think I am. Can I finish my statement?

**PRESIDENT BAHR:** Go ahead.

**DELEGATE HARTSFIELD:**—"..."(of the second class) that concern only individuals."

I had a question, I went to the Motion mike, was denied. I went to the Question mike, was denied. I went to the Privilege mike, was denied.

I feel I had a right to talk at the appropriate time, which was yesterday, on this issue, and I was denied my right.

The issue as I see it, and as it's been represented by Mr. Cohen—Larry has told us that the record stands corrected, the written record.

We are asking for the verbal record that came from the podium to be corrected as well.

That's the issue.

**DELEGATE HARTSFIELD:** Why can't you—I'm sorry, Morty, but I don't understand why you can't say it.

**PRESIDENT BAHR:** I don't want to get technical.

I am given a composite report by those who compiled the record. That is what I read to this Convention. I have no personal knowledge of what each local around this Union is doing in organizing.

You contend the record was incorrect. We are permitting you to correct the record as you see it.

**DELEGATE HARTSFIELD:** Thank you.

**PRESIDENT BAHR:** And it will read as it reads. That's about all we can do.

**DELEGATE HARTSFIELD:** Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone No. 2, Delegate Laurent. Where are you, Tiny?

**DELEGATE TERRY H. LAURENT (Local 3411):** I would like to give you an update for all the delegates, Morty.

At this Convention, District 3 has submitted \$10,000 COPE money to the fight for its fair share in Louisiana.

Districts 1, 2 and 13 have given \$6,000, and by the gracious donation of this body we have \$4,000 donated here yesterday.

So I hope to be able at the next Convention where I can tell you that Louisiana's big business has hauled ass all the way out of Louisiana. (Applause)

**PRESIDENT BAHR:** On Microphone No. 2, Delegate Mooney.

**DELEGATE KENNETH MOONEY (Local 6171):** Since the catch phrase of this Convention is "Catch the Spirit," I would like to address the subject briefly.

To those of you who might have lost the spirit, let me give you some little pointers in how we might recapture the spirit if you've lost it.

Yesterday in the District 6 meeting I mentioned to someone about the Union label and about some of the ways in which we failed to do the things that we should do.

I stand here before you today with a not-quite-finished product of a Union effort.

Two years ago, I won the brass ring. I retired after 34 years of service with General Telephone in the Southwest.

I survived those 34 years mainly due to the efforts of my Union.

I stand before you today as a dues-paying member in good standing, elected by the membership of that local to attend this Convention.

I go back to a time, as Jim Booe has said, that I have served with all the presidents this Union had.

I've noticed in observing the delegates to this Convention, various apparel. It is evident by the title that is imprinted on them that it's something other than Union-made. (Applause)

It is an insult to the cause of unionism not to ask for the Union label when we purchase articles of clothing, or to not buy American autos or motorcycles.

We can't catch the spirit if we can't identify it.

I submit to you that the basic tenets of unionism that was so dear to the founders of the Labor Movement are as worthwhile today as in the beginning.

Part of the spirit is in the remembering of those who preceded us in the continuing struggle for justice.

I live fairly comfortably on a GTE pension, the concept having originated with Organized Labor. I'm also blessed to receive social security, another concept of a government, of a democratic government, Franklin Delano Roosevelt presiding.

Comes the question of political identification. If the question never arises, what would I be if I wasn't a Democrat? I'd be ashamed. (Applause)

I know to whom I am indebted. I'm a child of the Depression. I came up the hard way. I looked a mule in the south end many a day. So I know what the Labor Movement can do, and I know what keeps the spirit alive in me, is that I buy Union-made clothing.

I ride a Union-made motorcycle.

I drive a Union-made car.

I'd rather walk than drive some rice-burning automobile. (Applause)

I don't mean to be tacky, and I'm quoting another fellow, a Harley-Davidson rider, who said that he would rather see his sister working in a house of ill-repute than to ride a rice-burning motorcycle. (Laughter and applause)

It's not easy in the part of the country that I live to find Union-made goods. Ask the only clothing store in that city if they know Ken Mooney and know what his preferences are in clothing, and I'm sure they will tell you, "It's either Union-made or it's American-made."

I have for those people who are here, who are guilty of such un-union activities, I have some hopes for them.

May your Toyota refuse to start and your Chinese tires go flat. Your Dutch gasoline refuse to burn. May your Designer jeans shrink and split at the seams.

Your scab running shoes wear blisters on your feet. May your imported food give you heartburn and upset your stomach.

May your scab plumber reroute your sewer to your dishwasher.

May your Siamese cap and hats grow tight on your swelled head.

While riding your Suzuki motorcycle or Honda on a lonely road, may you meet a Chapter of the Hells Angels seeking vengeance. (Laughter and applause)

I drove 1,700 miles in my nine-year old Dodge, American-made, Union-made van to come to this Convention.

I leave here tonight on the return journey. Should it break down somewhere in the Alligator Alley, have no fear, I'll reach in the back and I'll pull out my American-made tools and I'll repair that old gem and I'll proceed on my way home.

Should the doors fall off, I have enough Union stickers to paste them back on.  
(Laughter and applause)

I'd encourage you as you go back home, that the zeal that has been shown here and the enthusiasm that is so evident, that it carry over into the workplace. Don't leave it here.

Catch the spirit here. Take it back to where you live.

And I'm going to sign off, as I have so many articles in the local's paper.

You are welcome to my time—I thank you for yours.

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

**PRESIDENT BAHR:** Thank you very much, Ken.

On Microphone 1, Delegate Weiner.

**DELEGATE DAVID WEINER (Local 1081):** I would like to read the following resolution:

**WHEREAS,** United Ways have a long-standing tradition of providing vitally needed support to health and human service agencies in local communities throughout the United States; and

**WHEREAS,** each United Way organization is an independent, autonomous organization governed by its own board of trustees, comprised of local community, labor, government and business representatives; and

**WHEREAS,** local United Way organizations pay an average of less than 1 percent of their total campaign revenues to the national trade organization known as United Way of America; and

**WHEREAS,** United Ways have a unique ability to identify and address the most pressing problems and the most effective mechanisms to ameliorate those problems in local communities throughout our country through their support of health and human service agencies; and

**WHEREAS,** any significant negative impact on the United Way system of caring for communities constitutes a dire threat to the availability of desperately needed health and human services, particularly in light of the current state of the economy which has produced a greater need for those services than ever before, and governmental cutbacks which have resulted in serious challenges to social service agencies responsible for the delivery of those services; and

**WHEREAS,** a thorough and complete investigation into the spending and management practices of United Way of America's former president has been completed, the results of which have been publicly disclosed and corrective actions have and continue to be implemented by the national trade organization to correct previous mismanagement; and

**WHEREAS,** Morton Bahr, President of the Communications Workers of America serves on the Board of Governors of United Way of America and is therefore empowered to protect the best interests of our national membership; now, therefore, be it



**RESOLVED** by the Communications Workers of America, AFL-CIO, CLC, that all local affiliates will be encouraged to continue their support of the United Way system of caring and work in conjunction with their local United Way organizations to restore public faith in the United Way and continue their outstanding record of support to this essential vehicle of local philanthropy. (Applause)

**PRESIDENT BAHR:** May I have a copy, David?

...The motion was duly seconded...

**PRESIDENT BAHR:** The delegate may speak five minutes on his motion.

**DELEGATE WEINER:** The motion speaks for itself. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone No. 3, Delegate Hartsfield.

**DELEGATE HARTSFIELD:** I rise to ask your support in passing this proposed resolution on United Way. In the world of Wall-to-Wall activism, I attend our local affiliate, the Union County, New Jersey Central Labor Council meetings as one of its vice presidents on a monthly basis. In Union County we have collectively urged our labor brothers and sisters to continue their individual support of United Way, through the local affiliate.

In Union County 87 percent of the monies collected by United Way goes to the various charities directly; only 13 percent is used towards administrative costs.

In conjunction with your leadership, also, Morty, we urge continued support of this worthy and much-needed cause, in passing this resolution. Thank you. (Applause)

**PRESIDENT BAHR:** Microphone No. 3, Delegate Noyce.

**DELEGATE CALVIN J. NOYCE (Local 7704):** I rise in support of this resolution. As a former board member of the United Way of the Greater Salt Lake area, a loan executive to the United Way last year, also having served on several committees and continuing to serve the United Way in my area, I urge you to support this resolution. The United Way has had the problem of Mr. Aramony. We know, as the gentleman who made the resolution has stated, that the problem has been worked out. We need to get with the people we represent, to show them the good that United Ways continues to do, and has done for about a hundred and fifty years, and will continue to do with our support. Thank you. (Applause)

**PRESIDENT BAHR:** No other delegate desires to be heard. The resolution before you is "Continued Support of United Way." All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

And I would just add my total support to his resolution. As Vice Chairman of the Board of Governors, and being part of the investigatory process, I can tell you that it was a painful one because Bill Aramony for 22 years made an extraordinary contribution to the welfare of millions and millions of people. His innovativeness, his compassion were well known, and several areas of mismanagement unfortunately turns to cloud all that.

I am now a member of the Search Committee that is seeking a replacement for Bill Aramony. You can be sure that I, for one, am going to be tough about the kind of person we think would represent the best for all workers in America.

We have a question from Delegate Souder about whether enough money would be available in this budget year to see us through the C&T bargaining with AT&T. I can assure you that the bargaining committees will be able to operate as they should. There is no concern about that.

On Microphone No. 2, Delegate Princiotta.

**DELEGATE ANN PRINCIOTTA (Local 1023):** I want to just take this opportunity to thank the locals who responded to a request from our local, from one of our members. Donna Marie Manganelli is a daughter of our member, Rosanne Manganelli, who is in need of a bone marrow transplant.

Earlier this year we had sent out a call to all the locals. We raised some \$5,000, and I want to publicly thank all the locals that responded.

I also want to bring you up to date, that the donor, her sister, will be going with her to the City of Hope. Donna has been evaluated and they have accepted her for the bone marrow transplant. So she will be going for the operation in July, and we will keep you updated through our publication as to her progress.

Her family and Donna wish to thank all of you who responded to her call. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone No. 2, Delegate Celovsky.

**DELEGATE ELAINE CELOVSKY (Local 6132):** On behalf of my brothers and sisters at Austin CableVision, we wish to thank Morton Bahr and the members of the Executive Board, as well the office staff and members across the nation, for all of your support and help given these past eight months in our hard-fought battle against the corporate outlaw, Tom Rutledge, president of Austin CableVision, a subsidiary of Time-Warner.

Even though the strike is not over, we remain committed to the cause of this great Union. Thank you very much. (Applause)

**PRESIDENT BAHR:** Thank you.

On Microphone No. 2, Delegate Akiaten.

**DELEGATE MARK AKIATEN (Local 9505):** From a Union family and proud of it.

I would like to thank Vice Presidents Jan Pierce, District 1, Pete Catucci, District 2, Gene Russo, District 3, and Vince Maisano, District 13, for the joint District Hospitality Room on Monday night. Not only was it a great time, but I feel we should share our hospitality room: play together as well as work together.

I congratulate you on your innovative approach and hope that all other Districts will join you in the future. Thank you. (Applause)

I do have one question. When I was trying to get onto the mike to ask if we can make this favorable comment here, Morty, I had asked the parliamentarian and told him I wanted to make a favorable comment during Good and Welfare, or wherever you are in this process. And the parliamentarian told me that I either had to be for a motion or against a motion, or make a motion.

So I am a little confused on whether or not I am doing this correctly.

**PRESIDENT BAHR:** If it is not a point of personal privilege—as you just exercised before—or a question, it must be a motion or speaking for or against a motion.

We are in the Good and Welfare now, which gives you the opportunity to be at the Privilege Mike and say what you said before.

**DELEGATE AKIATEN:** And that is what I thought. I think that perhaps you had better check with the parliamentarian, or perhaps maybe he should re-review *Robert's Rules of Order*, because he sure gave me some bad information. Thank you.

...Cries of "Oh"...

**PRESIDENT BAHR:** On Microphone No. 1, Delegate Hansen.

**DELEGATE CRAIG B. HANSEN (Local 9413):** I rise for the purpose to move to adjourn this great Miami Convention. (Applause)

Prior to doing so, I would like to invite everyone here and their families to the 55th Annual Communications Workers of America Convention in Las Vegas, Nevada in July of 1993.

We are refinishing the card tables and oiling up all the one-armed bandits in anticipation of a whole passer of CWA big rollers hitting town. We have stage shows galore, abundant food buffets, and a whole lot of Nevada hospitality awaiting you.

President Bahr and Delegates, I move to adjourn the 54th Annual Communications Workers of America Convention.

...The motion was duly seconded...

**PRESIDENT BAHR:** Before I take the vote, I want to do two things—or after I take the vote, I would like you all to stay in place, first, for Barbara Easterling to read some important notices, then a video that I am sure you are going to enjoy, and then for some closing remarks from me.

So let me first take the vote. All those in favor of adjourning the 54th Annual Convention signify by raising your hand. Down hands. Opposed by a like sign. The motion is carried.

Please stay in your seats a few minutes longer.

I want to release the Resolutions Committee with the thanks of this Convention for the great job they did. (Applause)

...Convention announcements by Secretary-Treasurer Barbara Easterling...

**PRESIDENT BAHR:** Before the film is rolled and we conclude, I want you all to remember that we have a little celebration for Jim and Judi Booe in Hall C at the conclusion of the Convention.

Would you roll the video please.

...A very exciting and dramatic video was shown depicting various activities of CWA members during the year and also highlights and scenes from the 1992 Miami Beach Convention...(Applause and cheers)

**PRESIDENT BAHR:** You know, good conventions do not just happen. There are many people who assist me in carrying out my duties up here that may seem so easy as you look up here. And some of them are my assistants, Dina Beaumont, Larry Cohen, and Larry Mancino. Three of our right arms, my secretary, Marilyn Smith, Cindy Olney, and Vicky Pace.

The three lawyers who keep me on the right track, Pat Scanlon, Leon Adair and Jerry Boyle. And to many others, I want to say thanks. (Applause)

You know, I have this update for you of just a couple of hours ago. UAW Local 974, in Peoria, advised me today that 98 percent of their members, some 12,500 workers, remain on strike. (Applause and cheers)

And this afternoon, in Peoria, Gov. Bill Clinton joined the UAW picket line. (Applause and cheers)

Now, I know that it would be just rhetoric, but I will ask it anyway. When was the last time that you saw President Bush honor a picket line? (Laughter) And right at this moment, UAW President Bieber is meeting with the Caterpillar Board of

Directors in Wilmington, Delaware.

Now, I want to hear this message go out from the halls of this Convention all the way to Wilmington and around the nation. I might add that we have checked, because we are looking at a corporate campaign on Caterpillar; the former Chairman of AT&T, Charley Brown, sits on the Board of Caterpillar.

So I think when I say CWA members and UAW, it is more than just one way. We are proud to stand with our brothers and sisters at Caterpillar as they move into the front lines in the fight against corporate greed and the actual protection of their jobs, their families and their lives.

As the speaker earlier mentioned, we were there with them and 20,000 other union workers in Peoria on March 22. And we will stand with them until they win the fight for secure Jobs with Justice.

I want to see that the \$10,000 contributions that Bob Johnson and headquarters contributed to the UAW Adopt A Striker Program, multiplied 1,000 fold.

As those 12,500 men and women fight to keep scabs out of that plant in any way possible, we have to see that they do not have to worry about their shelter, their food, their kids and all the other necessities of life. (Applause)

And we have to see that the spirit that was demonstrated at the rally in Peoria spreads like wildfire throughout the Labor Movement.

Caterpillar's unconscionable actions are a reminder to us that corporate America is constantly probing for weaknesses in the Labor Movement. And believe it, CWA members are on that list.

I have here a newspaper ad sent to us by one of our retired members. AT&T is already advertising for strike breakers. This is what it says: "Kirk Meyer, Inc. is a national organization. We anticipate a large requirement for communications technicians throughout the United States to function under work stoppage labor dispute conditions, work scheduled will be approximately 72 hours per week."

Can you imagine that? AT&T has enough work to keep scabs busy for 72 hours a week, but they tell us they cannot find jobs for our members who have given their lives to the company. This is disgraceful behavior.

I would like you to get your pencils out because Kirk Meyer advertises a toll free number. (Laughter) The number is 1-800-621-9711. And I hope everyone in this room often, frequently—and friends and neighbors and members—call about the availability of those jobs. The number again is 1-800-621-9711. Call them and tell them AT&T management and all of the other scab-loving employers in America, what you think about this attack on our jobs.

We are in a new age of corporate robber-barons, and they are out to break our members, break our unions, break our will, and yes, if they can, break our hearts.

Now, you know why the Ryder fight is our fight, why the Caterpillar fight is our fight, why we must stand together at Austin Cable, the *Pittsburgh Press*, at NCR, Paradyne, and throughout our union this year.

We are fighting for much more than just better pay or better working conditions or bigger pensions. We are standing against the values of corporate greed that are infecting our nation like a plague.

Only organized union workers have the power to sweep this plague of corporate greed from our lives. (Applause)

I recall the words of former CIO President Phil Murray. When he was asked

what a union is for, he answered this way: "To feel the pulsebeat of the people, to understand their problems, to promote the wellbeing of the families and our nation."

And after Phil Murray's words, I would add these: "The union also offers a hope for a better future, hope for a change that will improve the lives of our families, hope for our children and their children, and hope for the future of our nation."

As we adjourn the 54th CWA Convention, let us demonstrate our unity by locking arms and joining Joan Moore in the singing of the workers' national anthem. Joan.

...The Delegates arose and joined hands and swaying in unison they joined Delegate Joan Moore in the singing of "Solidarity Forever." (Applause and cheers)..

**PRESIDENT BAHR:** The 54th Annual Convention of the Communications Workers of America is adjourned.

...The 54th Annual Convention of the Communications Workers of America adjourned, sine die, at four-fifty-five o'clock...

... The following communications, which had been received by the 54th Annual Convention of the Communications Workers of America, were presented to the reporters for inclusion in these proceedings as follows:

Mr. Morton Bahr, President  
Communications Workers of America, AFL-CIO  
501 Third Street, N.W.  
Washington, D. C. 20001-2797

Dear President Bahr:

On behalf of the more than 4 million members of the 15 national and international unions affiliated with the Building and Construction Trades Department, AFL-CIO, I express to you and, through you, to the delegates to the 54th Annual Convention of the Communications Workers of America, our warmest greetings.

As you meet, there is no time in the history of the labor movement more crucial than the present, not only for your goals of economic security, workplace justice and jobs to be provided, not terminated, by successful corporations, but for the entire citizenry of the United States as it struggles for its very existence.

I am sure your 3,000 delegates already have "caught the spirit" of your convention theme and will recommend ways to meet the awesome challenges confronting all of us. To them and to you, our best wishes for a fruitful convention.

With kind personal regards, I am

Sincerely and fraternally,  
s/Robert A. Georgine, President  
Building and Construction Trades  
Department, AFL-CIO

Mr. Morton Bahr, President  
Communications Workers of America  
501 Third Street, N.W.  
Washington, D. C. 20001

Dear Brother Bahr:

On behalf of its 32 affiliated international unions representing 4.5 million federal, postal, and state and local government workers, the AFL-CIO Public Employee Department extends warm fraternal greetings to the officers and delegates assembled in the 54th Annual Convention of the Communications Workers of America.

We salute you and take this opportunity to express our appreciation for the support and helpful role played in PED affairs by your union. Such cooperation is essential to a strong labor movement. It has allowed us to safeguard our successes and will be vital for expanding the protections of collective bargaining to all our brothers and sisters in both the private and public sectors.

Our immediate opportunity is to put a progressive president in the White House this year who will work with labor to get America back on the right track. That achievement will surely help us to "Catch the Spirit—and Pass It On!"

Best wishes for a most successful convention.

Fraternally,  
s/AI Bilik, President  
Public Employee Department,  
AFL-CIO

Mr. Morton Bahr, President  
Communications Workers of America, AFL-CIO  
1925 K Street, NW  
Washington, DC 20006

Dear President Bahr:

On behalf of the 5 million workers represented by the Metal Trades Department, AFL-CIO, we send our best wishes to you, your fellow officers, and the 3,000 delegates assembled on April 6, 1992, in Miami Beach, Florida.

Your convention theme of "Catch the Spirit—and Pass It On" speaks to the great opportunities that your many challenges this presents, among which will be new contracts for some 400,000 of your telecommunications and public sector workers.

Here again all working people are faced in November with the opportunity to help change the direction of our government to put a progressive president in the White House.

May this be a successful and dynamic convention for all.

Yours in Solidarity

e/Paul J. Burnsky, President  
Metal Trades Department, AFL-

CIO



Morton Bahr, President

James B. Booe, Secretary-Treasurer  
Communications Workers of America  
501 Third Street, N.W.  
Washington, D. C. 20001

Dear President Bahr and Secretary-Treasurer Booe:

Fraternal greetings to you, your officers and delegates on your 54th Annual Convention.

We in the Union Label and Service Trades Department, AFL-CIO, stand shoulder-to-shoulder with you in your fight for justice, dignity and fair treatment on the job.

Like you, we have caught the spirit that is at the very heart and soul of the labor movement. And, like you, we are working to pass it on.

Like you, as you gather in convention, we see the beginning of a new day for the American labor movement: a day of involvement, opportunity and growth for all who work for a living.

You have stood with us in the past as we have pursued our mission, and we stand with you in yours. Together we make it clear to consumers and to all of North America that there is tremendous value in union-label goods and services: a value not just to the workers, but to all of society.

e/James E. Hatfield, President  
Union Label & Service Trades  
Department, AFL-CIO

Mr. Morton Bahr  
President  
Communications Workers of America  
501 Third Street, N.W.  
Washington, D.C. 20001-2787

Dear Brother Bahr:

Congratulations on your union's 54th Annual Convention. The bargaining table and political participation challenges you will face this year are opportunities for our alliance to further social progress in America.

The immortal words of our co-founder, A. Philip Randolph, came to mind as your union goes into negotiations:

"In concert with their fellow workers, black people can take decisive control of their own destinies; with a union, they can approach their employers as proud and upright equals, not as trembling and bowing slaves. Indeed, a solid union contract is, in a very real sense, another Emancipation Proclamation."

Your union should be proud of its commitment to economic justice for workers of all colors. Your union is a critical part of an overall labor strategy to build a high-wage economy in America, with decent living standards for all rather than the declining expectations that years of Reagan-Bush policies have visited upon us.

We at APRI know we can count on the active support of the CWA in our efforts to maximize black political participation this election year, to ensure that all our nation's working people are heard from as America chooses her future this fall.

s/Norman Hill, President

A. Philip Randolph Institute

Dear Morty & Members of the Communications Workers of America:

It is with great pleasure that I send my greetings to all of you during the Communications Workers of America's 54th Annual Convention.

You can be proud of the achievements made by your hard work and dedication to improving working conditions for your members. I believe you can also be proud that these achievements are not limited to members of CWA only, but have the potential to affect all workers who are seeking decent pay, employee benefits, and safe working conditions.

I commend all of you and wish you a productive and successful week.

Warm regards.

Sincerely,

s/Wendell H. Ford

U.S. Senate—Kentucky

Mr. Morton Bahr, President  
Communications Workers of America (CWA)  
501 Third Street, N.W.  
Washington, D.C. 20001-2797

Dear Morton:

Would you kindly convey the following message of goodwill to your Convention to be held on Monday, 6 April 1992:

"The Executive Committee, Officials and Members of the New Zealand Post Office Union send their sincerest greetings and heartfelt good wishes to the 54th Annual Convention of the Communications Workers of America (CWA). At this time of unprecedented change throughout the world it is timely to express our firm support and continuing solidarity on behalf of workers in the communications industry of New Zealand. May you have an outstandingly successful Convention."

On a personal note you may be interested to know that with the forthcoming amalgamation of the Post Office Union and Electrical and Electronics Workers Union with effect from 1 April this year, I will be retiring on 31 March 1992. I would like to thank you for your persona, help and assistance over the years.

Kindest regards,

Yours sincerely,

s/Graham Needhan,  
General Secretary

New Zealand Post Office Union

Mr. Morton Bahr National President of CWA

Dear Morton:

Please accept our warm greetings and best wishes to the Annual Convention of the Communications Workers of America.

We hope that your proposition to the President's team for CWA the "trio" of Morty Bahr, Barbara Easterling and M.E. "Nick" Nichols, will be elected by a big majority of your delegates.

We wish you most successful and fruitful discussions and resolutions for the benefit of the members of your organization.

Sincerely and fraternally,

e/Simon Zurieli, Secretary

General

Naftali Sturm international Affairs

Morton Bahr, President  
Communications Workers of America  
AFL-CIO, CLC  
501 Third Street NW  
Washington, D.C. 20001-2797

Dear President Bahr:

On behalf of the 16 national and international unions affiliated with the Food and Allied Service Trades Department, AFL-CIO as well as their cumulative membership of 3.5 million working men and women, let me extend our warmest wishes as you gather for your 54th annual convention in Miami Beach.

This will be an exciting year for the CWA as you undertake major bargaining initiatives in the telecommunications industry. I truly do hope that all delegates, participants and guests can "catch the spirit" and keep the union rollin' on during your gathering.

Four hundred thousand telecommunications workers will be involved in bargaining this year. The economic security of many families will be at stake as will workplace justice and dignity. Your charge is to educate, agitate and organize your collective forces in order to meet your demands.

You set a number of standards the last time you bargained with AT&T and other telecommunications giants. FAST and the entire Labor Movement will be with you all as you move forward again this year in the great spirit of solidarity.

Good luck and best wishes for a great convention.

Sincerely,

s/Robert F. Harbrant, President  
Food & Allied Service Trades

Morton Bahr, President  
CWA  
501 3rd Street, N.W  
Washington, D.C. 20001

Dear President Bahr:

On behalf of the Board, officers and staff of the Department for Professional Employees, I send greetings and best wishes for a successful convention. As a founding member of this Department, CWA has been a constant source of inspiration not only for the Department and its 26 other affiliates, but also for the entire labor movement.

Traditionally on the cutting edge of new technology, the dynamic communications industry epitomizes the current era of technological change on a grand scale—with its concomitant economic upheaval, restructuring and transformation of labor/management relations. CWA has repeatedly led the way to the innovative ideas and programs necessary to organize and represent the rapidly growing, constantly changing white collar work force in the communications industry and elsewhere.

Ever a leader, CWA has recognized that technological change is inevitable, but by becoming involved in—and redirecting—such change, the labor movement can protect the jobs, health, and dignity of American workers. CWA has led the fight to direct the development of new technology so that it improves the quality of its members' working lives. It has rejected the notion that the employee can be engineered to fit the equipment. Clearly, CWA has caught the Spirit—and is passing it on.

On the occasion of its 54th Convention, DPE congratulates CWA for its inspiring and progressive work and looks forward to many more years of working together in solidarity.

Sincerely and fraternally,  
e/Jack Golodner, President  
Department for Professional  
Employees, AFL-CIO

Mr. Morton Bahr, President  
Communications Workers of America  
AFL-CIO, CLC  
501 Third Street, N.W.  
Washington, D.C. 20001-2797

Dear President Bahr:

On behalf of the 80,000 members of the Glass, Molders, Pottery, Plastics & Allied Workers, I extend our warmest greetings to the delegates to the 54th Annual Convention of the Communications Workers of America.

Your great Organization has captured the idea of the decade in your Convention theme, "Catch the Spirit—and Pass It On." Each of us in the Labor Movement must become energetic in the quest to realize the goals and aspirations of trade unionism. Moreover, we each must inspire our co-workers and fellow union members to take part with us in our search for a better life.

At this critical time for Labor, I am confident that the CWA will chart programs and policies that will bring great benefits to its members. We in the GMP stand ready to work with you in our great common cause—a better life for all.

With best wishes for a productive and energizing Convention, I am

Sincerely and fraternally,  
e/James E. Hatfield, President  
Glass, Molders, Pottery,  
Plastics & Allied Workers  
International Union

Morton Bahr, President  
Communications Workers of America  
501 3rd Street, N.W.  
Washington, D.C. 20001-2792

Dear President Bahr:

On behalf of the 52 affiliates, and the 4 million members of the Industrial Union Department, we salute the Communications Workers of America at the time of its 54th annual convention.

You face a particularly challenging year. Your forthcoming negotiations will, as always, serve as a test of your determination and unity, and we are confident that, as always, they will result in further gains for your membership and in new advances of benefit to the Labor Movement as a whole.

The Presidential and Congressional elections this fall represent both a challenge and an opportunity to the entire Labor Movement. As in the past, the CWA and its officers will be in the forefront of the effort to return the nation to a progressive path which will benefit all of the people.

We wish you a successful and productive convention, and further progress in the months and years ahead.

Sincerely,

s/Howard D. Samuel

Industrial Union Department

AFL-CIO



Mr. Morton Bahr, President  
Communications Workers of America  
501 3rd Street, N.W.  
Washington, D.C. 20001-2792

Dear President Bahr:

It is with a great deal of pleasure that we extend to the officers, delegates and members of the Communications Workers of America our sincere best wishes for a successful convention.

Year after year, the Communications Workers has set a high standard of excellence in bringing to its members the full benefits of trade unionism.

The Communications Workers have established a sound and progressive record in all areas of the Labor Movement, and it is one which your membership can be justly proud. We are sure that the delegates to your 54th Annual Convention will develop programs that will provide a brighter future for all the Brothers and Sisters in your fine organization.

We at the Maritime Trades Department are proud to say that the Communications Workers of America are a member of our family.

Sincerely and fraternally,  
s/Michael Sacco, President  
e/Jean F. Ingrao  
Maritime Trades Department  
AFL-CIO

Mr. Morton Bahr, President  
Communications Workers of America  
501 3rd Street, N.W.  
Washington, D.C. 20001-2792

Dear President Bahr:

On behalf of the Steering Committee for the Asian Pacific American Labor Alliance, AFL-CIO, I extend greetings to the 3,000 brothers and sisters attending the CWA's 54th Annual Convention.

We are looking forward to our own founding convention in Washington, DC at the end of April. This new labor support group is being established to respond to Asian Pacific Americans, who comprise a rapidly growing segment of our nation's workforce and our unions. So far, over 200 trade unionists from 17 states and 27 affiliates—including the CWA—are planning to attend.

As Asian Pacific Americans, we can be found in nearly every community, workplace and union. Since working men and women have traveled to our nation from Asian and Pacific shores for the last 150 years, we reflect an extraordinary diversity.

Whether fourth-generation Americans or recent immigrants to the United States, we share the aspirations of all workers: to be treated with dignity and respect, to have a genuine voice at our places of work, and to earn a fair share of the wealth we help create. And as trade unionists, we know that attaining economic and social justice for any specific group of workers—particularly in today's political and economic climate—demands solidarity among all workers.

The creation of the Asian Pacific American Labor Alliance represents a landmark in the history of the nation and organized labor. We believe it will advance the cause of not only Asian Pacific Americans but the entire trade union movement.

We wish you the best of success at your annual convention.

In solidarity,

e/Katie Quan, Chair

APALA Steering Committee

Mr. Morton Bahr, President  
Communications Workers of America  
501 3rd Street, N.W.  
Washington, D.C. 20001-2792

Dear Mr. Bahr:

Let me wish you and the men and women of CWA the very best for a successful convention. I note that this is the 54th annual convention for the Communications Workers of America.

Your union was born in the dramatic years of struggle in the 1930's and tempered by years of growth and the greatest progress in technology in human history.

In the years that I have been proud to work with CWA, especially the more than 7,000 Michigan members, working men and women have won some important victories, like plant closing laws and increasing the minimum wage.

On too many other issues, our victories are yet to come. The thaw in the Cold War which melted the Iron Curtain has brought into even sharper focus the walls of unfairness that surround too many of the world's economies. CWA workers can compete with the best in the world. But they must be backed by trade policies that say very simply to our competitors: We will treat you no better than we are treated by you in the international marketplace.

The skills of men and women under the umbrella of CWA are the key skills of the next century. You stand on the threshold of that new century with a record of meeting tough challenges. I thank you for your support and look forward to facing these challenges together in the future.

Sincerely,

David E. Bonior

Member of Congress

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BATES, Charles D. Jr. (Local 2102)  
BECKER, Tom (Local 7800)  
BELL, Joanne (Local 2336)  
BENTON, Elliott (Local 6201)  
BOARMAN, William J. (Printing, Publishing & Media Workers)  
BOLLE, Winnie M. (Trinity Episcopal Cathedral)  
BOOK, James (International Secretary-Treasurer)  
BOWLES, Albert (District Director—Texas)  
BOWYER, Philip (General Secretary—PTTI)  
BROWN, Janine M. (Local 3250)  
BUCKLEY, Paula (Local 1110)  
BUTTIGLIERI, Jann L. (Local 2101)  
CARNEY, Steven R. (Local 1103)  
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CLINTON, Joseph (Local 13000)  
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CONNER, James (Local 6508)  
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ELLEBRACHT, Tony (Local 6310)  
ERVIN, James (Local 4501)  
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