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MONDAY MORNING SESSION

June 13, 1994

The 56th Annual Convention of the Communications Workers of America, held at the Cobo Convention & Exhibition Center, Detroit, Michigan, June 13-14, 1994, convened at nine o'clock, a.m., Temporary Chair Dana Christner, President, Detroit Metropolitan Body Council, and President of CWA Local 4011, presiding.

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

The 56th Annual Convention of the Communications Workers of America will now come to order. Good morning and welcome to Detroit and District 4. My name is Dana Christner. I am the President of CWA Local 4011, Ann Arbor, Michigan, home of the Michigan Wolverines. (Applause) I am also President of the Detroit Metropolitan Area Council. I have the honor of serving as Temporary Chair for this morning's session. It is a great pleasure to open our Convention.

As is our custom, we will begin our convention with a prayer. I would like to call upon Rabbi Efray G. Spectre of Adat Shalom Synagogue in Farmington Hills for the invocation. Rabbi Spectre.

Will the delegates please stand.

RABBI EFRY G. SPECTRE (Adat Shalom Synagogue): Our God and God of our ancestors, we stand before you this morning at this opening session unified in common concern and enriched by the variety of experiences of those arriving from great distances and nearby communities, strengthened in sisterhood and brotherhood in our diversified backgrounds.

In this assembly of representatives of workers in public and private sector employment, we are heartened by the great numbers of our constituents, by the ideals we further in the recognition of and advancement of human rights, by the moral concerns that motivate us ever to strive for the good.

We remind ourselves that at the time of the invention of the telephone a great Rabbi said, "We can learn a great deal from the telephone. We can learn that what is said here is heard there." Endow our deliberations with selfless spirit that we may continue to further the worthwhile. May we draw sustenance from each other in firm fellowship. May we perceive in leadership the accessible example.

We are aware that for those of us from the United States, tomorrow is Flag Day. Help us comprehend the meaning, the potential inspiration of the symbol, that may we never let it replace the need to respond to the pride of those beleaguered.

May we be blessed at these sessions by the word that You constructed centuries ago be the words that the people of this world be blessed: "May the Lord bless you and guard you. May the Lord cause his face to shine upon you and be gracious to you. May the Lord lift his face up to you and grant you peace." Amen.

TEMPORARY CHAIR CHRISTNER: Thank you, Rabbi Spectre.

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

Donna Ludolph, secretary of the Printing, Publishing and Media Workers Sector, will lead us in singing "The Star Spangled Banner" and "O Canada."

Our Colors this morning will be presented by the Michigan Metropolitan Girl Scouts Council and Boy Scouts of America-- Detroit Area Council.

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

... Thereupon, the Colors were presented by the Girl Scouts and Boy Scouts Color Guard, after which Donna Ludolph, Secretary, PPMW Sector, led the delegates in "The Star Spangled Banner" and "O Canada" (Applause) ...

TEMPORARY CHAIR CHRISTNER: Please remain standing until the Colors are retired. Please join me in a round of applause for the Color Guard and Donna for doing a great job in getting our Convention off to a rousing start. (Applause)

An enormous amount of planning and hard work has gone into our efforts to make this week a memorable and enjoyable one for you. I am a member of the Host Committee and we have been working overtime to ensure the success of the convention.

I want to take just a moment to recognize the other members of the District 4 Detroit Host Committee.

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

The Chair, Carl Richter, President, Local 4000; Lula Odom, President, Local 4000; Andrea Rudolph, Unit Vice President, Local 4004; Dominic Guadagni, President, Local 4009; Judi Wicker, Secretary-Treasurer, Local 4009; Terry Ryan, President, Local 4010; Tom McGee, President, Local 44015; Jim Ruddock, President, Local 4018; Frank Scola, President, Local 4100; Gerry Nelson, Vice President, Local 4100; Jim Charbonneau, President, Local 4107.

Please take a minute to show our appreciation with a nice round of applause to the Host Committee and those who assisted them. (Applause)

Throughout the week, the Host Committee will be available to answer your questions and to help make your stay in Detroit as enjoyable and pleasant as possible.

At this time, I want to introduce our first guest, Dennis Archer, Mayor of Detroit. Mayor Archer is in his first term as Mayor of Detroit, but he brings a lifetime of distinguished service to the office. He was already one of the nation's most respected attorneys when he was appointed to the Michigan Supreme Court in 1985.

The following year he was elected to an eight-year term, being the first black to sit on the Court in nearly twenty years, and only the second in Michigan's history. But his list of achievements, honors and recognitions do not tell the full story of his life. Mayor Archer knows what it means to work for a living. As a young man, he worked at odd jobs to help his disabled father support the family. He worked his way through college and earned his law degree at night, while working full time as a teacher of emotionally disturbed children in the Detroit Public School System.

We are proud that he was elected Mayor of Detroit with the support of CWA. Please join me in giving a warm CWA welcome to the Mayor of our host city, Mayor Dennis Archer. (Applause)

THE HONORABLE DENNIS ARCHER (Mayor, Detroit, Michigan): Thank you. And welcome to America's greatest city. We are so delighted and so pleased that you are here. As you might imagine, for those of you who have any knowledge base about union activity, pride of being a member of a union, know that this great city is very strong in historical significance in having tremendous labor leaders who have made a way for the workers of America to have equity, fair treatment, and an equal opportunity to compete.

We are very pleased that you are here and I want you to know that my colleagues and friends in labor have been excited about your coming here. I hope that you have had a little time to get out and to enjoy our city. As you drive around, take a look at where your colleagues are working. Take a look at the new Jefferson plant on Jefferson and Conner, which is a Jeep Cherokee plant. Go by the Poletown plant, come by City Hall, drop by the hotels, drop by the restaurants. You will see men and women in the labor movement who are proud to be here in the City of Detroit.

(Applause)

We are delighted to have you and the prominence that you bring, your very exciting union, your strong, your vibrant union. You remind me somewhat of our great city. Yes, if you drive around our city, you will see that we do have some problems. But guess what? We are on the mend and we are coming back. There is a new spirit in the City of Detroit, and when you come back in 1996 (applause) you will see a new vibrancy.

Everywhere in this city today there is a lot of excitement, there is a bridge that is being built inside the city and from the city to the suburbs, from Detroit to Lansing, from Detroit to Washington, we have a great national administration in Washington, D.C., you will see evidence tomorrow of that when Vice President Gore comes in to pay his respects to you as I am bringing my respects to you today.

Thank you so much for being here and, by the way, if anybody in this convention, while you are here, if you get a traffic ticket or parking ticket, please call my office so I can direct you to the proper courthouse. (Laughter and applause)

Thank you very much. I love you. Thanks for being in Detroit.

... The delegates applauded at length as Mayor Dennis Archer left the platform ...

TEMPORARY CHAIR CHRISTNER: We would like to ask you to keep the noise down. It's already quite noisy and we are just getting started. If you want to have a conversation, please go outside in respect for our guests. (Applause)

Thank you, Mayor Archer.

Our next guest is Frank Garrison, President of the Michigan State AFL-CIO. Frank has served as President of the Michigan AFL-CIO for six years.

During that time, he has emerged as an outstanding and articulate spokesperson for organized labor in one of the most important states to our movement. Frank is a member of the United Auto Workers and his service to the Labor Movement spans 35 years. He is one of our most active labor leaders on the political scene and he is a member of the Democratic National Committee's Executive Board.

Frank is also Vice-Chair of the Blue Cross and Blue Shield of Michigan and is Chairman of the Michigan Trade Union Council for Histradut. He holds leadership positions in many other labor-supported organizations.

CWA is very active in the Michigan AFL-CIO and Frank does a great job as the leader of our State Federation. Please welcome the President of the Michigan AFL-CIO, Frank Garrison. (Prolonged applause)

FRANK GARRISON (President, Michigan State AFL-CIO): Thank you, Dana, thank you for your great leadership here in Michigan. Those of you not from Michigan, welcome to our wonderful state.

I bring you greetings from more than 600,000 members of the AFL-CIO, and about 300,000 retirees of the AFL-CIO in Michigan. We are delighted to have you here in the City of Detroit, a city where we have a great mayor that is just leaving; thank you, Dennis, for coming this morning.

Michigan is one of the top three states in the country in percentage of workforce in the Labor Movement, and in the Michigan AFL-CIO, so we are among the top federations as far as affiliation goes. We have 100 percent affiliation from every affiliate residing in Michigan. We are strong and we are proud and we are united. (Applause)

It is a special pleasure to have the CWA here, because of the quality of this Union. As you were told, I am out of the UAW. I am so proud of that Union, but I will tell you, the CWA is a Union that has always been close to my heart because of your tremendous leadership nationally in this state. Your great President, Morty Bahr, stands out for his consistent leadership within the National AFL-CIO, and he has given the CWA an influence in Washington far superior to your

proportionate size. He is just an outstanding national leader.

And when I get the opportunity to go and speak to other affiliates, I have some young females ask, "Where are the role models for females in this Trade Union Movement?" I know we don't do the job we should, but one person I always tell them to look to is this lady sitting next to me.

I have been fortunate to be her friend for a long time. You did yourself proud when you elected her to a top office in your Union. Barbara, welcome to Michigan. (Applause)

And of course, your COPE Director, Loretta Bowen, is a dear friend and does an outstanding job in the political arena. They are blazing paths for other women to follow.

And at the Regional level, in Region 4, no one has been a more constant supporter of the AFL-CIO in this state than your Vice President Bob Johnson. (Applause) Welcome to Michigan. (Applause)

The only complaint I have with Bob is that he is so busy that we do not get him enough in Michigan. But every time I call on him, including this morning when I spoke to him about this year in Michigan, and it is often I speak to him, and the answer is always, "What do you need and when do you need it?"

He has made our job much easier in the Michigan AFL-CIO, and I wish he would spend more time with us in Michigan. The fact that we have not had Bob all to ourselves has made it easier in Michigan because of the presence of Mike Hanley. Mike has been a friend and a colleague for many years. We have loved him for his personal charm and consideration as well as his unwavering dedication and loyalty to the Michigan AFL-CIO. When Mike retires, I know the Michigan AFL-CIO will sorely miss him.

CWA has historically been one of the most politically active unions in the country, and you have been especially active here in Michigan. If I have a single message for you today, it is that 1994 is not a year to stop. We look at this year in Michigan as the most critical of any elections in our history.

First, the United States Senate seat is up for grabs in our state. Don Riegle is retiring after 18 years of fighting for working men and women around the country. We have several good candidates vying for the nomination in August, none that we endorsed. But I know when the primary is over, we are going to get behind the winner of the primary and go on to victory. Vital programs and bills that have passed the Senate, as you know, have passed by Vice President Gore's vote so we cannot afford to lose a single seat in the U.S. Senate.

For those of you not from Michigan, let me take a minute to say why the Gubernatorial race is so critical and important this year. Four years ago in our state, we had the most mean-spirited right-wing, idiot ever elected to the office of Governor. His name is John Engler. He won by the narrowest of margins. We have been able to kill the worst of his proposals because at least we had an even split in the Michigan House. But earlier this year, after several resignations, the Republicans had a temporary majority and Engler rammed through a blitzkrieg of bills, destroying collective bargaining for school employees and undercutting the traditional sources of campaign financing for Democratic candidates, including how we in the labor movement can use our money to involve ourselves in politics.

If he wins the election, and if he succeeds in picking up just one additional seat in the Michigan House, he will dominate state government as no governor has in decades. What is worse, he will use that power to tilt every rule of the political game in favor of the Republicans and every rule of collective bargaining in favor of management. I even worry, if he gets complete control, about Michigan, of all places, becoming a right-to-work state.

Bill Clinton desperately needs Michigan if he is to be reelected in 1996, and if we fail to elect a friend in the Governor's office, it will make it very difficult to carry the State of Michigan for his reelection, regardless of who the nominee is on the Republican side.

So my plea to you then is, put Michigan high on your radar screen in this election year. Give us the priority for your dollars and your volunteers. We promise we will fight. You know, I was

reminded, when the rabbi said the prayer this morning, about a new rabbi who had moved into town and became friends with a Catholic priest, an old Irish Catholic priest. He took him to the Thursday night fights. That night there was a young Puerto Rican fighting. When the bell sounded, the young Puerto Rican kneeled and made the sign of the cross. And the rabbi turned to the Father and said, "Father, what does that mean?"

And the Father said, "It don't mean a damn thing if he can't fight." (Laughter)

Well, I promise you this: We in the Michigan AFL-CIO intend to fight this fall, and we are asking for your help and your loyalty.

Thank you for coming to Michigan. Thank you. (Applause)

TEMPORARY CHAIR CHRISTNER: Thank you, Frank.

Our next guest is Ed Scribner, President of the Metropolitan Detroit AFL-CIO. Ed was elected President of the Detroit AFL-CIO in 1988 after serving for seven years as director of the Michigan Teamsters Joint Council #43. He brings a wide range of experiences to his union service.

He was first elected vice president of Teamsters Local 372 in 1962 and later became president of the local. He worked for 20 years at the Detroit Free Press and served as an instructor at Wayne State University in labor relations for 20 years.

Ed is involved in numerous community activities. He was elected Governor of the Board of Governors of Wayne State University in 1990, is on the Board of Trustees of the Detroit Educational Television Foundation, Channel 58, is involved with the Boy Scouts, United Way of Michigan, and many other groups.

Please welcome Ed Scribner, President of the Detroit Metropolitan AFL-CIO. (Applause)

ED SCRIBNER (President, Metropolitan Detroit AFL-CIO): President Bahr, Secretary-Treasurer Easterling, this great Executive Board, and the leadership behind us on this dais: Let me, on behalf of a great labor community, Detroit, and the surrounding area, welcome you to what we consider the premier union town in this country. We are very proud of that.

We also want to thank President Bahr and his leadership for selecting Detroit for this great convention.

We have four international conventions coming to Detroit this year. And that took just a little bit of work. And I just cannot tell you how proud we are to have you here and let me extend to you, on behalf of the Metro AFL-CIO, about 340,000 strong in three counties, the very best greetings that we can give you and hope and wish that you have a very, very successful convention.

Let me say, if I may, this morning you heard President Garrison indicate the seriousness of the political climate, not only here in Detroit but throughout Michigan. I have had a chance to visit with two of your sectors, the media sector and NABET, a group that I am very close to in our own community. And we spoke of the seriousness that is facing us. And that is, if we lose this election this fall, we will have right-to-work right in our face.

Now that is not scare talk. That is not political talk. That is not pump-up-the-troops talk. That is a fact.

The only reason that I take the time this morning with that kind of a serious subject is that many of you from other communities, other states, may think you are in a secure position, that is your political future is not in jeopardy today. Let me share with you that in Michigan we had a Democratic Governor for over eight straight years who was a friend to labor. Following that, simply because we forgot to vote, basically right here in our own community we lost the governorship to a reactionary Republican who is hell bent to do everything that he can to break every union.

As Frank indicated to you, during a two-week window in which they had control, they gutted

collective bargaining for public employees, school related unions and all teachers. And that was only a two-week window that they enjoyed. Can you imagine what is on the agenda if they win both houses and the governorship?

So I say to you, with the history of the great trade unionism that is in this city, the great trade unionism that this country knows, that Michigan represents, we are on the verge of looking straight into the face of a right-to-work effort.

For those of you with enough gray hair and enough years of experience in the Labor Movement, you will have to remember that the last time this was tried was down in Missouri, and we had to come from all fifty states, the entire labor community of this country, in order to fight and beat right-to-work in Missouri.

I just suggest to you that we have got better agendas to attend to if we took just a look at CWA alone. No International Union, in my mind, has taken the hit that you have taken in the last two or three years. The thousands of union jobs that you had, they are gone.

I stand in front of you as a 45-year member of the Teamsters. I don't have to even talk about it, the kind of shape that my union is in. Three years ago, my union was the strongest union in this world-- in terms of membership, in terms of finance-- but which stands today flat broke, borrowing \$20 million from the AFL-CIO. Our future is not as secure as maybe some of us think it is.

So we urge every delegate in this room, not only from the State of Michigan but from the labor community that we enjoy in 50 states, to be ever diligent, because if there is one thing that we have learned in the City of Detroit-- and we have a great distinction-- it is that our strength is solidarity. Our labor community acts as one. (Applause)

I say to you that the UAW International Union belongs to this central labor body along with the Teamsters. And the reason I say that to you is that we are the only central labor body in this country where the UAW belongs.

There was a hell of a lot of people-- as a matter of fact, we thought that when that happened and when the Teamsters came in that everybody was going to cut everybody's throat and it wouldn't work. In all the stories that came down about control, let me tell you, it hasn't happened. The UAW, along with the CWA, along with Teamsters and Meatcutters and Postal Workers and Lettercarriers and all of our 40 affiliates, we have been together six years and we are a hell of a lot stronger as I stand here today than we were six years ago. Let me tell you on behalf of the 340,000 I'm damn proud of that. (Applause)

Let me also suggest to you, as you go back to Georgia or Washington or Florida, this great country of ours, wherever you come from, tell the UAW to come on in, the water is fine. Go out and reach out to Teamsters if they are not part of you and get into that central labor body. Once again, solidarity is our strength.

Lastly, because I have already taken too long, let me just take a special moment to salute not only the CWA in our community that is so strong in their support-- and how nice it is to see on these cameras out here the Nynex sign of a very proud union within this great union. (Applause)

And let me at the same time just salute one of the warriors who has got an awful lot of gray hair; he has been a magnificent leader for your Union. He probably won't tell you how long, but he has been a strength to this central labor body; he has been a strength to this central labor community. And his name, and our great appreciation to him as he comes to the verge of retirement, is Mike Hanley. Let me ask you, on behalf of all of us, to salute this great labor leader right over here, Mike Hanley. (Prolonged applause)

Sometimes, to be honest with you, it seems like just one quick moment for the 40 or 50 years that he's put in on your behalf and ours, that is just not enough, and I know that I enjoy it and I hope Mike does too.

And lastly, let me just say on behalf of all of us in this great city, this great labor community, that if there is anything at all we can do to enhance your visit, to make it better, we stand ready to

do that, and that's not blowing smoke. Our telephone number is 896-2600. We are more than happy, more than happy to help you enjoy this great city, this great labor community.

Once again, we are just delighted to see you in this auditorium. Come back and see us again. Enjoy your stay, and God bless every one of you. (Applause)

TEMPORARY CHAIR CHRISTNER: Thank you, Ed.

We now have a special guest to address our convention, Representative David Bonior. At this time I will ask President Bahr to introduce Representative Bonior.

... The delegates arose and applauded at length as Representative David Bonior was escorted to the platform ...

PRESIDENT MORTON BAHR: I am very proud to have the honor of welcoming Representative Bonior to our CWA Convention. He was first elected to Congress in 1976, and has been reelected eight times.

In 1991, he was elected House Majority Whip, the number 3 Democratic leadership position. He represents Michigan's 10th Congressional District. His constituents are working-class Americans, people who are most affected by our nation's economic policies.

We know Representative Bonior as a law maker with the courage to stand up for his beliefs and principles.

He was a leader in the fight to defeat the North American Free Trade Agreement, and one of the most articulate and persuasive opponents of NAFTA.

He expressed the concerns and fears of working people, about the treaty, in words that captured the attention of the nation.

And I will personally never forget watching him on C-Span, standing on the floor of the U.S. Congress late in the evening, knowing that we didn't have the votes to defeat NAFTA, but never wavering in his passionate and thoughtful opposition to what we believed was a flawed trade policy.

Representative Bonior, CWA was proud to stand with you on that fight. We will always remember you for the heroic effort that you put forth on behalf of America's workers, and we thank you.

We look forward to working with you as we monitor the impact of NAFTA on American workers and the other issues of importance to workers such as health care and OSHA reform.

But our fight for fair trade is not over. You helped to unleash the power and the concerns of working Americans in the making of our nation's trade policies. You gave workers a sense of empowerment over their destinies. And even though we lost this battle, Congress will continue to hear from working Americans on trade policies in the future.

Brothers and Sisters, join me in giving a warm welcome to a true friend of all workers and CWA, Representative David E. Bonior.

... The delegates arose and applauded at length as Congressman David E. Bonior took the podium ...

HON. DAVID E. BONIOR (Michigan House of Representatives, 10th Congressional District): Thank you. Thank you so much. Thank you, Morty, for those very kind remarks.

I want to thank all of you for inviting me here today. I especially want to thank members of the Forth Huron Local 4107 and East Point Local 4008. In many ways, if it wasn't for them and it wasn't for all of you, I wouldn't be here today at all. But over the years the Communications Workers have worked more phone banks, they have passed out more yard signs, they have knocked on more doors than anyone. And I am very thankful for your support and that's one of the reasons I was happy to answer your call here today.

Now to be honest, this is a first for me today. I've spoken to a lot of different labor conventions over the years, but I have never really been the first speaker. I have usually been the fifteenth or the sixteenth speaker. Most of the time I end up feeling a little bit like Elizabeth Taylor's seventh husband on their wedding night. I know what I'm supposed to do, but I'm not sure I can make it interesting. (Laughter)

But I wanted to come here today for a very special reason. And that is to say "thank you," not only for your leadership over the years on the issues that mean so much to every one of us, but for your leadership and your dedication during the NAFTA fight.

I don't want to dwell on past battles, but the NAFTA fight is something that I personally will never forget. When I think about it, I'm reminded of an old story that my grandfather used to love to tell about the time he immigrated from the Ukraine to Hamtramck, which is a very small enclave, it's a predominantly Polish community about five miles from here within the City of Detroit.

Now this town was filled with Polish and Ukrainian immigrants, and one time one of these people from the old country robbed a bank. He was caught right away, but he didn't have the money on him and he didn't speak a word of English.

Well, the police chief got an interpreter, sat them both down in the jail, and told the interpreter, "Ask this man where the money is."

Well, the interpreter asked, but he got no answer. The police chief then took his gun out, laid it on the table and said, "Tell this man he'd better tell us where the money is or he will be very, very sorry."

The interpreter delivered the message and again, no answer.

Finally, the chief of police picked the gun up, he pointed it at the forehead of the robber and he said, "You'd better tell us where the money is or you are in big trouble."

Well, the interpreter delivered the message, and this time the robber, in Polish, said, "I confess, I took the money. I dropped it in a dry well behind the bank. You can find it there."

The interpreter thought for a moment, turned to the chief and said, "The robber says he's not afraid to die." (Laughter)

Well, during the NAFTA debate and during that fight, a lot of us felt like we had an equally unreliable interpreter. But despite the efforts of NAFTA supporters to distort our message, by working together I believe the power of our message came through and it will be a message that we will take on future agreements as we move forward. We have to remind people that NAFTA was more than about money and markets, it was more than about trade and tariffs. It was about people. It was about who we are. It was about the dignity of work and respect for a job well done.

Yes, we know the world is changing. We know that often times the old rules no longer apply. And we know also that we live in a new world economy. But we also know that the work of America is still done by people who punch a clock, who pack a lunch, who pour their heart and soul into every paycheck, and we cannot afford to leave them behind. (Applause)

Now that's what NAFTA was all about, and I want you to know that I have never been more proud to stand with Organized Labor than I was during this fight.

But now we have got to turn our attention elsewhere and build upon some of the progress that we have made over the past year. Because despite NAFTA, we have had quite a few victories in the past 16 months. I think it was that great statesman Yogi Berra who once said that when you come to a fork in the road, you should take it. (Applause)

Well, with the help of the Communications Workers, two years ago, Americans decided to take a new road, away from the division and the decay of Ronald Reagan and George Bush, and towards hope and change, and I am here today to tell you that together we have made a

difference.

We are beginning to turn things around. Slowly but surely, America is coming back. Just think of what Democrats have done over the past 16 months. After 12 years of Republican budgets that gave tax breaks to the rich, we produced about a year ago today, a budget that cut the deficit by half a trillion dollars, created over three million jobs, and finally made the wealthy pay their fair share. (Applause)

Under George Bush, the education bill was stalled for years. We rewrote the student loan bill, so that the children of working class families can borrow money to go to college at lower interest rates and have a longer time to pay them back.

Under George Bush, the Family and Medical Leave Act that many of you here worked so very hard for was vetoed twice after the Congress had passed it. But last year, we passed it again, and this time the President signed it into law, and now nobody will ever have to choose between the job they need and the family they love. (Applause)

I could go on and on, from the National Service bill that was passed and became law to the Motor Voter bill that will enfranchise millions of Americans in this country, from the Goals 2000 education Bill to a new school-to-work bill that will help our kids find good jobs.

Even though a majority of Republicans voted against each and every one of them, all of them passed. All of them were signed into law without a single veto. And despite Republican opposition, we also passed a tough, smart crime bill that will put 100,000 policemen on the beat. That imposes tough mandatory sentences for those who use a gun to commit a crime, and says that if you are a repeat offender and commit a third violent crime, you will be put away for life.

Now, people who say it doesn't matter which party we elect remind me of that old story or slogan about the veterinarian and the taxidermist who shared an office together. Their slogan was, "Either way you get your dog back." (Laughter)

It does make a difference. It makes a difference who you elect. In 1994, the biggest difference we have made by far is that we have begun to get our economic house in order, and our economy is now back on track. Last year, every single Republican said that if we pass the Democratic budget, it would be a disaster. I remember it vividly.

Newt Gingrich, the Minority Whip of the Republican party said, and I quote, "The budget would lead to a recession in 1994." Senator Bob Dole, the Republican leader, said, "The plan," and I quote, "does not tackle the deficit head on." And Phil Gramm, the Republican from Texas said, and I quote, "If we adopt this budget, the economy will be weaker, not stronger. The deficit will be higher, not lower, and the economy will create fewer jobs."

Well, guess what? A year has gone by. The budget has had some time to take its effect, and every single one of their predictions have proven wrong. The truth is, inflation is down, car sales are up. Unemployment is down, consumer confidence is up. Bankruptcies are down, investment is up. All told, we've created more jobs in the past 16 months than George Bush created in four years.

We are now creating 6,000 jobs a day (applause), 42,000 jobs a week, and 3.3 million in the past 16 months alone. And for the first time, the first time since Harry Truman's Administration, the deficit has gone down three consecutive years in a row.

But again, we Democrats had to do this work all alone, because when it came time for Republicans to put their votes where their mouths were and vote for a budget that would create jobs and actually become law, every single Republican voted against it.

Well, let's make one promise here today. Come this November, we will vote against them and send them to the unemployment lines. (Applause)

So, we have made some progress, but we have to make sure that we don't end up like those two brothers who went up to Canada to hunt moose. These two brothers went up there to hunt moose, and they each got themselves a huge moose in the middle of the Canadian wilderness.

This pilot flew his plane in to take them out. He glided upon the shore from the lake and he got out and he saw these two brothers with these two dead moose and all this gear and he said, "Wait a minute. We can't take you out. We'll never get the plane up."

And one of the brothers said, "Yes, we will. We came here last year. We each got a moose. We had the same amount of gear. The pilot came in and he pulled us out."

So the pilot said, "Well, if you did it last year, we probably can do it this year." So, they loaded up the two brothers, loaded the gear up, the pilot started the plane engine, and off they go over the trees, over the lake, and he hits the mountain. You guessed it. Down went the plane. Luckily, nobody gets hurt. One of the brothers is crawling out of the wreckage. He sees the other brother and says, "Where are we?" And the other brother says, "Oh, we are about a mile further than we got last year." (Laughter)

Well, at this point, we are certainly a mile further than we were last year, but to avoid hitting that mountain, we have got to ask one fundamental question: What are we doing about jobs? That's the question. Even with all the good news, there are still many industries that haven't felt the recovery yet. And I am sure each and every one of you knows someone in our own industry who has had a hit recently and who is having difficulty in obtaining work. There are still many communities hurting, and even though we stand on the verge of a telecommunications explosion, I can tell you from our current experience in Port Huron and Roseville, communications workers still face great anxiety about their job security.

We have to continue to make jobs our top priority. Everything else we do-- health care reform, welfare reform, even getting tough on crime-- won't work unless people are working in good jobs.

The telecommunication industry today is where many of those good jobs are. That is one of the reasons we are working on another bill right now, to create more jobs in the industry by allowing U.S. companies to compete with foreign companies on our own soil.

There is no reason, no reason whatsoever, why a Canadian firm like Northern Telecom should be allowed to manufacture phones in the United States but Ameritech cannot. That is crazy. That does not make any sense. It is time we changed that. And this bill will.

According to the Wharton School of Business, if the telecommunications bill passes, it will create 3.6 million new jobs in the industry over the next ten years. And I have to give the CWA a lot of credit for this bill. It never would have happened without you.

At this point, we expect a vote on the House floor very soon. Hopefully, within the next few weeks. And with your help, we will pass it. We may even get a Republican to support it, which will be a welcome relief, because on most Democratic bills today the Republicans keep saying "No" to everything we propose. They are willing to do everything and say anything to bring Democrats down.

And I might just add here, it is not just people like Newt Gingrich and Bob Dole. It is the backbenchers as well. It is people like John Doolittle, a Republican Congressman from California, who opposes nearly every Democratic proposal there is. It is people like Tom Delay, a Republican Congressman from Texas, who votes against us every change he gets.

Now, I will bet it does not come to you as any surprise that the Republicans have two members named Doolittle and Delay. (Laughter)

Don't laugh. They used to have a guy named Swindle. (Laughter)

But there is a big difference between the principles of the party of Doolittle and Delay, and the principles of the Democratic Party. The party of Doolittle and Delay is doing all it can right now to kill OSHA Reform, to keep it from ever coming to a vote this year. But we were reminded a little over a month ago why it is so important that we pass this bill.

Six weeks ago, all around the country, we observed Workers Memorial Day, a day set aside to remember the men and women who gave their lives in America's workplace. Every year, we

observe Workers Memorial Day. I cannot help but think of another Memorial that I was privileged to help build earlier in my career.

As some of you know, I was a co-founder and past chairman of the Vietnam-era Veterans in Congress. And in the early 1980s, I was privileged to work with people like Jan Scruggs to get the Vietnam Veterans Memorial built in Washington.

Sometimes I visit that wall. I look at the people who go there, who reach out and touch the names, and leave old photographs, and make charcoal etchings of the names of the fathers, brothers and uncles, people children never knew. And, of course, there are over 58,000 names on that wall. That is a tragedy. But it absolutely sickens me to think that an equal number of Americans die every year from senseless and avoidable tragedies on American worksites. But there are no monuments to them. There is no place for their families to be healed. I always wonder, what do we say to their kids. How do we explain workplace deaths to the children of the men and women who have died? Do we say your father was crushed by a machine because the government did not have enough OSHA inspectors to make sure it was safe?

How do we tell them that we know how to fix the problem; we know what must be done, but we do not have the will to do it? I'm sorry, that answer is no longer good enough. It is no longer good enough to say, "We tried." American workers deserve to have safe worksites. (Applause)

Let me tell you something: The Republicans can oppose us all they want, but we are going to do all we can to pass OSHA reform. And with your help, we are going to get it done this year. (Applause) The party of Doolittle and Delay is doing all they can to block another issue important to working people.

Another issue was brought home for me in a phone call I got from a man not long ago. The man was calling to tell me that he was out of work. For over twenty years, he had worked at a small aerospace company of about 75 people here in Michigan, an aerospace company that made parts for some of the planes that helped us win the Gulf War.

It was tough work. It was the kind of work that when you got home you were sweaty, you were dirty, and your muscles ached. There was noise in the plant. All you wanted to do was kind of relax and let some time go by. And this fellow was a member of the UAW. And like all UAW employees, they worked under a contract.

One month before their contract renegotiation began, the employees started to notice ads running in the local paper, ads that were soliciting scabs for the very same aerospace company they worked for. The company was pushing them into a strike. And you know what happened next.

When the contract talks began, the company demanded all kinds of concessions, cuts in pay, cuts in benefits, cuts in health care insurance. And the employees had no choice but to strike. The very same day they struck, the company locked them out and brought in the scabs. And to this day, not one of them has gotten their job back.

Here you have people who worked hard, who paid their taxes, who played by the rules, and when the time came for them to be rewarded for their hard work, they got the shaft. Well, I say that no American deserves to be treated that way. I promise you this: In the months to come, we are going to do all we can to get that strikebreaker rule passed and signed into law. (Applause)

... The delegates arose and applauded ...

Now, the Communications Workers have already had one victory this year by NYNEX. Last April, you showed America that labor unions are standing strong and are coming back. (Applause)

Your hard work on the strikebreakers issue it is paying off as well. Just last session the bill passed the House. We passed it 240, I believe, to 190, but again it stalled in the Senate. Talks are underway right now that could break the deadlock and we could have a vote on strikebreaker as early as next week.

I want to tell you, and I told this right to the President. He called me after the NAFTA vote. He called me two hours later; the Vice President called me two hours later; and Mrs. Clinton called me. They said, "What can we do to heal the wounds?"

I said, "You know what you can do? I told all three of them, "You can take care of the Strikebreaker Bill." I said, "If the Administration can get that NAFTA passed, it ought to be able to get the Strikebreaker Bill passed." (Applause)

Finally, the party of Doolittle and Delay is doing all they can to derail the most important issue to working families today, health care reform. They say that we don't have a health care crisis. We don't need health care reform. Senator Dole is even talking this weekend about a filibuster if we bring health care up.

We Democrats believe health care is a right, not a privilege and with your help, 1994 is going to be the year that we provide all Americans with guaranteed private health insurance that can never be taken away.

Now, I think most of us in this room can identify with that guy who walked into the doctor's office one day. The receptionist asked what he had and the man said he had shingles. So the receptionist had him fill out a form, his name address, workplace, insurance number and told him to have a seat.

Fifteen minutes later the nurse's aide walks in and said, "What do you have?"

The man said, "Shingles."

The nurse's aide took down his height, his weight, his complete medical history, had him fill out some more insurance forms and told him to wait in the examining room.

Thirty minutes passed and the nurse comes in asking the guy what he had. He said, "Shingles." So the nurse gives him a blood pressure test, takes his pulse, asked him to fill out a couple of forms, take his clothes off and wait in the next room for the doctor.

An hour passes, the doctor finally comes in, looks at this guy and he says, "What do you have?"

The man says, "Shingles."

The doctor says, "Where?"

The guy says, "Outside in the truck. Where do you want them?" (Laughter)

We have the best doctors and nurses in the world. We have to protect that. We also have the biggest, the dumbest, the most bureaucratic health care system in the world, and it's time that we stopped and did something about it to change it.

I know the Communications Workers have given up a lot to have the good insurance policies that you have now. You have taken cuts in benefits, cuts in pay and you sacrificed more than most. At the same time there are many non-union companies in America who don't cover their employees and most of you are forced to compete against them anyway.

The ultimate slap in the face is this, when their workers get hurt or get sick and need to see a doctor, guess who pays for this medical care? You and I pay. It's usually the most expensive care there is in the emergency room.

What happened is that in order to make up for the cost of those who have been taken care of or couldn't pay, people who do have insurance get higher premiums. That is what is called cost shifting. It's really just another term for a free ride. It's unfair. It's wrong, and it's time we fixed it and in 1994 we are going to pass a Health Care Reform Bill. (Applause)

Now, of course, the party of Doolittle and Delay is doing all they can to block it. It seems that every time we Democrats try to do something for working people, the Republicans try to scare the American people by saying it's big government, that it's tax and spend, or that it's socialism. It was that way with social security. They said the same thing when we did Medicare 30 years ago.

They said the same thing. When we did the 40-hour work week, unemployment comp, and it's that way now with health care reform.

Let me tell you something: I think the American people have had enough of the party of Doolittle and Delay and the Republican party has done little and has delayed long enough. I say it's time to either help us move this country forward or get out of the way. (Applause)

Now, during the NAFTA debate, we proved that organized labor is still a force to be reckoned with in America. Now, we have got to focus our same energy and dedication on winning the battles for the future, to organizing new members, to staying involved in the process. We need your help to spread the message that when Democrats win, working people win and America wins.

If I leave you with one message here today, let it be this: When this conference is over and you return to the far corners of America, it's absolutely imperative that you ask your members to call their members of Congress, call their district offices, go visit them in their offices with letters from members urging them to support OSHA reform strikebreaker bill and health care reform. Above all, do all you can to help us organize this year to elect more Democrats to office.

If you think you don't have a role to play, that what we do doesn't make a difference, that it's just too big out there, you can't have an effect on the system, always remember that story of Bill Bradley. Bill Bradley was at dinner one evening, the Senator from New Jersey. He was sitting and eating, and the waiter came over and put a pat of butter on Bill Bradley's bread plate. The Senator turned to the waiter and said, "Could I have two pats of butter, please?"

The waiter said, "Sorry, one pat per person."

On hearing this, the emcee of the evening said, "Maybe you don't know who this is. This is Bill Bradley, U.S. Senator, former NBA basketball star, Rhodes scholar, maybe future President of the United States."

Well, the waiter turns to the emcee and says, "Maybe you don't know who I am." The emcee says, "Well, in fact, I don't know who you are. Who are you?"

The waiter says, "I'm the guy who controls the butter." (Laughter)

We all control the butter. Each and every one of us.

We've made a lot of progress this past year. But we still have a long way to go. And one thing is for sure: we won't accomplish our goals alone, but together we can elect more Democrats to office. Together we can create good jobs and pass health care reform. Together we can chart a new course for America before we hit that mountain.

Thank you so much.

...The delegates arose and applauded...

PRESIDENT MORTON BAHR: Thank you very much, David. I am happy that you have been the lead-off speaker because I think from this reception you can tell that you helped us get this Convention off on the right footing. We look forward to working with you on the nation's agenda in the months ahead. We would like you to have this little memento of your appearance with us, as a demonstration of our friendship and appreciation of you. (Presentation-Applause)

CONGRESSMAN BONIOR: Thank you so much. I will display it proudly. (Applause)

TEMPORARY CHAIR CHRISTNER: Now I am honored to introduce to you the leader of District 4, Vice President Bob Johnson. I have known Bob Johnson since he was first elected District 4 Vice President eight years ago. He is the most honest, energetic and hard-working person that I have ever had the pleasure to work with.

Bob is a down-to-earth union leader who is accessible and who can relate to all of our members. He faced an early test of his leadership abilities when Districts 4 and 5 were combined. I can't think of anybody else who could have done a better job in bringing us together.

He healed the wounds, made us one district, and helped unite us to work toward the same goals. Under his leadership today, we are organizing, we are negotiating excellent contracts, and we are electing good people to political office throughout all five states in District 4.

Bob also has the distinction of serving as one of the leaders of the longest telephone strikes in the history of our union, the GTE strike in Ohio in 1956 that lasted seven and a half months. But I will let him tell you the stories about that strike.

As you can tell, we think very highly of Bob Johnson in District 4. Brothers and sisters, it is my pleasure to introduce to you Bob Johnson. (Applause)

VICE PRESIDENT BOB JOHNSON (District 4): Thank you. Thank you, my family in District 4. Good morning.

Brothers and sisters, honored guests, members of the Executive Board, President Bahr: The locals and members of District 4 welcome you to Detroit. This is my first opportunity to welcome a CWA Convention as the Vice President of District 4. We want you to enjoy yourselves and have a productive stay with us. I also want to thank the host locals for the hard work in putting our Convention together. Thank you.

We are very proud of the CWA locals in District 4. We are an organizing district. District 4 and its local unions have built an outstanding union and network in bringing new members into our union from both the public and the private sectors. We are going all out to sign up non-members in Ameritech. We have just recently won a very tough campaign at Indiana University. We are continuing our struggle and we will win at NCR.

Right here in Detroit, Local 4100 is in the middle of a tough organizing drive at Barden Cable, and if you return to Detroit after June 24th, I predict that you will have your TV cable hooked up by a CWA union worker. (Applause)

We also take our community responsibilities very seriously. For example, we are actively participating in a PT Phone Home project with the Veterans Administration. I have already wired one hospital in Saginaw, Michigan. We are embarking on a joint program with Ameritech to wire all 23 VA hospitals in District 4.

There is a great spirit and vitality in District 4 that we are anxious to share with you during this convention. CWA has been a tough-minded, no-nonsense defender of the rights of the workers in the telecommunications, public health care, printing and publishing, and broadcast sectors. But in order to do that, we depend on the leadership that is equal to the task. And I am speaking, of course, about our President, Morty Bahr who, along with District 4's own Barbara Easterling, makes a formidable team fighting for the dignity of the workers in our union and our nation.

I have the personal honor this morning of introducing President Bahr to you. I have worked closely with Morty for the past seven years as a member of the CWA Executive Board. And over these years, I have developed an enormous respect and admiration for him.

I believe we could search the entire United States-- no, we could search the entire world, and we could not find anyone who is better prepared to lead our union at this time than Morty Bahr. Our times are troubled and turbulent. Never in the 41 years that I have been part of this CWA has our union ever experienced such a challenging era. When Joe Beirne led CWA through the early years of our union, the worst enemy we faced was anti-union management in the old Bell System.

Today, everywhere we turn, some new threat confronts us: anti-union management, industrial restructuring, non-union, low-wage competitors, deregulation, downsizing, and global competition. Many other unions have wilted under similar pressures. But despite the difficulties that we face, CWA remains today a strong and powerful union, an influential union in the lives of our workers and the lives of our nation. And much of the credit for our survival and our growth belongs to the leadership abilities of Morty Bahr.

Morty is a thinker and a doer. His energy is boundless. He is a master at the bargaining table. His ability to see into the future and to move our Union in anticipation of changing events is

uncanny. He walks as easily with the leaders of the world as he does with the leaders and members of this union.

Brothers and sisters, join me in welcoming our President, our leader, Morty Bahr.

... The delegates arose and applauded at length as President Morton Bahr assumed the Chair ...

PRESIDENT BAHR: Thank you very much. And Bob, I appreciate those very kind words. But would you please join me in saying hello to Bob's wonderful family sitting in the back row off to my right. Would you all rise.

... Applause as they arose ...

PRESIDENT BAHR: Also, join with me in thanking our Temporary Chair for the great job he did in getting us off on the right foot. (Applause)

Our Convention this year is a little different. In response to your suggestions, we have streamlined it while still making sure that we take care of the members' business. That is the reason why we are here.

We have only two outside speakers: David Bonior, who you just heard, and the Vice President of the United States-- two good friends of our union.

We have scheduled various meetings prior to and following the convention, as many of you have suggested. With experience, I believe we can even do better. I am confident that in the two full days ahead of us, we can complete the agenda, as well as those matters delegates wish to put before this body.

I want to thank our new members from NABET for the outstanding video production that they are doing for this convention. They are donating their labor for the convention. (Applause) We sure are appreciative of it.

We meet in our 56th Convention at yet another historic turning point in our union's relatively short life. Just a few short years ago, we said we were no longer in the telecommunications industry; that it was the information age. It is being driven by the convergence of communications services, products and technology.

These multimedia services will be delivered over the information superhighway by cable TV, interactive television, telephone lines, personal communications devices, satellites, and other technology that we haven't even dreamed of yet. And every major media company is trying to carve out a role for itself as management attempts to define what the new industry will be.

The local telephone and telecommunications companies, giant entertainment conglomerates, publishers, cable operators, and many other distributors of electronic information and services are staking out their claims. They are developing their own strategies, identifying their piece of the action and selling their vision of what the multimedia age and the information superhighway will mean to us.

The question is: Whose vision of the information superhighway will come to reality? Management, driven by the Wall Street investment firms, has us programmed. They predict that as a nation we will watch six videos a month at four dollars each, spend some \$300 billion on home shopping networks, and, in the time left to us, we will play video games-- all at an average cost for all of these services of about \$300 a month.

They would like to turn us into a nation of TV couch potatoes. Brothers and sisters, we in the trade union movement know the exciting opportunities that this new technology offers. This technology must lead to the creation of high wage, high-skilled jobs. Multimedia, broadband technology, must be used to improve the quality of life of all Americans.

The delivery of education-- in our schools, for adult education and long distance learning-- must be a priority. When we realize that virtually no classrooms in America have a telephone, we can see how far we need to travel. The delivery of medical care can be revolutionized. We will

better serve America's rural communities. And tens of thousands of people who are in hospitals today simply because their conditions require monitoring could be at work or at home because of remote monitoring capabilities. This technology also has the ability to permit millions of disabled Americans-- many confined to their homes-- to be gainfully employed.

Universal service must remain the core of our public policy. We must guarantee that everyone has equal access to the information highway. This means that poor neighborhoods are wired up at the same pace as the more affluent. It means that kids in schools and poor neighborhoods are not further disadvantaged.

I'm talking about the vision of the superhighway, Vice President Gore says he wants a child in Carthage, Tennessee to be able to access the Library of Congress in Washington, D.C. The reality is that this is not likely to happen for ten to fifteen years. In the interim, our neighborhood and school libraries must become the place where all Americans can access all available information from every source at a minimum cost.

This would ensure that children in poor neighborhoods would have the same opportunities as the more affluent. Our vision of the information highway must be the vision that prevails.
(Applause)

The invisible barriers that once separated publishers from telecommunications and broadcasters from cable have evaporated. The traditional ways in which we think of our jobs and do our work is outdated. Fortunately, we are no stranger to change.

CWA has demonstrated many times throughout its history our ability to adapt, to respond to changing conditions, to restructure ourselves when necessary and to effectively anticipate the future. We remain true to our principles, but we also are flexible in our approaches, seeking the best, most effective way to achieve our goals.

More than a decade ago, our members were caught in the largest corporate reshuffling in the history of our nation with the breakup of AT&T. Virtually overnight, the company that had employed many of us for nearly all of our working lives was dramatically changed.

We have spent many long years since then redefining labor-management relations in the telecommunications industry, fighting to protect our members' jobs, expanding our membership in the public sector and merging with other unions.

I know that many of you have experienced frustration, anger, hurt and pain over the years. The continued downsizing and restructuring in telecommunications have cut tens of thousands of jobs. The sickness of corporate America's mindless downsizing is now being emulated by governors, mayors and state legislatures.

Public workers are used as scapegoats for weak-willed politicians who use head counts to cut jobs and workers without any regard for the impact of these decisions on public services. Just yesterday, for example, thousands of our public worker members in New Jersey participated in a rally where about 40,000 people attended to protest Governor Whitman's raid on their pension system that, if successful, will result in a two percent wage cut.

In the health care industry, we face management resistance to decent working conditions, respect for workers, and all too frequently the simple right to form a union.

We are fighting such a battle at Nyack Hospital in New York where nurses have been fired and others threatened in their drive to become members of CWA Local 1103. On the Saturday night before Mother's Day, the nurses picketed the annual physician's ball held at the very exclusive Tamcrest Country Club in Alpine, New Jersey, in an effort to win the support of the doctors. Nearly one hundred members of Local 1103, led by Local President Bob McCracken and Business Agent Joe Barca, wearing bright red jackets showed up to join their picket line. Imagine that sight. One hundred chanting red-coated telephone workers standing side-by-side with these nurses as they greeted the doctors and their guests driving up to the front door in their Mercedes, wearing tuxedos and evening gowns. How can we ever be anything but winners with CWA locals and members like that? (Applause)

So whether it is privatization in the public sector or the growing use of temporary or part-time employment in the private sector, all of our jobs and benefits are threatened by the ongoing shift to the contingent workforce. Unless this trend is stopped, the Department of Labor predicts that 25 percent of the nation's workforce will be contingent workers seven years from now.

But when we weigh everything on balance, when we review the progress that we have made at the bargaining table in the face of these incredible odds and obstacles, when we consider that CWA along with the entire Labor Movement, has suffered through the worst period of government-sanctioned union-busting in sixty years, we should all be proud that we have met and withstood the worst that could be thrown at us. Our union is well-prepared to be a leader in the next century.

Because of your untiring efforts, brothers and sisters, I can proclaim today as I stand before you in our 56th Convention, that the state of our union is strong. (Applause) The fighting spirit of our leaders and members remains vigorous and healthy.

We are organizing all over the country, in telecommunications, in cable TV, in the public sector, in health care, and in every city where a local union has taken the pledge to become a part of the CWA organizing network. Over the past ten years, we have organized more than 100,000 workers. Today, we have petitions pending for some 8,000 workers with active campaigns in 19 cable systems with more than 3,000 workers. (Applause)

Despite the pain we feel for those who have suffered at the hands of greedy corporations, there are still 600,000 CWA-represented workers who continue to look to us for leadership, and for inspiration to fight for their jobs, safeguard their futures and protect their families.

CWA remains more influential today in the lives of our members and our nation than at any time in our history. We are the best positioned union in the nation to take advantage of the opportunities offered by the converging industries.

I am one of two union representatives on the President's Advisory Committee on the National Information Infrastructure. We are key players in shaping telecommunications legislation now before Congress. But I want you to know, when I negotiate with a CEO on your behalf, when I discuss economic and social policy with the President of the United States, when I talk to the Vice President about telecommunications policy and other issues, when I meet with world leaders and foreign union officers concerning international trade and labor issues, they listen to me because of the respect and influence that you and our members bring to CWA. (Applause) You are the clout behind our union. You are the power behind our muscle.

Now, we are confronted with a new set of challenges posed by the emergence of the multi-media age. I believe that we need look no further than to our past in order to plan for the future. Our founding president, Joe Beirne, said it best when he, many years ago, proclaimed the action triangle for our union. The three legs of the triangle are:

Collective bargaining-- using the power of our collective bargaining contracts to break new ground, negotiate new protections and better serve our members.

Community Action-- mobilizing in the communities where we live to build support for our goals among our friends and neighbors, to elect political candidates who believe in our principles and to support laws that improve the lives of our members and their families.

Organizing-- the most important objective for enlarging our family; to increase the numbers of CWA members in every state, town and city where we live. Building our membership gives us more power at the bargaining table, more power at the ballot box and more power to shape a better America for us all.

If we think of our union as a huge family circle, and it is, then the action triangle supports the center so that we can build our family into an even larger and stronger circle. The action triangle was sound policy when Joe articulated it many years ago, and it remains for us today the best strategy that we can follow.

Here are just a few ways in which we can implement the action triangle in response to our

current challenges:

Mobilization-- a powerful, effective tool for maximizing our resources. Unions have never depended on matching the financial might of the corporations. Our greatest strength has always been our active members.

Mobilization educates our members, builds support in the community for our goals and demonstrates the power of union action. To be successful, we must live mobilization, breathe it, believe in it and practice it. Not just for bargaining, but for today, tomorrow, next year and into the 21st Century.

Wall-to-Wall Collective Bargaining -- this was our theme in 1992 bargaining and remains the focus of our collective bargaining objectives. We made substantial progress in 1992. And, last month, in NYNEX, we dramatically expanded our wall-to-wall.

I am also pleased to report that last week we reached agreement with the seven RBOCs that gives our members greater wall-to-wall protection. The agreement will become effective when the companies are free to get into cable, manufacturing and long distance. It provides for the very first time that any employee laid off from an RBOC since January 1993 would have preferential hiring rights in any subsidiary of that RBOC, union or non-union regulated or unregulated. (Applause)

In addition, any laid-off AT&T employee would have preferential hiring rights in the RBOC that operates in the region where the lay-off took place before the company can hire from the street. (Applause) We have been negotiating this for three months. Several companies, particularly Bell Atlantic, strongly resisted giving our members the right to move into the non-union subsidiaries.

This agreement is important for two fundamental reasons:

1. It is the first time the seven companies negotiated with us together. An Executive Vice President of BellSouth bargained for all of them.
2. Although the agreement is not triggered unless the legislation is passed, the principle giving our members the right to move into all subsidiaries has been won. Every Bell bargaining committee should have an easier task of getting this, and perhaps better, in your 1995 agreement.

I want to thank Vice President Gore and Commerce and Energy Chair John Dingell for the help they gave us in this matter. Over the past year and a half, we have established a close working relationship with President Clinton. He has been under relentless personal attack almost on a daily basis. His policies and his record are deliberately distorted.

We are witnessing the most sustained effort ever by the radical right to undermine this President. One almost has to wonder how the President and his family can put up with it. The truth, however, is that the Clinton-Gore Administration has accomplished more in eighteen months than any other President in this generation. (Applause)

We still have health care, OSHA reform, welfare reform and telecommunications policy to deal with. And I can tell you very personally that Bill Clinton is personally working hard to help us get the last three votes on S.55 to break the Republican filibuster. (Applause) He is committed to making the discharge of strikers illegal and sending this relic of the Reagan-Bush years to the scrap heap of history. (Applause)

We have begun to turn the tide on those twelve dark years. Whether we continue to move forward on the Clinton/AFL-CIO agenda will depend on the Congressional elections this year. Can anyone imagine, much less say, "Speaker Newt Gingrich"; "Senate Majority Leader Bob Dole"; "Chairman of the Labor and Human Resources Committee Orin Hatch"?

This nightmare is possible unless all of us are committed to total mobilization in each congressional district and each state.

Mobilization means educating our members as to what is at stake for them and their families. It means personally volunteering and recruiting volunteers to do all those things that win elections, educating and discussion of the key issues, working the phone banks and collecting the dollars.

We know that the best way to raise COPE dollars is through payroll deduction. I propose that those who have payroll deduction utilize the month of July, in a mass all-out effort, to increase the number of payroll deductions by fifty percent. If you have fifty on check-off, get twenty-five more. If you have one hundred, try to sign up fifty more. It can be done.

All locals should go all-out in the next couple of months to raise as much as possible. It is needed now. November will be too late.

As we implement the action triangle, we must try new strategies. We will cooperate with our employers where cooperation is a two-way street. We will take our employers on when that is necessary. And on any given day, we may be doing both. Most of all, we will demand a higher standard of conduct from them.

We are not working hard to support legislation that the companies want, just to have them treat our union or our members with contempt. We witness the hypocrisy of General Telephone, where the corporation assumes more and more central decision-making authority, while continuing to insist on unit-by-unit negotiations. They now have the same health care proposal on the table in Indiana, Kentucky and North Carolina and at an IBEW unit in Hawaii.

Under their health care proposal, a retiree at age 62, with twenty years service, earning an average of, say, \$14 an hour, would pay 32 percent of his annual pension in health care premiums. If you earned less, you would be paying an even higher percentage of your pension for health care. In other words, the company wants to shift the cost of health care to those who can least afford it.

As I concluded in a letter to the chairman of GTE, Charles Lee, last week: "Is it for this kind of treatment of your employees that I am working so hard with Vice President Gore and most of our National Officers with Congress to assist GTE?" I think not, brothers and sisters. (Applause)

In Bell Atlantic, we see the outrageous behavior of the company's directory subsidiaries in New Jersey and Pennsylvania. The NLRB is prosecuting the company for illegally firing six workers involved in the organizing campaign.

The company has hired an infamous anti-union law firm to fight us, and at the trial on May 20th, this union-busting firm demanded that we give them copies of the cards signed by the workers, and lists of all workers who attended our meetings. This is the first time in our experience any employer has tried to get this kind of confidential information.

We refused, of course, and the Board Agent concurred. But they adjourned the hearing for five years to give the company time to appeal.

And finally, the fired workers are still waiting for justice for the company's criminal actions.

Following that hearing, I wrote to the Chairman of Bell Atlantic and I said this, "In the light of the company's criminal actions, why should our Union cooperate with Bell Atlantic in any forum, from the workplace to the White House?" (Applause)

We also are faced with the arrogance of U.S. West management who still refuse to deal fairly with thousands of workers who will be affected by their re-engineering plans. Management refused to do anything more than what the contract requires them to do. And this is not good enough. Workers with long service are about to see their lives destroyed.

We have warned the management that they will be responsible for the divorces, the drug and alcohol abuse and, yes, the suicides that will surely result from their callous actions.

Vice President Pisha and I will continue to work hard on behalf of these members. But there is absolutely no justification for this management to be so totally out of step with the rest of the

industry.

I believe we need a selective strategy that permits us when necessary to say to the industry chairman seeking our help, "Look, we want to help you, but you have a rotten apple in your barrel. When you take care of that rotten apple, come back and see us again." (Applause)

At the conclusion of this Convention, we will begin to prepare for the 1995 rounds of negotiations that will affect about 400,00 CWA represented workers. Tomorrow, the Defense Fund Oversight Committee, on behalf of the committee and the Executive Board, will recommend to this Convention that we increase strike benefits to \$100 per week.

Our ability to be able to do this clearly proves the wisdom of those delegates who voted to create the Members' Relief Fund.

I hope that the committee and the delegates, during the next year, will seriously consider lifting the \$100 million cap on the Fund. If that is done, it would be possible to have a benefit level of at least \$150, and probably \$200 a week by 1998 or earlier. (Applause)

You can be absolutely certain that all of our employers will take note of what we do to assist those members who are forced on the street by a greedy management.

As we review our current situation, let us take courage from the legacy left to us by our founding President, Joe Beirne. It is a legacy continued by Glenn Watts and sets the standard today for union leadership in CWA.

As one who worked with Joe Beirne for 16 years, it is hard for me to believe that this Labor Day will be the 20th anniversary of this extraordinary man's death.

We have distributed a commemorative booklet so that those of you who did not know Joe could learn a little bit about him and his place in our union.

We also have a short video clip of Joe's closing remarks to the 1973 Convention. It was the last Convention he attended.

For those of you who didn't know him, this video clip will give you a feeling for his dynamic leadership, commitment and love for his union and his members.

Would you roll the tape, please.

... The delegates applauded at length as a video presentation of former President Joseph A. Beirne's closing remarks at his last CWA Convention was shown ...

PRESIDENT BAHR: Now Joe was already very ill and in pain, but he still held on to his vision for our union, a vision he first articulated after the first nation-wide telephone strike in 1947.

And his vision became our goal, to sit down at a single table with the management, and you have to go back into that time frame 20 years ago, when he talked about sitting down at a single table with the management of AT&T to negotiate a contract for all Bell System workers.

And Joe Beirne never gave up. He got out of his sick bed in January 1974, to announce to the Bell System Bargaining Council meeting in Washington, D.C. that our 27 year effort had been achieved-- the Bell System had agreed to national bargaining.

I was there. Bedlam took over, and our joy was only mitigated by Joe's physical condition. And it was the last time that I saw him alive, although I did communicate with him through the mail.

Brothers and Sisters, our union fought for 27 years to win national bargaining with AT&T. Joe led us through that fight. He never wavered, became discouraged or whined about how difficult things were. He helped all of us to keep our eyes on the objective and to never give up.

But Joe did more for our union. He instilled in each of us a feeling that anything was possible; that we really could touch the stars if we just tried hard enough. He made each of us reach beyond ourselves to become better than we were.

If Joe were here today, I would tell him we are ready for the future. We are organizing. We are fighting tough. Our CWA family circle remains strong and united.

And, yes, Joe, today when the top CEOs want to meet with the President and the Vice President, they do have to call CWA. (Applause)

Each generation is duty bound to improve upon the previous one. So now it is up to us to fulfill our mission. Our mission is to improve the standard of living for current and future members; to organize new workers into the union and to bring the benefits of collective bargaining to the unorganized; to reaffirm our commitment to universal service so that all Americans, poor, rich, have equal access to the benefits the information highway will bring; to educate our members to vote in their own best interest; and to build community coalitions at the national and local levels to support workers' rights.

We care deeply about our future. We believe passionately in the trade union principles that guide us. We, you and I, are committed to each other and our union.

We are family. The best family in the entire Labor Movement. And as surely as the sun rises tomorrow, CWA will be here five years from now, 25 years from now. 100 years from now, and into the 22nd Century and beyond, fighting to make a better life for our members and our union.

Thank you very much.

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

PRESIDENT BAHR: Thank you very much. I'm sorry it took me halfway into my remarks for my voice to clear up. I appreciate your patience.

TEMPORARY CHAIR CHRISTNER: Before I turn over the gavel to President Bahr, I want to thank all the delegates for the opportunity of serving you as Temporary Chair. This has been a very special privilege for me and an opportunity that I will always remember. Because this will be my last CWA Convention. After 28 years, I will be retiring in December. This is a great family. (Applause)

I will now turn over the gavel to President Bahr, who will assume the position of permanent Convention Chair under the rules of the Convention.

... The delegates arose and applauded at length as Temporary Chair Christner turned the gavel over to President Morton Bahr who then assumed the Chair ...

PRESIDENT BAHR: This is what our union is all about. (Prolonged applause)

While the Credentials Committee comes to the platform, particularly for the new delegates who are here, let me explain the use of the microphones.

On page 21 of the Constitution, you will find the permanent rules for the Convention.

There are microphones on the platform for use by all of the committees and speakers, or any persons who would have an appropriate occasion to be discussing matters with the convention.

Now, as has been our practice over the last several years, we cannot control when someone moves to close debate and you act to close debate. Oftentimes when that happens there are people standing in line waiting to speak that have important things to say. If you are caught in that position, and have written remarks and wish them to be included in the record, just bring them up at the end of the platform here to the person who is recording the transcript and leave them there. They will be entered into the record.

Microphone No. 1 labeled "Motions" is for what it says. Delegates are to go there to make a motion. The telephone which is associated with the motions microphone is connected directly to our parliamentarians. They are seated behind me, and let me introduce them.

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

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

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

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

Microphone No. 2 says "Privilege." Use it to raise a point of order or raise a point of personal privilege. It too is connected to the parliamentarians. Our rules also say that you may raise a point of order just by shouting out from wherever you are and then proceed to the nearest mike.

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

Microphone No. 3 is the "For" mike. Use it to be recognized to speak for any motion.

Microphone No. 5 in the back of the room is designated "Questions." Use that phone and mike to be recognized for the purpose of asking question to clarify an issue or to get information.

Under our rules, we rotate the microphones. The maker of a motion may speak for five minutes at Mike 1. And under our rules, there is a five minute limit on debate. There is a red light here on the platform up to my left that just went on. That will be turned on to let you know you have used four of your five minutes and, if you will permit me, I will do this (pounds gavel) to give you a one minute warning. And the rotation will be from the Motions mike or the platform mike to Mike No. 4, and then to Mike 3 and then to the Questions Mike, if anyone is there. The rotation continues until at least two people have had an opportunity to speak for and against, after which the motion to close debate is in order.

So, as you go to the For and Against and Questions mikes, 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 Mikes 3, 4 and 5. They advise the Chair to recognize you. They are seated on my left and they are:

... As each person on the switchboards was introduced, as follows, the delegation responded with a single clap of recognition...

Carmine Turchi, CWA Representative, District 1; Linda Crawford, CWA Representative, District 3; Alan Keith, CWA Representative, District 3; T. Santora, CWA Representative, District 9; and Doug Thompson, CWA Representative, District 2, Chair.

The people in charge of the administration of the five minute rule will be: Grace Leonard, CWA Representative, District 2; and Rudy Mendoza, CWA Representative, District 9.

Shortly after adjournment, a complete set of Convention proceedings will be mailed to you. You have 30 days to review the record and report to us any errors you may wish to have corrected. An errata sheet will then be sent to you reflecting these corrections.

The people who are editing and indexing for us are: Yvette Herrera, Administrative Assistant to President, Headquarters; James Lovelace, Contract Administrator, PPMWS; William Metz, Representative, PPMWS; John Krieger, Assistant to Network Coordinator, NABET; and Clara Allen, Administrative Assistant to Vice President, District 1, Chair.

And to help us with who is to be recognized and to be sure that we follow procedures in the Constitution, each day we have two Convention delegates. These delegates sit with the people who operate our telephones and keep track of who is asked to be recognized.

For that purpose today, I would like to introduce them: Richard Verlander, President, Local 2201; and Lynnette Jenkins, President, Local 6316.

Let me introduce the Credentials Committee.

... As each member of the Credentials Committee was introduced, as follows, the delegation responded with a single clap of recognition... Denice Hunt, Secretary, Local 1031; Joseph Fazio, Secretary-Treasurer, Local 1060; Michael Bello, President, Local 2107; Nancy Brady, Executive Vice President, Local 2207; Cleo Duckworth, Vice President, Local 3808; Terry Davis, President, Local 3902; John Dill, President, Local 4217; James Clark, President, Local 4640; Jane Templeton, Secretary-Treasurer, Local 6012; Denny Kramer, President, Local 6201; Dennis Martin, President, Local 7470; Dave Clauson, President, Local 7500; Penny Knapp, Vice President, Local 9417; Doug Moore, Executive Vice President, Local 9586; Richard Evanoski, President, Local 13571; Suzye Gardner Marino, President, Local 14629; Dodie Ditmer, CWA Representative, District 4, Co-Chair; Robert Proffitt, CWA Representative, District 7, Co-Chair; and Mickey Ash, Upstate New York-New England Director, District 1, Chair.

The Chair recognizes Credentials Committee Chair Mickey Ash.

DELEGATE MICHAEL ASH (District 1, Chair, Credentials Committee): Mr. Chairman, Delegates and Guests: I am happy to announce on behalf of the Credentials Committee that we have registered over 2,000 delegates, alternates, and guests to the 56th Annual Convention.

The committee appreciates the assistance rendered by the Secretary-Treasurer's office, especially the help of the information systems and membership dues departments. With the assistance of the two departments mentioned, we are continuing to improve service to our delegates, alternates and guests.

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

Since our last convention, new Locals have been added to our ranks. It is a long list but I am going to read it anyway. These locals are: 3656, 4252, 4730, 51011, 51014, 51016, 51017, 51018, 51019, 51021, 51022, 51024, 51025, 51026, 51209, 51211, 51291, 52027, 52031, 52212, 53033, 54041, 54042, 54043, 54044, 54046, 54047, 54048, 54410, 54412, 57045, 57052, 57411, 58012, 58023, 58028, 58213, 59051, 59053, 59054, 59057.

Let's welcome these new Locals. (Applause)

We shall be reporting on credentials in the following categories:

Category 1: Those credentials properly executed and received on time.

Category 1A: New units to existing Locals.

Category 2: Credentials properly executed but late.

Category 4A: Proxy Credentials properly executed but late.

Category 4B: Proxy Credentials improperly executed.

Category 5: Unusual circumstances.

In Category 1, we have no problems, so the Committee moves that all Category 1 delegates be seated.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Any discussion?

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

CHAIR ASH: In Category 1A the following Locals have received dues for new bargaining units after the twelve-month averaging period: 1040, 4320, 4340.

I move that these additional votes be approved.

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Any discussion?

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

CHAIR ASH: In Category 2, properly executed but late credentials: 51016, 59051.

The Committee moves the delegates from these Locals be seated.

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: Any discussion?

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

CHAIR ASH: Category 3, credentials improperly executed: 14842, 14127.

We will vote on those later.

In Category 4A, proxy credentials properly executed but late, there are no proxies.

In Category 4B there was nothing to report.

In Category 5, there is nothing to report.

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

Those delegates other than Category 1 who have 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.

PRESIDENT BAHR: Thank you very much, Mickey. Join me in thanking the Committee. They have worked very hard for quite a few days. (Applause)

I also want to belatedly thank the Escort Committee for Congressman Bonior.

Would the Resolutions and Rules Committees come to the platform.

While the Committee is coming to the platform, I just want to advise you that the Committee advised me that, with the exception of Resolution No. 10, all others are prepared and will be reported by the Resolutions and Rules Committee today if time permits.

PRESIDENT BAHR: Normal procedure calls for us to call on our resolutions in numerical order. In order to accommodate our schedule of events, it may be necessary from time to time to rearrange the order in which the resolutions are reported on.

Let me introduce the Resolutions and Rules Committee:

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

Joanne Smith, President, Local 3310; Larry Cave, President, Local 4900; Gary Woitena, Secretary-Treasurer, Local 6143; Ron Melzer, Sector VP, NABET-CWA Region IV Illinois; John Petrini, EVP, Local 13500, Chair.

The Chair recognizes the Chair of the Resolutions Committee.

DELEGATE JOHN PETRINI (Local 13500, Chair, Resolutions Committee): Thank you, Mr. President.

If the delegates will please turn to the Resolutions and Rules Committee which is provided in the convention packet. Report of the Resolutions and Rules Committee to the 56th Annual Convention.

The Resolutions and Rules Committee met in the City of Detroit, Michigan beginning on June 8, 1994 for the purpose of reviewing and considering any proposed amendment to the permanent rules governing the conduct of CWA Conventions which can be found printed in your CWA Constitution beginning on page 21 and ending on page 23. There were no proposed amendments received by the committee.

It is the opinion of the committee that the permanent rules adequately assure the Democratic functions of the union's convention. Therefore, the Resolutions and Rules Committee of the 56th Annual CWA Convention recommends no changes be made in the permanent rules.

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

BE IT RESOLVED: That the regular sessions of the 56th Annual Convention shall be as follows:

On Monday, June 13, 1994 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 shall be recessed subject to the calling of the Chair, but not later than 5:00 p.m.

On Tuesday, June 14, 1994 the Convention shall convene at 9:00 a.m. and shall recess from noon to 1:30 p.m. and shall recess from 3:15 to 3:45 p.m. and then continue until all business has been conducted.

Mr. President, the committee moves for the adoption of the report of the Rules and Regulations Committee Hours of Convention.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Any discussion? Seeing nobody at the microphone, all those in favor please indicate by raising your hand. Down hands. Opposed by like sign. We have to give you one correction because the Secret Service is determining what time we are going to be here tomorrow. We'll be required to recess tomorrow at 11:30 a.m. rather than noon because they need to sweep the auditorium and you must be back in your seats at 1:15, or they won't let you back in. We are in recess tomorrow from 11:30 a.m. to 1:15 p.m. As I say, by order of the Secret Service. Thank you very much and we'll be seeing you later on.

Would the Finance Committee come to the platform.

I want to call your attention to something, because I know everyone here wants to be able to prove when you get back home that you were here. Before we recess for the noon break, the official photograph will be taken, so make sure that you're here to have the necessary evidence.

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

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

George Welker, President, Local 1108; Jose Dorado, President, Local 3107; Rhoda Hailey, Secretary-Treasurer, Local 7019, could not be here with us now because of a death in the family, but she did serve on the committee. Nancy Biagini, President, Local 9423, the Chair of the Committee; and Barbara Easterling, Secretary-Treasurer, Washington, D.C.

The Chair recognizes Nancy Biagini.

Hold it just a second. Microphone No. 1, Delegate Crowell.

DELEGATE MARK CROWELL (Local 9586): President Bahr, in view of the fact the delegates had an opportunity to read and study the Finance Committee Report, I make a motion to dispense with the reading of the Finance Committee Report.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Is there any discussion. No one is at any mike.

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

With your indulgence, my vote was a little quick. There is a delegate at the Questions Mike. I will entertain the question. Delegate Leslie Evans, microphone number 5.

DELEGATE LESLIE EVANS (Local 2108): Thank you. I just have a question about page 6 of the report where it talked about 501 Third Street. Down in the last paragraph, it says the board will consider a combination of financing from internal sources.

My question is what are those internal sources?

PRESIDENT BAHR: Internal sources could be the availability of whatever funds we have internally. General treasury could be the Defense Fund or Members' Relief Fund. But any internal financing would be asking from time to time, when we give loans to locals, that the interest rate would be one that would be the general interest rate. It would never be done unless we had the immediate ability to convert that to liquid assets.

You are entitled to a second question.

DELEGATE EVANS: Thank you.

PRESIDENT BAHR: Okay, you ready for the question? The motion was passed. I recognize the Chair of the Committee to put the motion on the floor.

CHAIR BIAGINI: President Bahr, members of the Executive Board and delegates, I would like to take a moment to thank my fellow committee members and the Secretary-Treasurer's Office for their hard work, help and dedication to this task that we had before us, and especially our colleague Rhoda Hailey, who was unavailable to join us today. On behalf of the Finance Committee, I move for the adoption of the Finance Committee report and the Supplemental Report to the 56th Annual Convention.

PRESIDENT BAHR: You heard the motion. It's been seconded from the floor. Microphone number 5.

DELEGATE ARTHUR CHELIOTES (Local 1180): I would like to thank the Committee for giving me an opportunity to meet with them and discuss the report. Based on the information they were able to supply us with, which appears in the report, and the analysis that appears on page 17, I did some number crunching and one of the things that came to my attention that I think I would like to get is a sense of what--

PRESIDENT BAHR: Arthur, you are at the Questions Microphone. We would like you to put it in the form of a question.

DELEGATE CHELIOTES: The Union has a 60/40 split for Locals with regard to dues. It appears that as it relates to Districts, as to what portion of the monies that are paid in will they get back to run their Districts, that that distribution ranges anywhere from 23.6 percent to 42.3 percent.

I would like to know if there is any explanation as to why there is that wide disparity, and if there is any policy decision from the Executive Board to address that disparity, and try to bring everyone together at about the same rate.

PRESIDENT BAHR: What is not reflected in those numbers are things like legal and other matters that are in a general budget. I think that if you factor in all of the items that are in the general budget you will see that, while it is not totally equitable, the numbers are closer than what they reflect now.

You are entitled to a second question.

Let me just finish by saying, having been Vice President of District 1 for a lot of years and having served on what used to be the Ways and Means Committee, I strived for many years to try and get total equity.

Here is the problem. You go into collective bargaining in New York City and you pay \$200 or \$250 for a room in a hotel. Then you go into a place--and I am not downgrading anybody, but you go into a hotel in Birmingham, Alabama or Austin, Texas, which has lower costs, and you are going to be able to get a hotel room a lot cheaper. The same thing goes for all of the expenses that are in the normal run of business.

We just have not been able to come up with a formula that delivered total equity. In short, I have all of the criteria that go into building a budget which is exactly the same in two Districts, a lower cost District and a higher cost District, the same number of Locals, the same number of members, the same number of staff, all those things, and you would find a disparity because we are not building budgets depending on the cost of living. We have not been able to find a way to do it.

You are entitled to a second question.

DELEGATE CHELIOTES: At previous conventions, when I asked the same question, you gave me the same response as it relates to how Headquarters' allocations are made. I have requested repeatedly information at a number of conventions, from the committees, if there is an allocations breakdown by responsibility center as to what they offer to each District so that we know from a legal budget how it is apportioned.

PRESIDENT BAHR: No. It varies. I do not think there is anyone in this District that will want a specific number of dollars allocated a year in advance to legal. Then when you run out, we just tell our members, "You ran out of money." We cannot predict which District, which bargaining unit is going to have a thousand arbitration cases, or that we have to take a company to court, or where the legal expenditures are going to come from. That is why it is held centrally. That is why, to this date, in all of our history, we never turned down a case that had to go to court or to arbitration because of a lack of funds. It is the same principle as the Defense Fund. (Applause)

We would not want to allocate money from the Members' Relief Funds to a particular unit or District. That is our strength. We are together and we all get behind this unit, the bargaining unit that has a problem at a particular time.

Microphone No. 4, Delegate Litzenberger.

DELEGATE DAVID LITZENBERGER (Local 6333): Thank you. I rise to speak against this motion due to the report, on Page 6 of it, where we, under internal sources, are going to utilize the money that is in the Defense Fund or the Members' Relief Fund. According to the convention delegates, when the Members' Relief Fund was initiated, that money was designated strictly for that, not any building fund or anything else along those lines. It was a big concern of the people in Toronto when this Strikers' Relief Fund was initiated that that money would be used for other services. So I move that-- or I would ask that the delegates defeat this motion on that basis.

PRESIDENT BAHR: I am going to take the liberty, because I think the delegates misunderstood what I said in response to a previous question. I am not suggesting this may change your minds. I think for the record to be clear, no money is being taken--

DELEGATE LITZENBERGER: Not taken, but utilized, Morty.

PRESIDENT BAHR: A loan. Now, if we want to also not use this to bail locals out as they need it, we loan money from these funds to those of you who need it, who pay it back every month. There is no question about its liquidity if there was a strike and the money was needed today. We would not, whether it's a loan for a local or to finance a building that will save this union millions of dollars, ever do it in a way that would prohibit our ability to totally support any strike.

I just want to be sure you understood what I said.

DELEGATE LITZENBERGER: Thank you, Morty. It still makes me uncomfortable.

PRESIDENT BAHR: All right. On Mike No. 4, Delegate Hough.

DELEGATE GARY HOUGH (Local 6325) I rise to strongly oppose any use of that Members' Relief Fund except for strikers benefits.

In 1990, when we had to sell this to our members, we had to assure them this would not be raided like other funds we have had in the past. It would be used strictly for their help in a strike. Now if I have to go back to my membership and tell them we are going to be taking loans out of this, they are going to string us up.

If we want to use money, if we want to borrow money from this, I think we ought to ask our members what they think about it. Thank you. (Applause)

PRESIDENT BAHR: Again, I am taking liberty only for the sake that people understand. We deliberately asked the Finance Committee to put this in the book to generate this kind of discussion before the fact, rather than after the fact. That is why it is in there. As Paul Anderson just asked me to point out to you, because he deals with our investments, the money is already invested in real estate. It is invested in bonds.

For us to say that it's okay for us to invest in somebody else's real estate but not our own would beg the question.

On Microphone No. 1, Delegate Cheliotos.

DELEGATE ARTHUR CHELIOTES (Local 1180): Mr. Chairman, I wish to amend the report by requesting that in future reports there be an allocation distribution of headquarters funds on a district-by-district basis so that there is an indication, in addition to the report that appears on Page 17, of those distributions of headquarter units as well as that they appear in the budget.

PRESIDENT BAHR: Is there a second to the motion?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Arthur, you may speak.

DELEGATE CHELIOTES: My intention is for us to have the information on the floor as delegates of this convention so that we understand where the union is spending the money. We have a legitimate right to know about it. I have no quarrel at all with us investing all of our resources in any given district at any given time as the need arises. That is what unionism is all about.

It seems to me that we need to get a fuller understanding of that distribution because questions are being asked as to our districts coming in on budget or below budget or the spending. Before you can ask that question legitimately, you need to know: Are districts being budgeted correctly to begin with? Are they underbudgeted and, therefore, can never meet that without considerable reductions in services to the members in that district?

All I am asking for is the information to understand what is going on for us to reach rational decisions based on the facts so we can determine the best course for this union. I think that information is an integral part of being participants in the decision-making process of this union.

Thank you very much. (Applause)

PRESIDENT BAHR: Before I recognize the delegate at Mike No. 4, let me add, I think I gave a little incomplete answer to Arthur before. Another thing that makes it difficult to get the total equity, and the question that Arthur raised, we have-- I don't know-- close to 2,000 bargaining units. In some bargaining units, we have succeeded in getting costs to pay for the bargaining committee members. Others we don't. I just want to point out that we will give you as much information that is possible to put forth, but I am absolutely persuaded that because of all these variables, it is almost impossible to say that everything in this union is one hundred percent equitable.

On Microphone No. 4, on the amendment, I see nobody on the mike. All those in favor of the amendment indicate by raising your hand. Down hands. Opposed by like sign.

Let's do it again. You are not voting.

All those in favor of the amendment indicate by raising your hands. Down hands. Opposed by like sign.

There are still a lot of you not voting. That is why we can't tell. We have three pairs of eyes now. Hold your hands up until I tell you to put them down.

All those in favor of the amendment signify by raising your hands. Down hands. Opposed by like sign. We are unanimous. The ayes have it, and the motion is adopted. (Applause)

Now, on the motion as amended. On Mike No. 3, Bill Sonnicks.

DELEGATE GEORGE W. SONNICK, III (Local 2105): I would speak in favor of the motion to receive the Finance Committee's report.

The Brothers who have raised their hands, raised their voices here in front of us with concerns about the buying of the building at 501 Third, I think they have a valid point. But I would ask them and anybody to avail themselves of the opportunity to meet with the Finance Committee before the convention convenes so they can get these sort of questions answered and laid to rest.

This year we met, the Finance Committee, with several members from a couple of locals, as we have in past years, and we were able to go to the Members' Relief Fund and the Defense Fund Committee and get our questions answered there. I believe that if the members would avail themselves of these opportunities, they are there for them, you will be graciously received, and your questions will be answered. The President made the point that I wanted to make on the purchase of the building. I keep saying the sale, or the purchase of the building, that if we can invest in the purchase of other buildings with this money-- it is a straight real estate transaction where we are trying to borrow the money from ourselves to buy our own building. We will pay ourselves back with interest.

On that basis, I don't feel that we have any strong concern. I urge the members to vote in favor of the Finance Committee's report.

PRESIDENT BAHR: Are you ready for the question?

All those in favor of the motion as amended signify by raising your hands. Down hands. Opposed by like sign. It is adopted.

We will now get ready and turn the floor over to the photographers, wherever they be. Please join me in thanking the Finance Committee for their hard work. (Applause)

We are waiting for instructions, Mr. Cameraman.

... The official Convention photograph was taken ...

THE PHOTOGRAPHER: A copy of the photograph will be available for you tomorrow morning for preview. Thank you all very much. I appreciate it.

PRESIDENT BAHR: We stand in recess until 1:30.

... The convention recessed at eleven-fifty-three, a.m. ...

MONDAY AFTERNOON SESSION

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

... The showing of a video showing Willy Nelson singing "Solidarity Forever," and the delegates joined in the singing ...

PRESIDENT BAHR: Would the delegates come to order and take their seats. We know there is a problem because of that high school graduation with the congestion outside, so let me call on the Secretary-Treasurer to read some greetings to the convention.

SECRETARY-TREASURER EASTERLING:

"Dear Morty:

"Let me wish you and the men and women of the Communications Workers of America the very best for your 56th Annual Convention. I am pleased that CWA has come again to Detroit for your annual business meeting.

"Your Union was born in the dramatic years of struggle during the 1930's and tempered by years of growth and the greatest progress of technology in history. I thank all of you for your years of support.

"With every good wish,

"Sincerely yours,

s/John D. Dingell
Member of Congress

"Dear President Bahr:

"On behalf of the AFL-CIO, I am delighted to extend best wishes and warmest fraternal greetings to the officers, delegates and guests of the Communications Workers of America's 56th Annual Convention.

"As you well know, the ever-increasing advance of technology poses considerable challenges for working Americans and their unions. How the CWA responds to these challenges is of critical importance to the entire labor movement and to our common effort to humanize industrial progress and faithfully represent the interests of the working men and women who are affected by it.

"The AFL-CIO applauds your efforts to meet these challenges and to forge new strategies for union members in the information age. In addition, we stand with you in the struggle for decent health care for every American, for the creation of more high-wage jobs, and for economic and social justice for all working Americans.

"I wish you the very best of luck in your convention deliberations.

"Sincerely and fraternally,

s/Lane Kirkland,
President, AFL-CIO

"Dear Morty,

"The PTTI, on behalf of 5 million workers in 113 countries in the postal and communications industries, sends greetings and best wishes for a successful convention.

"The PTTI is proud to count the CWA amongst its affiliates. You have spearheaded the fight to ensure justice for communications workers everywhere. Most recently, your solidarity action with telecomm. workers in New Zealand employed by Ameritech and Bell Atlantic was an important demonstration to our employers that wherever they go in the world we are going to make sure they find a PTTI union. Again, your work with CWA/NABET is showing the way to unions everywhere of how we must rise to the challenge of the convergence of industries in the multimedia age.

"We look forward to facing those challenges together.

"Best wishes,

S/Philip Bowyer
General Secretary, PTTI

PRESIDENT BAHR: Those coming in, I would appreciate it if you took your seats as quietly as you can. This auditorium obviously was made for an exhibition and not for speeches. The sound reverberates along the walls so it requires us to be extra quiet.

It's now my pleasure to introduce to you, for the purpose of making a report, the Secretary-Treasurer of CWA, Barbara Easterling. (Applause)

SECRETARY-TREASURER EASTERLING: Thank you. Before I begin, let me tell you and share with you my pleasure to be back in my district, District 4. I was a local officer in this district and staff representative and administrative assistant, and I am always very proud to return here to a solid union city and a solid union district.

To anyone familiar with the history of CWA, it should come as no surprise that today we stand at the threshold of a very exciting, new era, an era with CWA poised to become, in the words of this year's Convention theme, the union for the multi-media age. Through the years, CWA's history has been repeatedly characterized by the challenge of change. Probably as much as any single group of workers, our world has been affected by the swirling pace of technological and workplace change. And we have responded to those challenges by reaching out to bring the benefits of trade unionism to more and more workers.

That concept of building the union dates all the way back to the time when CWA, as we know it today, was born. When the decision was made to change the name from the National Federation of Telephone Workers, there was much debate over whether or not to put an "s" on the end of communication. Now, while that might seem like trivia to some, the significance of the decision to add the "s" and in turn create the Communications Workers of America should not be overlooked.

By adding that one letter, those early delegates displayed a vision that paved the way for the expanding of CWA as we know it today, a union with a broad based membership that included telecommunication workers, public sector workers, health care workers, printing and publishing sector workers, cable TV, university correction workers and our newest addition, our NABET brothers and sisters from the broadcast industry.

Just as we have moved to expand our membership base in recent years, we have also searched for new and more efficient ways to provide services to our members.

Since our convention in Las Vegas, the Secretary-Treasurer's office has continued to examine all aspects of our membership services in an effort to find better ways to serve our members in the most cost efficient manner possible. Thanks to your help and input, we have developed new procedures which have enabled us to more efficiently respond to local needs.

We have also been successful in finding more cost effective ways to provide these services and as a result of these efforts, the overall cost of administering the secretary-treasurer's department has decreased in relation to past budgets.

I want to briefly mention some of the areas within the membership services where we have made particular strides during the past year. Local payday, that is now well established within

CWA and we presently have some 444 locals participating in that program.

In order to participate in this process, a local must be on direct deposit, but once a local is on direct deposit, their dues checks are deposited in their bank on the same day every month. All of the locals which represent RBOC or AT&T employees now have access. Other large units that are now on line for local payday include GTE, the State of New Jersey, and the New York City Government.

We have also designed and improved the grievance tracking system for the district and Comtech officers, and installation of that software will begin in August.

During the past year, we have begun the successful implementation of the computer downsizing from a mainframe configuration to a more flexible and cost-efficient PC-based system. The benefits of this conversion will be substantial, both in terms of increased efficiency and in cost.

Finally, with regard to membership services, I want to update you on our payroll situation. After last year's convention, we contacted all of the RBOCs and AT&T to see if they were interested in contracting with CWA to process our payroll. AT&T and two of the RBOCs expressed an interest. However, upon closer examination, it became apparent that the RBOCs were not prepared to handle the job; however, we continued to explore other options with AT&T.

As these discussions were continuing, we then discovered a payroll software module that is available through Great Plains, which is the software package we have used to convert our accounting operations from a mainframe system to a PC-based operation.

So after considerable analysis, we made the decision to go with the Great Plains payroll software and bring our payroll back in-house. (Applause)

Beginning in July 1st then, all CWA payroll checks, as well as full-time and part-time expense checks, will once again be processed in-house.

Before I turn to legislative and political action, I want to call your attention to our outstanding network of CWA retirees. The CWA Retired Members Council and our CWA retired members are seated at my left, are continuing to expand, both in terms of new members and in terms of retiree programs.

We presently have more than 15,000 dues-paying members in the Council. Since our last Convention, nine new clubs have been formed. The fact that one out of every three retirees is now joining the Council at the time of their retirement is further evidence of the energy and enthusiasm that surrounds our retiree program today.

On another front, CWA's long-standing dedication to the cause of democratic trade unionism in all parts of the world has never been stronger than it is today.

Through the efforts of our International Affairs Department, CWA continues to be recognized around the world as a union that is always ready to lend a helping hand in the struggle to bring the benefits of trade unionism to workers everywhere.

The global village is a reality. Thanks to the technology that CWA members provide, the world we live in today is a much smaller place.

The alliances we have formed with labor organizations throughout the world are vital as multinational corporate empires -- especially in the communications industry -- become more and more commonplace. In today's world, union busting knows no boundaries. It has become an international business. But by building alliances with trade unionists all over the globe, we let governments and managements alike know that labor solidarity also knows no boundaries. And no matter what the language, "Solidarity Forever" means the same things -- standing up for workers' rights, fighting for justice, and making life better for workers and their families.

The last part of my report concerns our agenda for legislative and political action.

As we meet here in Detroit, Congress is considering a number of issues that are critically

important to workers: health care reform, striker replacement, telecommunications policy, OSHA reform, and electronic monitoring.

Our agenda is indeed crowded, but our opportunity to bring about much-needed change is unprecedented.

Health care reform legislation is at the top of our legislative priorities. Affordable, universal health care coverage for every American has been a goal of the labor movement for nearly a half century. Now we have the chance to make that goal a reality.

In the days and weeks ahead, this Congress has the opportunity to make the most dramatic impact on America's social infrastructure since it created Social Security some 60 years ago.

In January of this year, President Bahr appointed a CWA Task Force on Health Care Reform to educate and mobilize our members on this critical issue, which is our number one legislative priority this year.

The task force, chaired at headquarters by Loretta Bowen and comprised of headquarters and district staff, has been leading our mobilization efforts to make sure that Congress asserts once and for all that quality, affordable health care is indeed a right for every American, not a privilege.

We took a giant leap forward last week when Senator Kennedy's Labor and Human Resources Committee adopted the universal coverage and employer mandate provisions of President Clinton's health care package.

You will recall that those two issues were contained in the seven basic principles which CWA has developed as our framework for health care reform.

In addition, CWA is demanding that the legislation:

- * Include a comprehensive package of benefits;
- * Be affordable for all, with no taxation of employer-provided benefits-- a very important issue to us;
- * Provide real cost controls;
- * Include high quality care and consumer choice; and
- * Allow the individual states the option of establishing their own single payer health care plans.

Our campaign to reform health care can literally make a difference in the lives of every

American family. When you stop and think about it, that gets to the heart of what this great movement of ours is all about.

We have an incredible opportunity before us to bring about real health care reform in America. Our mobilization effort is the best in this country. It is better than any other of the Labor Movement, any of the other organizations. Ours is the best. It is on schedule. It runs very well and we hear about that constantly.

You are to be commended for the work you are doing out there. It really is being brought back to us through the AFL-CIO and through a lot of the organizations that we have coalitions with.

You received today a sample letter on health care. Please use that sample letter. I do not care how many letters you have sent already. Get your family and friends to send more.

We can make the difference and you are going to be the person that does it. We have the power to make it happen. We must prevail and we will.

We are also working to get legislation approved that would provide stronger health and safety protections for workers. You heard David Bonior speak about that this morning. The

Occupational Safety and Health Reform Act-- the number in the House is H.R.1280 and in the Senate the bill number is S.575. These bills would strengthen many of the existing regulations and provisions and provide many new protections.

The need for stronger workplace protections cannot be disputed. In 1992, 8,500 workers were killed at their workplaces, and another 100,000 workers die each year from diseases that arise from exposure to poisonous chemicals.

This legislation is especially important to CWA since it addresses workplace injuries that come about from repeated use of video terminals. The legislation would extend OSHA protections to public workers employed at the state and local level.

In the telecommunications arena, our Government Relations Department has been deeply involved in the reform of telecommunications policy in both the House of Representatives and the Senate.

We are pushing for legislation that will guarantee strong protections for both workers and consumers.

Much of our work on telecommunications policy has centered around our insistence on legislation that would allow for broad competition in both the manufacturing and long distance sectors.

On May 12, Senators John Breaux of Louisiana and Bob Packwood of Oregon introduced CWA's bill, S.2111, which would provide the RBOCs with the opportunity to compete in long distance and manufacturing to whatever extent they desire. An important part of this legislation is the provision that would remove the court-imposed restrictions on competition a year after the bill was signed into law.

We are also insisting on domestic content requirements for all new companies entering the manufacturing sector. CWA's provisions would require that 60 percent of the content be of U.S. origin.

To underscore the importance of our stance on domestic content, in recent weeks I have met repeatedly with U.S. Trade Representative Mickey Kantor's office, as well as with Representatives John Dingell of Michigan and Jack Brooks of Texas' office. They are the primary sponsors of the telecommunications legislation in the House.

After those meetings, and in spite of spirited and well-financed opposition from the National Association of Manufacturers, I am pleased to report to you that CWA's position on domestic content is alive and well on its way to enactment. (Applause)

In your packets, there is an information sheet on telecommunications policy along with a message for you to send to Congress which expresses CWA's position on this important legislation.

Please take a moment today or tomorrow and make that telephone call to your Senators asking them to support and co-sponsor S.2111. The details are in the pink sheet.

On a related issue, CWA is urging Congressional approval of legislation that would prevent abuses of secret electronic monitoring in the workplace.

We are well aware of this perhaps more than others that each day some 20 million workers are subjected to electronic monitoring. The problem is only getting worse as new and more sophisticated technology comes on line.

The Privacy for Consumers and Workers Act, H.R.1900 and S.984, has been introduced as a way to put an end to this growing abuse.

I am pleased to report that the House Subcommittee on Labor-Management Relations recently approved the legislation without the adoption of any weakening amendments. In the days ahead, we will be vigorously pursuing this legislation so that workers can earn a living without being subjected to an electronic sweatshop environment. (Applause and cheers)

Finally, there is the issue of striker replacement. Morty talked about it. Congressman Bonier talked about it, but you could not say too much because it is too important. The Senate is poised to consider the Workplace Fairness Act, S.55, and it may come up this week. We are staying in close contact with the lobbyists back home who are monitoring. I should not use that word (laughter)-- who are watching the Congress.

It is clear that a majority of the members of both the House and the Senate favor this legislation to ban the permanent replacement of strikers. President Clinton has repeatedly indicated his support.

Our problem lies, as you heard today, with the filibuster rules of the Senate. We need 60 votes to invoke cloture and stop the filibuster tactics of the Senate Republicans, led by Bob Dole and, of course, supported by the business lobby from coast to coast. They are very, very active on the Hill. They have spent a tremendous amount of money to defeat this bill.

The vote, then, is going to be very close. At this point, it could go either way. If you have not made a phone call to your Senators, I urge you to do it today. If you have called before, do it again.

If we can ever get an up or down vote on S.55 in the Senate, we will win, simply because we are right on the need for legislation to bar employers from firing workers who merely exercise their legal right to strike.

The striker replacement issue provides the perfect example of why CWA's political action efforts are so important. If we just had three or four more Democratic allies in the Senate, the Workplace Fairness Act would be law today.

This year's mid-term elections are extremely important. Historically, the party in control of the White House loses seats in the House and Senate during the mid-term elections.

That being the case, our challenge for this fall becomes all the more important. All 435 House seats and 34 Senate seats are up for election. Of the 34 Senate seats, 21 are currently held by Democrats while 13 are held by Republicans.

To help President Clinton achieve the rest of his agenda, we have to elect a Congress that will work with him, not against him. To do that, once again, we must mobilize our members. Our votes, our CWA-COPE dollars and our members' active involvement in campaigns are more important than ever before.

I want to underscore what President Bahr said earlier about CWA-COPE. The amount of money we raise for CWA-COPE is the yardstick by which we measure our success in political campaigns. We fell down in 1993. We were some \$13,000 behind our 1992 totals.

Our success in getting our legislation approved is directly linked to our success in raising CWA-COPE dollars. A decrease in COPE contributions eventually leads to a decrease in our influence on Capitol Hill and in the State Houses around the country.

I want to urge each of you to take a hard look at your Local's contributions to CWA-COPE, with an eye towards increasing your participation.

Two years ago, we brought change to America. If we are going to continue our agenda for change, we must be successful in this year's mid-term elections. To do that, we need your help with our CWA-COPE efforts.

I want to reiterate what I said to you at the beginning of my remarks. Today CWA stands at the threshold of an exciting new era.

We have the opportunity to make reality out of long-held hopes and dreams, the opportunity to make a difference on a number of important issues.

I am reminded of what Attorney General Janet Reno said about CWA at our Legislative Conference back in April. She said, and I quote, "This proud group is one of the strongest, most caring, most concerned voices of this proud labor movement. You are one of the leaders of the

efforts to take America into the 21st century, strong, positive and unafraid. You have been at the forefront in trying to give our children a new future. We can do so much if we all come together."

This is indeed an exciting time for those of us in CWA. Now, we must take advantage of the opportunities that are before us. Together, in the best tradition of this great union, we will do just that. Thank you. (Applause)

PRESIDENT BAHR: Thank you very much, Barbara.

During Barbara's speech, a number of delegates got on the phones, complained about the noise. Please try not to converse with your neighbor. If you feel you have to, go out in the back of the auditorium so the rest are not disturbed.

Would the National Women's Committee come to the platform. I want to introduce the members of the Committee to you:

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

Diane Hackett, President, Local 1039; Elaine Harris, Executive Vice President, Local 1039; Kim Kennedy, Member, Local 3511; Crystal Roberts, Treasurer, Local 4302; Rita Voorheis, Secretary, Local 6310; Andrea Monjoya, President, Local 9510; Lois Grimes, President, Local 13500.

... The various members of the CWA National Women's Committee reported as follows:

The CWA National Women's Committee met in Washington, D.C., beginning Tuesday, May 24, 1994 to discuss issues of concern to CWA women members and their families. The Committee met again in Detroit, Michigan beginning June 10, 1994.

The CWA National Women's Committee is twenty years old. In 1974, when the convention established the CWA Women's Committee, concern was expressed that females were not being considered for staff appointments and promotions within our union. In the last twenty years there has been an increase of 32 women to the staff, but this modest increase reflects that 73 percent of the staff positions are held by males and therefore does not reflect the composition of CWA's membership. The President and the Executive Board must give serious attention to the appointment of women to staff if we are to eradicate this inequity that could be a hindrance to the growth of our union.

In recent years the CWA National Women's Committee has taken positions on many issues through resolutions and recommendations to the CWA convention. We reaffirm our position on monitoring, child care and elder care, the elimination of sexual harassment at the workplace, our support of the Coalition of Labor Union Women and the ratification of the Equal Rights Amendment.

Although CWA women have great interest in all issues before this convention, there are some issues we feel must be addressed that impact heavily on the female membership of this union. At this convention, the Women's Committee has focused on major issues we feel are of top priority and we seek support from the delegates.

OUTLOOK 2005

Women and people of color are a growing proportion of the workforce; by the year 2005, they will account for two-thirds of all new entrants to the workforce.

Currently, women make up 45 percent of the workforce, and are projected to account for 62 percent of all workers by the year 2005.

Minority women will have the fastest growth, particularly among Latinos and Asians. White women will remain the dominant female workforce participants with a projection of 23 percent growth.

Unions must devote more resources to organizing in the expanding sectors of the economy. We must provide training and leadership development for women members in order to change the union culture to welcome diversity. Our union must implement structural changes that will allow for more women in leadership positions. "Women need unions and unions need women to build a more progressive future for all workers."

The CWA National Women's Committee encourages participation of all CWA Locals to the upcoming 4th National Women's Conference to be held October 11-13, 1994 in Dallas, Texas, which will be devoted solely to organizing and mobilizing of women workers.

WOMEN'S HEALTH ISSUES

CWA Women's Committee recognizes over the years that in general, women's health issues have been neglected and overlooked. As we address the whole issue of health care, the Women's Committee asked consideration be given to health problems facing women today, such as:

- Breast cancer affects one in nine women and claims the lives of about 46,000 women a year. Still, there are tremendous voids in research involving links between breast cancer and diet, alcohol, estrogen use, and family history.
- Heart disease is the leading killer of American women. Yet, until recently, every major study on heart disease has been conducted on men only.
- Women in the U.S. have fewer available contraceptive options than women in many other industrialized countries. This lack of options is one factor contributing to almost 3 million unplanned pregnancies each year.
- Women are the fastest growing group of people with HIV/AIDS. African American women and Latino women are particularly at risk. Because most of the early research done was conducted on men, women are at a fatal disadvantage. In addition, women with AIDS who are IV drug users are less likely than their male counterparts to receive recommended services.
- Ovarian cancer is frequently not diagnosed until the disease is in its late stages. More than 20,000 women are diagnosed and 12,000 die each year from this disease, yet no effective screening test for ovarian cancer exists.
- Osteoporosis affects approximately 24 million Americans, 80 percent of whom are women. The cost of osteoporosis amounts to \$10 billion per year. It is estimated to exceed \$60 billion in the year 2020, yet the government spends only \$40 million per year on research to address this issue.
- Every 15 seconds a woman is beaten in her own home. Battering is the single major cause of emergency room visits by women. Police arrest programs have demonstrated that early intervention may be effective in breaking the cycle of violence, but routine domestic violence screening by health professionals is still uncommon.
- Women experience twice the rate of clinical depression as men. However, three-quarters of American women who experience clinical symptoms of depression never receive treatment.

Women are more likely to have health insurance through their spouse, leaving them without coverage in the case of divorce or the death of a spouse. In addition, a growing number of companies are cutting back or eliminating dependent coverage.

Women are less likely to have employer-sponsored health care coverage because a disproportionate number of women work in sales, service, or clerical jobs that pay low wages and offer few benefits.

As we continue in the debate of the need for National Health Care, the committee urges that women's health needs not be overlooked and that they be included in the national health Care Plan.

PAY EQUITY

Pay equity is a means of eliminating sex and race discrimination in the wage-setting system. Most women and people of color are still segregated into a small number of jobs -- such as clerical, service workers, nurses and teachers. These jobs have historically been undervalued and continue to be underpaid because of the gender and race of the people who hold them. Pay equity means that the criteria employers use to set wages must be gender and race neutral.

In recent years, women's earnings relative to men's have improved slightly. However, this reflects principally a drop in the average earnings of male workers due to job loss. In many areas, women are still denied access to higher paying traditionally male jobs.

The United States cannot afford to undervalue and underpay any segment of the workforce if the economy is to grow and the national standard of living to remain high.

The Committee recommends that CWA continue to promote pay equity in both the private and public sector.

TECHNOLOGICAL CHANGE

We are witnessing a technological change not seen since the invention of the printing press; better known as the information highway.

While we have seen the public relations blitz promising tens and thousands of jobs, there are no real plans to make those jobs materialize. In fact, many of our telecommunications employers are cutting thousands of jobs to pay for infrastructure of the network.

Surplus announcements have become a daily struggle for our members. Many of us have seen the continued erosion of our customer contact workers across the board, many of those positions held by women.

Will the information revolution emerge only as a monstrous profit making venture or will it provide gainful union employment for us all?

CWA Women's Committee recommends that a study be conducted of the jobs predominately held by women and most impacted by technology and what job options become available for gainful employment through negotiations.

CWA Women's Committee recognizes the continued need to work together in order to protect our jobs and wages through the advance of technology. We must mobilize now to shape history for the benefit of all working people.

FAMILY MEDICAL LEAVE ACT

The CWA Women's Committee discussed the Family Medical Leave Act (FMLA) which was enacted February 5, 1993. The new law became effective on August 5, 1993, for most employers. If a collective bargaining agreement (CBA) was in effect on that date, the Act became effective on the expiration date of the CBA or February 5, 1994, whichever is earlier.

Major employers have issued interpretations of the law and these interpretations are varied and questionable.

The FMLA provides minimum standards and is not intended to diminish our negotiated benefits. Many of our contracts are more liberal than the new Act. Also, some states have more liberal laws and they supersede federal law.

Many of the Committee's concerns deal with the interpretations that leave options up to the

employers and not the employee. Questions remain regarding serious illness, notification, emergencies, chargeable absences, and paid or unpaid leave.

There is no precedent case law to interpret. The committee recommends a brochure be developed by the CWA Legal/Education/Women's Activities Departments that will assist locals and members in answering questions regarding the FMLA and how it impacts our members and their contract.

The Committee has written to the President and the Executive Board giving recommendations for all bargaining committees that will expand on the Family Medical Leave benefits, one of which is paid leave, which most industrialized countries now enjoy.

The Committee applauds the efforts of former Committee members who have promoted the concerns of women over the years. We congratulate the rank and file women who have been elected as Local Presidents and Executive Board members of their Locals.

We wish to express our appreciation of our CWA brothers for their support. We also thank the delegates for their time and consideration of our Women's Committee report.

We regret that Committee Member Madelynn Wilson was unable to attend due to a family emergency, Mr. President.

That concludes our report, and the Committee moves acceptance.

PRESIDENT BAHR: You heard the motion to move acceptance.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. I think the delegate wishes to speak on it.

DELEGATE MARIE C. MALLIETT (Local 9410): Delegate Marie Malliett, Local 9410.

PRESIDENT BAHR: Sorry, you jumped the gun, Marie. I haven't even recognized you yet.

DELEGATE MALLIETT: My apologies.

PRESIDENT BAHR: Go ahead.

DELEGATE MALLIETT: President Bahr, Sisters and Brothers, I am speaking in favor of acceptance of this report, and especially want to thank the Women's Committee for the attention they have given in their report to the Family Medical Leave Act.

It is true that in our major bill, employers are all over the map when it comes to the interpretation of our rights under this Act. Some have liberal interpretations, some very conservative.

We all waited too long; we worked too hard to allow this legislation to be diluted by our employers.

The pamphlet that the Women's Committee will publish on the basic FMLA rights is urgently needed. As I speak to you know, my local is filing charges before the NLRB today because one of my active stewards with many hours of union activities time and union paid time has been denied a Family Medical Leave to care for her newborn child because she had not worked 1,850 hours in the previous year. Pacific Bell does not consider UP and UA time as work for purposes of this legislation. In addition to the pamphlet we urgently need, we also need to hold discussions with our major employers so that our rights are protected and so that my very active steward and member is not discriminated against for her union activities.

Again, I thank the Committee for your report. (Applause)

PRESIDENT BAHR: I would just add to what Marie has said, that when I saw the draft of this report, I had already given instructions for work to begin on developing the brochure.

Are you ready for the question?

... Calls for the question ...

PRESIDENT BAHR: All those in favor of the motion to accept signify by raising your hands. Down hands. Opposed by like sign. It is adopted unanimously. (Applause)

On behalf of the Convention, I want to thank the Committee for not only the hard work that they have done, but for a very fine and far-reaching report. Thank you very much. (Applause)

I would like the Committee on Equity to come to the platform.

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

Nelson Zapata, Local 1105, Chair; Mary Jo Avery, Vice President Local 4600, Co-chair; Raul Angulo, Local 2260; Walter D. Andrews, Vice President, Local 3204; Jack Henderson, Local 6012; Cecilia Valdez, Local 7026; Don McGee, President, Local 9587; Robert Boateng, Local 13500.

The Chair recognizes Brother Zapata.

DELEGATE NELSON ZAPATA (Local 1105, Chair, Committee on Equity): Thank you, Mr. Chairman.

... The Members of the Committee on Equity read the report to the delegates as follows ...

The CWA National Committee on Equity reviewed the progress made on the recommendations presented at last year's convention and is proud to report that the National Executive Board has completed phase I of diversity training and is scheduled to take phase II in October 1994. The Board reviewed and discussed a broad range of personal characteristics and experiences in phase I of the training including age, gender, ethnic origin, sexual orientation, education, union membership, and physical ability.

The COE would like to report that Districts 3, 6, 7 and 9 held District Equity Conferences in 1993. This record falls short of the longstanding goal that conferences be held in every District. The Committee, therefore, urges again that all districts hold COE Conferences yearly.

National Equity Conference

Notification has been sent to all Local Presidents announcing the CWA 1994 National Equity Conference to be held in Atlanta, September 18-20th. The official call will be mailed to all Locals shortly. We strongly urge all Locals to support this conference by sending as many delegates as possible.

March on Washington

Thousands of our CWA brothers and sisters came together to celebrate the 30th Anniversary of the March on Washington on August 28, 1993.

Asian Pacific American Labor Alliance

In August 1993, the Asian Pacific American Labor Alliance (APLA) held its first convention in Los Angeles. Over 400 Asian Pacific American workers marched through downtown Los Angeles in support of Latino hotel workers and janitors in a solidarity action.

Gay and Lesbian Issues

June is National Gay and Lesbian Awareness month. The National COE recognizes the need for the inclusion of gay and lesbian workplace issues in our union and will hold a workshop on this important topic at the National Equity Conference.

Haiti

The 1991 military coup in Haiti has caused the death of an estimated 4,000 civilians, and forced thousands more to flee their homes. Recent reports confirm that trade union leaders and other democratic activists have become prime targets of violence. We are encouraged by recent

changes in President Clinton's policy toward Haiti and urge him to continue to implement fair and equitable immigration for all groups. We must do all we can to restore democracy and human rights to the Haitian people.

CWA's Participation in the Election Process in South Africa

The COE would like to recognize CWA's participation in the historic election of Nelson Mandela. Brooks Sunkett, Vice President Public and Health Care Workers; Calvin Money, CWA Representative District 1; Doug Thompson, CWA Representative District 2; Lorraine Darrington, CWA Representative District 9; and Gwend Johnson, Administrative Assistant to the President were part of a large labor delegation who traveled to South Africa to observe the election process.

National Health Care Legislation

The COE strongly urges all CWA members to continue their support for passage of national health care legislation which includes our core principles. The COE recognizes that many women and minority groups are adversely affected by our present health care system. As the debate for national health care continues and pressure for compromise increases, we urge that the special needs of women and minorities such as access, barriers due to language, culture, income and education not be traded away.

Americans with Disabilities Act

The CWA Education and Legal Departments are in the process of updating the CWA handbook on the Americans with Disabilities Act. The revised handbook will enable union activists to better represent all members.

National Voter Registration Act

The National Voter Registration Act (NVRA) was signed by President Clinton on May 20, 1993. Two problems have arisen with this legislation. First, the NVRA applies only to federal elections, and some states may require a separate registration for local elections. This could have a disparate impact on minorities who may be kept from voting because of cumbersome state registration procedures. Second, the NVRA requires that state public agencies provide voter registration services but does not require that the voter registration form be attached to public agency forms. If people have to ask for the voter registration form, it defeats the intent of NVRA. As of May 5, 1994 only half of the states have implemented motor voter registration (the deadline is January 1, 1995). In support of our diverse membership, we urge CWA Locals to get involved in those states where motor voter has not been adopted.

Organizing

Today 75 percent of all union organizing drives are in workplaces in which a majority of the workers are women or minorities. Many CWA Districts and Locals are actively involved in these organizing campaigns. We would especially like to recognize Carolyn Wade, President Local 1040, Maevon Garrett, President Local 2110 and Larry Cohen, Assistant to the President-Director of Organization, for their efforts in this area.

In closing we ask each Local to participate in the National Equity Conference to be held in Atlanta in September 1994.

Mr. Chairman, the National Committee on Equity moves adoption of this report.

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Seeing no delegates at the mike, all those in favor signify by raising your hands. Down hands. Opposed by like sign. It is adopted unanimously. (Applause)

Just as the previous committee, on behalf of the convention, I want to thank you not only for

your hard work, but for a very fine and concise report. Thank you very much. (Applause)

This year as always, I take a great deal of pleasure in presenting the top awards for journal excellence, the winners of CWA locals newsletter journalism competition. I can't ever say enough about the importance of our union's publications program. Not just at the level of the CWA news, but also at the community level, as publications by and for CWA members provide a local perspective on co-workers lives, on the job and at home. Our broad network of local union newsletters provides our members and their families with a more complete picture of CWA, of the issues facing us, and what the Labor Movement in America is all about. I can tell you from firsthand that that is true because I read them all and many of you from time to time get a letter from me about something that appears.

Your newsletters are the best tool we have to help "unionize the already organized." They are critical to educating and motivating our membership, to helping 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 am about to present are for overall General Excellence.

This year's winners were selected by Michelle Amber, labor reporter for the Bureau of National Affairs; Jon Ross, director of communications for Union Privilege; and Michael Byrne, editor of the AFL-CIO News.

For General Excellence among Category I publications, those serving 200 or fewer members, the award goes to *United to Win*, a unique publication of CWA Local 9410, by and for San Francisco taxi drivers. The editor is Richard Koury. (Applause)

Accepting the award is Marie Malliett, the President of Local 9410. (Applause)

While we are waiting for the award to get here, the judges cited *United to Win* as "interesting to even a casual reader," and noted that it "serves its constituents with solid, unadorned information. It sustains interest and invites involvement from readers," they pointed out, and "mixes human interest and straight reporting, leaving a pleasant after taste of advocacy."

It is a beautiful award. It says, "Presented to Richard Koury, Local 9410, *United to Win*, for outstanding editorial achievement in the category of General Excellence, Category I." Congratulations, Marie. (Presentation - Applause)

The next award is for General Excellence in Category II, publications serving between 200 and 500 members. The winner is *Bits and Pieces*, Local 2205, Jim Stroup, editor. (Applause)

Accepting for Local 2205, the editor/ president, Jim Stroup. (Presentation - Applause)

This is what the judges said about that:

"Obviously solid editorial judgment directs this inexpensive but highly effective publication. Everything a member might need to know is within these pages." They also praised *Bits and Pieces* for "crisp and clean presentation."

Our Category III General Excellence award is for publications serving between 500 and 1,000 members. This year's winner is *The Communicator*, Local 4004, Cheryl Collins, editor. And accepting the award is Cheryl. (Presentation - Applause)

"Generous use of artwork sets this one apart," said the judges. "Diligent editing keeps the contents of *The Communicator* short and to the point. The staff shows obvious talent in using paragraphs where others might take pages to tell the same story."

In Category IV, publications serving more than 1,000 members, our General Excellence

award goes to *Communique*, serving Local 1180. Local Vice Presidents Linda Jenkins and Bill Henning are co-editors. (Applause)

Accepting the award is Second Vice President Bill Henning. (Presentation - Applause)

The judges said, "Professional appearance is created through meticulous attention to layout and design. Those features grab even the casual reader. The same obvious care and attention goes into crafting the words."

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 journalists I have known. The award honors the best example each year of in-depth news reporting by a CWA editor.

This year's winner is *The Viewpoint*, Local 1040, Ingrid Meyer, editor.

Accepting the award is Local 1040 president, Carolyn Wade. (Presentation - Applause)

The Viewpoint was cited by the judges for, "a personal account of family care problems encountered by one member as a result of an arbitrary bureaucratic management. This work typifies the style of the award's namesake by spotlighting a blatant example of management injustice and stupidity. Moreover, the writing is lucid and snappy, leaving the reader with no questions about the details of the outcome."

We congratulate our winners and, indeed, all who entered this year's contest for providing what the judges termed "a well spring of originality, imagination and deep down dedication to the principles of labor journalism."

How about giving the winners a big hand. (Applause)

Would the Resolutions and Rules Committee come to the platform.

... The Resolutions and Rules Committee came to the platform ...

PRESIDENT BAHR: Before the committee reports the first resolution on workers' rights, we have a short video that we think you will enjoy that will amplify this resolution.

Would you roll the video please.

... A very interesting and informative film entitled "There's Supposed To Be A Law," regarding workers' rights, was shown to the delegates ... (Applause)

PRESIDENT BAHR: The Chair recognizes the Resolutions Committee.

DELEGATE JOHN PETRINI (Local 13500, Chair, Resolutions and Rules Committee):
Thank you, Mr. President.

If the delegates would please turn to page 1 of the Resolutions Committee Report, I will read the Resolutions 56A-94-1 entitled "Workers' Rights, Commission on Worker Management Relations."

RESOLUTION NO. 1 WORKERS' RIGHTS--COMMISSION ON WORKER-MANAGEMENT RELATIONS

During 1993, basic rights on the job continued to slip away for an increasing number of American workers. Once again, the number of contingent or temporary workers grew as employers, both large and small, chose the low road, low cost approach to solving their employment and human resource problems. While CWA and a significant number of other unions organized tens of thousands of new members in the past year, many more were blocked from organizing by abusive employer interference.

While in CWA organizing drives employer interference was virtually universal, several particularly abusive employers must be put on notice. The NLRB is prosecuting two Bell Atlantic

subsidiaries for illegally firing six workers, the first such case of firings by a Bell company in recent CWA experience. TCI, the nation's largest cable company, has been cited by the National Labor Relations Board for outrageous behavior in Baltimore where workers were fired and even held at the workplace against their will. In Nyack and Buffalo, New York, hospital workers have been fired as they tried to join our union, yet we have won representation elections despite this. In Ft. Worth, Texas, at Sammons Cable, a strong union majority was destroyed by the employer's intimidation and threats of replacement by contract labor. At ARA Food Services at the University of North Carolina, the company is still refusing to bargain one year after the union won an election, using every delaying tactic possible under NLRB procedures. In San Francisco, at LaConnecion, a Sprint telemarketing subsidiary focusing on the Spanish-speaking community, the company has threatened to close or move.

One year ago, President Clinton's Commission on Worker-Management Relations (chaired by John Dunlop) began its work. After months of hearings, on June 2, the Commission issued an extensive fact-finding report. The report documents positive examples of labor management participation efforts, primarily at union firms, including several CWA case studies. Similarly, the report documents many abuses by employers of fundamental workers' rights, especially the right to organize. Yet the report in no way describes the universal nature of employer interference in organizing drives that several million workers have experienced first-hand in the last decade alone.

RESOLVED: That the CWA shall continue to document the universal interference of employers in our organizing campaigns and, in coordination with other unions, demand that the Dunlop Commission's basic policy recommendations reflect the real world of intimidation and fear experienced by workers who attempt to build their own workplace organization.

RESOLVED: That the CWA shall continue to oppose any relaxation in the current ban on company unions (NLRA, Section 8(a)(2)).

RESOLVED: That the CWA remains committed to collective bargaining as the best option for American workers to participate effectively and gain representation at their workplaces.

RESOLVED: That the CWA continues to strongly support the passage of S.55, the bill that prohibits striker replacement.

RESOLVED: That the CWA shall continue to actively support Jobs with Justice to build effective local labor-community-religious coalitions to defend workers' rights and economic justice.

RESOLVED: CWA shall support full rights for contingent workers including temporary workers and contractors who are dependent on their employer for their livelihood. Laws should be changed requiring employers to provide social security, workers' compensation, unemployment compensation, as well as benefits available to other workers.

I move the adoption of Resolution 56A-94-1, Workers' Rights, Commission on Worker-Management Relations.

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard the motion. It's been seconded. Delegate on Mike 3.

DELEGATE PAT CROWE (Local 6201): I rise in support of Resolution 56A-94-1, Workers' Rights-Commission on Worker-Management Relations.

CWA in Fort Worth has just recently gone through a bitter and hard fought organizing campaign for the employees of Sammons Cable Company of Fort Worth. This was a devastating loss not only for CWA but also for the Sammon Cable Committee members that were fully committed to having a union in their workplace.

The company waged an all out anti-union campaign. The employees were inundated with anti-union literature on a daily basis. The employees were talked to on a one-on-one basis. They were told that if a union came in, their jobs would be replaced by contract labor.

Sammon held a one and a half hour to two hour captive audience meetings for the entire workforce right up until 24 hours before the vote was taken. They played a video that had five different segments of how destructive unions are and gave misleading facts regarding our union dues structure. This video was made available for the employees and their families to view at home free on a pay per view TV channel.

Sammon fired one of our strongest, most outspoken community members during the campaign, and one committee member was fired after the election. This of course caused the employees to be more fearful of losing their jobs.

Companies have too much time to intimidate and interfere in employees right to organize. By the time the NLRB scheduled a hearing to determine what would be the appropriate bargaining unit, the company was heavy into the anti-union campaign, and it was several more weeks before the election was even held.

The company made many promises of changes for the employees, but they won't last. We are still in touch with the committee members, and we will be back and we will win the next election. (Applause)

Brothers and Sisters, I urge again your support of this resolution that defends and supports workers' right to organize, and that we actively support "Jobs With Justice" within our communities.

Thank you. (Applause)

PRESIDENT BAHR: Mike No. 3, Delegate Malliett.

DELEGATE MARIE MALLIETT (Local 9410): Mr. President, Brothers and Sisters, I rise in support of this resolution, Workers' Rights Commission on Worker-Management Relations, and I do so because every day I realize how unfair and unjust the laws are that cover workers who want a union.

There is nothing more exciting to me than workers who gather, full of hope, and talk about joining CWA in order to achieve justice in their workplace.

In San Francisco, my local went through an organizing drive at Harper Collins Publishing House where 75 percent of the employees asked for recognition, and the employer said no and repeatedly violated the laws and finally fired six of our in-house organizing committee members, and I felt powerless. We were left to pursue the case through the NLRB. In my opinion, the NLRB is a governmental agency established to protect the employers, not the employees who want to form a union.

It is now 15 months later, and we still await justice from the NLRB, a decision that will hopefully reinstate the six employees, and also issue an immediate bargaining order.

While we await this decision, we have embarked on another campaign, and this one is La Conecion-Familiar, U.S. Sprint. It is 200 Hispanic men and women telemarketers earning \$7 an hour who spend all day soliciting business, long distance business, from Hispanic speaking consumers in this country.

Within weeks, we had a petition which 75 percent of the workers signed requesting union recognition. U.S. Sprint, of course, said "no" and has forced us once again to go the NLRB, trying to seek justice from an agency that has been established to protect the employers. U.S. Sprint will continue to violate the moral and legal rights of these workers and also threaten-- and has threatened-- to move the job out of the City of San Francisco.

I have given you these short stories so that you may understand how deeply I feel and how critical labor law reform is to this country and to the workers, and why it is important that we demand from the Dunlop Commission a report that will serve as a springboard for labor law reform in this country.

In the meantime, we must be prepared to form coalitions within our communities through

Jobs with Justice, and this becomes even more critical as workers reach out for help in an endeavor to achieve economic justice.

I hope when I return next year that I can introduce you to new members of my local that will work for Harper Collins Publishing, and will work for La Conecion Familiar, and U.S. Sprint. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Pratt.

DELEGATE RON PRATT (Local 9400): Mr. President and Delegates of the 56th Convention: I stand here in front of you and the delegates to ask for your support and help to pass Resolution 56A-94-1.

With the new technology and the information highway coming, and the never-ending ways that the employers in this country fight organizing efforts at every step, we truly need changes in the NLRA to help organize employees in this great country, to get them a fair standard of living, to give the labor unions an even chance with these sweetheart employers. We need so badly Senate Bill 55, not only to protect our own jobs against the striker replacements, but we also see Senate Bill 55 as a way to make the employers stay at the bargaining table and bargain a fair and equitable contract for our members.

This is just a small list of many of the reasons we need passage of Resolution 56A-94-1. Again, I ask you for your support. Thank you. (Applause)

PRESIDENT BAHR: At Microphone No. 1, Delegate Hicks.

DELEGATE BEVERLY HICKS (Local 3808): President Bahr, motion to close debate.

... 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.

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

Before us is Resolution 56A-94-1. All those in favor signify by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

PRESIDENT BAHR: Microphone No. 1, Delegate White.

DELEGATE DIANE O. WHITE (Local 2201): I would like to make a motion that the Resolutions Committee read only the Resolves. (Applause and cheers)

... The motion was duly seconded ...

PRESIDENT BAHR: The motion has been seconded from the floor.

Does the delegate care to speak on it?

DELEGATE WHITE: No, that is all.

PRESIDENT BAHR: All those in favor of the motion indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

And the Chair recognizes the committee.

CHAIR PETRINI: Thank you, Mr. President. The Chair would like to recognize Delegate Gary Woitena.

DELEGATE GARY WOITENA (Local 6143): Thank you, Mr. Chairman.

RESOLUTION NO. 2

THE CHANGING INFORMATION SERVICES INDUSTRY

The telecommunications, entertainment, publishing, and computing industries are becoming one information services industry. This convergence raises new challenges for CWA.

Already we see costly mergers, acquisitions, and joint ventures among telephone, cable, publishing, and other information service companies breaking down the barriers between formerly distinct industries and employers. As companies in the information industries converge, workers in these industries must join together to counter these powerful companies.

The impact of convergence on workers in these industries and on our communities will be profound. With competition driving change, information companies, driven by the need to pay for these deals and new technology, will strive to compete based not only on quality and innovation but by lowering wages and benefits.

CWA represents one-half million of the two million workers in the information industries. The relatively high standard of living of workers in the represented sectors of the industry is now threatened by non-union employers. The cable industry, which is only 5 percent organized, pays wages and benefits that average 33 percent less than average telephone worker compensation. Non-union Sprint Long Distance compensation is 22 percent lower than at AT&T.

Over the past decade, over 100,000 workers have joined CWA. Due to constant restructuring in information service industries, continued organizing at our existing employers to achieve Wall-to-Wall must be a major part of our union program.

Nearly every information service firm with low levels of union representation uses every available tactic to prevent self-organization by their workers. In the past several years, we have systematically documented such abuse by firms such as Sprint Long Distance, NCR, the cable giant TCI, as well as smaller and less known firms. We must continue to document these stories and to publicize employer abuse and the failure of legal systems to protect and promote organizing and collective bargaining.

Multi-national information service companies are expanding across borders in search of higher rates of profit. As information services firms go global, worker organizations must adopt global strategies. CWA has pioneered efforts to link telecommunications unions across national boundaries to fight for a Code of Conduct for multi-national telecommunications firms.

On the regulatory and legislative front, information industry convergence means that old regulatory structures have broken down. Federal and state legislators and regulators are writing new rules to set the terms of competition in the new information services industry.

CWA must continue to work with a broad coalition of labor and public interest organizations at the local, state, and national level to make sure that the new rules that govern communications policy benefit workers and communities, not just corporate interests.

Communications policy must promote the following three principles:

1. Universal, affordable access to advanced communications networks and services.

CWA has consistently supported the principle of universal telecommunications service at an affordable price. This principle must now be upgraded to the competitive, multi-media environment. This includes a requirement that all communications carriers contribute to financing universal service standards, that government establish and enforce quality service standards, and that government fund libraries, schools, and community centers to provide at reasonable rates access to computers and advanced multi-medial communications.

2. Competition based on technology, quality, and innovation -- not on depressing labor costs.

Competition should not provide the occasion for a reversal of the achievements of independent representation in communications industries. Worker protections must be included in new regulatory schemes. At the federal level, CWA supports policies which require communications companies to establish one labor pool and one labor relations policy across corporate subsidiaries. Union-represented employees who move into jobs in unrepresented subsidiaries must be able to bring their representation rights with them. Communications firms

receiving federal contracts who violate federal labor laws should be barred from further federal contracts. Finally, government must be a model employer by including communications contracts under prevailing wage and benefit standards.

3. The right of free speech, including public support for diverse programming and open networks. Driven by the profit motive, there is a danger that the new information superhighway will be dominated by shopping and entertainment programming and private proprietary networks. The principle of common carriage-- that all providers have equal, non-discriminatory access to the backbone network-- must apply to all networks. In addition, there must be adequate government support for the Internet, public programming, and to stimulate socially beneficial uses such as interactive learning and community services. Twenty percent of bandwidth should be reserved for use by non-profit community and worker organizations.

RESOLVED: That the Communications Workers of America supports the following program to ensure a positive future for workers and communities in the new information services environment:

1. Systematic education and discussion by union members on the implications of convergence for themselves, their children, union power, their standard of living, and employment security.

2. Links between our bargaining and worksite mobilization with demands for organizing rights for unorganized workers of existing employers to achieve our Wall-to-Wall goals.

3. Documentation of employer interference in organizing, publicizing employer abuse and the failure of legal systems to protect and to promote organizing and collective bargaining.

4. International solidarity coalitions at major multi-national firms to demand the minimum international Code of Conduct.

5. Alliances with community coalitions to work for affordable, universal, quality access to new information services; public support for diverse programming and open networks; and protection of worker organizational rights as communications companies restructure.

Mr. Chairman, the committee moves the adoption of Resolution 56A-94-2, "The Changing Information Services Industry."

... The motion was duly seconded ...

PRESIDENT BAHR: You heard the motion. It has been seconded from the floor.

On Microphone No. 3, Delegate Garrett.

DELEGATE MAEVON C. GARRETT (Local 2110): Thank you, President Bahr. Brothers and Sisters, Fellow Delegates, I rise in strong support of the principles this resolution represents and stands for.

Last year, our local made its first attempt to organize United Artists Cable, ATCI Company in Baltimore, Maryland. We worked almost daily in educating the workers and gaining their support, convincing them that they deserved more than they were getting as non-union technical workers.

United Artists gave daily captive audiences threats and total intimidation. In June of '93, the National Labor Relations Board conducted an election count, one that we had assessed at being 53 yes votes, 10 no votes, and 15 questionable. We came out of the room technically losing by 8 votes.

In October, United Artists held 27 workers as they reported to work in what was called a holding pen. They were denied an opportunity to make a phone call, get a drink of water, or use the bathroom without an escort of an armed guard. They were escorted home to retrieve their cable converters to turn in, and were sent home pending six to seven weeks.

United Artists Cable realized they made some serious mistakes that had resulted in a billion dollar class action lawsuit. We also found out that the security firm that had been employed by

United Artists to help carry out their dirty deeds had been fired because they would not plant drugs in the workers' trucks, keep them under continuous surveillance, bug their telephones, etc.

United Artists Cable invited the employees to a pre-victory party and suggested that one of the anti-union persons supply the pro-union people with drugs and alcohol, and as they left the party to notify the police. Not all of the tricks worked, and some really taught the workers a lesson that they will never forget.

Last month, the local petitioned the NLRB again with 76 percent of the signatures. And Friday, we met with the National Labor Relations Board for a stipulation hearing. We will not give up until CWA represents all cable employees, everywhere. We are hopeful that because of the publicized discrimination of workers and soliciting the support of the community, churches, public officials, the AFL-CIO, the NWACP, and other activists groups, that we will soon be representing those employees.

We believe that there are enough CWA members in Maryland and close by to monitor the behavior of United Artists Cable and all cable industries and effectuate change. I urge your support of this resolution. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Ralph Jeffrey.

DELEGATE RALPH JEFFREY (Local 6050): I rise in support of this resolution, 56A-94-2, The Changing Information Services Industry. I urge all of you to read the rest of this information that was not read by the committee. It is very interesting.

Also, I am from Oklahoma, where we had the National NCAA Basketball/Baseball Convention. How am I tying baseball into this? Can you imagine watching video national baseball, when the players are video images? How am I tying this in? Can you imagine their members being video images where they are all gone? And also to tie this in with the children that are able to dial up porn, graphic videos with no regulation?

This regulation needs to be now and not later. In this generation, we need to be able to protect American jobs, good American good-paying union jobs. There is also a cartoon that I read in one of the newsletters that shows an employer looking at his robot, wondering why no one can buy his products because no one is working.

Also to tie this in with George Orwell's book, *1984*. We are ten years after that book, and can you imagine all those things were true before then and will be soon.

I ask for your support on this resolution, 56A-94-2. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Cox.

DELEGATE ERIC D. COX (Local 3519): We urge your support for this resolution. As the new industries continue to come together, we have to recognize that our workplace as we know it today is changing. The workplace that we are seeing, at least the one that I am seeing and the ones we are trying to organize and represent, are far less than what we have in the telecommunications industry.

I do not know if we will ever turn back the clock and I do not know that we need to. But as we converge into these industries and all that, we certainly need to make sure that we are doing everything we can to keep the quality of the service, keep the quality of the employees, keep the quality of the benefits and the quality to the customer out there where it needs to be.

I have some cable companies that I represented that have gone to the TCI. Those employees today will give me a wide berth on the street when they see me coming if they even think I am going to talk about union organizing.

We are seeing this in a lot of these new industries. The conditions that exist there are by far worse than ours, as bad as ours may be from day to day with the things the telephone companies are doing to us.

In the BellSouth region, we are seeing challenges to wages. We are trying to get a contract

and talk about the new video information network in the video, and things like that. And quite frankly, from what I can see, the company is not too cooperative. They are wanting to go towards the direction that these other industries are taking, with a high profit to the stockholders and low wages to the employees, and mediocre service to the customers.

We need to mobilize our employees and we need to mobilize and organize and bring new union representation to these industries. They are reaching the point where we will be outnumbered and they are in the majority, and that will ultimately be the workplace of the future.

We have had committees to study these things, and there was a committee to study The Workplace of the Future a few years ago, and I think these things have been envisioned for some time. I do think that the things we see converging today are coming quicker than we have known. They are coming quicker in areas that we never anticipated.

I am not sure that we have done the education for our membership, and I am not sure that we have the complete vision that we need to have to make sure that we protect ourselves and the industry and the services for the customers.

The changes in the service industry are major, and they are negative for the most part. Look at your numbers today and look at your numbers in your companies which you represent.

For our brothers and sisters in the ITU and in the public media, I can assure you that these changes will impact you if for no other reason than the size and quality of your Union. The telecommunications part of this thing has been one of the biggest and largest builders of CWA, and now that you have entered into it, you are going into the majority.

Regarding the wages and the dues, we saw in the Finance Committee Report problems with the international finances and trying to create ways to get the funding for this Union. It is all pitiful what happens in this industry.

We urge your support and mobilization and we acknowledge the alliances, and we urge you to continue to push the legislators for fair and equal access and the other things that we need to have in this industry to preserve the quality that we have had in the past.

We appreciate your support. Thank you. (Applause)

PRESIDENT BAHR: There are no other delegates wishing to speak. Before us is Resolution 56A-94-2. All those in favor signify by raising your hands. Down hands. Opposed by like sign. The motion is adopted.

We stand in recess for 30 minutes.

... Thirty minute recess ...

PRESIDENT BAHR: Will the delegates take their seats, please. The convention will be in order.

Would the Constitution Committee come to the platform, please. Please take your seats quietly. I want to introduce the members of the Constitution Committee.

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

Ken Rucker, President, Local 2323; Bill Bain, President, Local 4108; Midge Slater, President, Local 7102; Bernie Chiaravalle, President, Local 9404; Cecelia Peltier, President, Local 6326, Chair of the Committee.

DELEGATE CECELIA PELTIER (Local 6326, Chair, Constitution Committee):

REPORT OF THE CONSTITUTION COMMITTEE TO THE 56TH ANNUAL CONVENTION

The Constitution Committee met in the City of Washington, D.C. beginning April 11, 1994, for the purpose of reviewing and considering proposed amendments to the CWA Constitution.

The Constitution provides under Article XVI that the Constitution Committee is "charged with the duty of considering proposals to change this Constitution." Article XXVIII provides that amendments submitted to the Locals sixty (60) days in advance of the Convention will require a majority vote of the Delegates present to be enacted. All other amendments to the Constitution proposed at the Convention shall require a three fourths (3/4) vote of those voting to effectuate such proposed amendments.

The Constitution Committee has held meetings in Detroit, Michigan, beginning Thursday,

June 9, 1994, to consider additional proposals which may be received after the preliminary report was issued.

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 XIII (Locals) Section 3 (Jurisdiction Changes) by adding a new paragraph (c) to read as follows:

Section 3 -- Jurisdiction Changes

(c) Any jurisdictional waiver for an individual, entered into between Locals, for the purpose of maintaining Local membership eligibility for an elected incumbent will automatically expire at the end of the officer's current term. To extend the jurisdictional waiver in effect, each Local that is party to the agreement must comply with the rules established by the Executive Board at least 90 days prior to the expiration of the incumbent's term. The provisions for jurisdictional waivers as referred to in this Section were interpreted in 1958 and reaffirmed by the Executive Board in September, 1993.

(Submitted by Ross Atkinson, Member, CWA Local 9510)

The provisions for jurisdictional waivers as set forth in Article XIII, Section 3, of the CWA Constitution were reviewed and interpreted in 1958 and reaffirmed by the Executive Board in September, 1993. Guidelines have also been developed and placed in the UOPM.

The amendment as written would be restrictive to Locals and members. Everything in the proposed amendment is possible now, if the Locals so desire, without changing the Constitution.

THE COMMITTEE DOES NOT RECOMMEND

ADOPTION OF THIS PROPOSAL

2. AMEND ARTICLE XIII (Locals), Section 8 (Temporary Administration), Paragraph (b) to read as follows:

Section 8 -- Temporary Administration

(b) The Executive Board may appoint a temporary administrator to temporarily conduct the affairs of a Local after receiving a request from a majority of the Officers or membership of a Local for such action. The Executive Board may appoint a temporary administrator to temporarily conduct the affairs of a Local after receiving a request from a majority of the membership voting in a membership meeting where a quorum is present for such action.

In the event the Local or its Officers shall object to the appointment of a temporary administrator, the President shall give notice in writing to the Local of the reasons which were the basis for the appointment of the temporary administrator; shall appoint a member of the Executive Board to hold a hearing for the purpose of determining the reasons for and the objections of the Local or its Officers to the appointment of a temporary administrator. The Local shall be entitled to reasonable notice of the time and place of the hearing which shall not be less than ten (10) days. The Local or its Officers may be represented by Counsel. At the conclusion of the hearing, the member of the Executive Board holding the hearing shall make a report with recommendations to the Executive Board which shall affirm, reverse or modify the appointment of the temporary administrator. The decision of the Executive Board may be appealed to the next Union Convention.

(Submitted by Frank Thomas, Member, CWA Local 3905)

The Constitution Committee has given careful and serious consideration to this proposal.

The current language and procedures in the Constitution have proven to be effective and democratic and have provided safeguards for the membership. Further, these provisions have been upheld by the Department of Labor and the courts.

The Constitution currently provides for a hearing process which serves as a safeguard for the Local membership. This amendment, as written, eliminates the entire hearing process which could put CWA in violation of federal labor law (Landrum-Griffin) and would eliminate membership rights.

These constitutional provisions have been in effect a long time and have served this Union well when problems have arisen regarding finances and other serious Local matters. The

amendment as submitted has the potential of allowing small groups of disgruntled members to vote at a membership meeting to request temporary administration. In addition, it also could become an impediment to protecting the membership and their resources from individuals who do not have the membership's best interests at heart.

THE COMMITTEE DOES NOT RECOMMEND

ADOPTION OF THIS PROPOSAL

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 us by one and all.

At this time the Constitution Committee requests that the final report in its entirety be placed in the report of the daily proceedings. Thank you, Mr. President. This completes the report of the Constitution Committee.

PRESIDENT BAHR: The report will be placed in its entirety in the record and you have the thanks of the convention, but we appreciate if you stay on the platform.

On Microphone No. 1, Delegate Summerell.

DELEGATE GREG SUMMERELL (Local 9510): President Bahr, fellow delegates, I would like to make the motion to adopt the amendment on jurisdictional waivers as submitted by Ross Atkinson of local 9510 and vote "No" on the Constitution Committee's recommendation.

PRESIDENT BAHR: You heard a motion in effect to pull out constitution amendment number 1 for approval.

Is there a second?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. You may speak for five minutes on your motion. Would you step back a little? It's hard to hear.

DELEGATE SUMMERELL: Brothers and Sisters, the interpretation of jurisdiction waivers as noted came as a result of inquiries and/or challenges to elections.

One such dispute came from Local 9510. Shortly after 1990 officer elections, the work group of an officer was transferred outside the jurisdiction of the local. In order that the officer be allowed to complete the term, an agreement to waive the jurisdiction among the two locals was entered into by the local presidents. The basis for the waiver was a policy statement adopted by the National Executive Board January 1983. It stated in part, "No members will be automatically changed as a result of actions taken by others such as courts, government agencies or employer decisions."

The action taken was to protect the union and its officers from employers and not to protect the officers from the members. An individual jurisdiction waiver is for the elected officials of a local to finish out the term of office for which they were elected. A jurisdictional waiver was never intended to be for life.

All this constitutional amendment does is clarify the Executive Board's interpretation. This amendment would not reduce anyone's term of office. It would not change the terms of any elected officer that currently is in possession of a jurisdictional waiver.

The test of reasonability should be: When a violation of the Constitution has been committed, no matter how innocent, it is still a violation. By legitimizing a violation prior to August 1, it removes the requirement of meeting the standard of the 1958 Constitution interpretation. At the same time, making any jurisdictional waiver change to August 1993 meets the requirements of the 1958 interpretation. And in fact, that is *ex post facto*.

We would not tolerate that in a court of law in the United States, and as Officers, Executive Board members, and shop stewards, as most delegates are, we would eat the company alive in the grievance procedure if they tried anything like that, so why should we do it in our union?

The passing of this amendment would put the issue to rest conclusively and forever. It will close the loopholes. I ask you to vote against the Constitution Committee's recommendation and adopt this. Thank you. (Applause)

PRESIDENT BAHR: I think you would want me to correct you, Greg. You are asking them to vote "Yes" on your motion.

DELEGATE GREG SUMMERELL: On my motion, yes. Thanks, Morty.

PRESIDENT BAHR: All right.

On Microphone 4, Delegate Walker.

DELEGATE KENNETH WALKER (Local 9505): Mr. Chair, Officers, Delegates, Members and Friends: I rise in opposition to the proposed constitutional change of adding a new paragraph "c" to Article XIII.

This amendment has the potential of allowing any company management to control the local union structure. If management had a difficulty dealing with the local officer, steward, committee chair, then all they would have to do is simply transfer them and break up the team.

Passing this amendment would give the company a weapon to divide and conquer us. Managers who are not dues payers will have a direct effect on dues paying members in good standing.

Now, let's talk about why we are discussing this issue. Why are some of us so unhappy with the election outcome, or fearful of competition, or just plain sore losers? To me, this is akin to term limitations.

My point is this: Membership may not want me as a representative. That is their choice by virtue of the voting process. But I should have the right to ask for that vote. I urge you to vote this amendment down and leave the control of the union to the members of the Communications Workers of America. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 5, Delegate Cheliotas.

DELEGATE CHELIOTES (Local 1180): You want to vote on this. On line 20, it speaks to the rules established by the Executive Board in this 90 days prior to the expiration of the incumbents' terms. Could you please explain those rules to us?

PRESIDENT BAHR: Would the committee explain it, please?

CHAIR PETRINI: I call on committee member Ken Rucker.

DELEGATE KEN RUCKER: Are you referring to the rules of our waiver of jurisdiction?

DELEGATE CHELIOTES: That is correct. On line 20 it reads: "...to extend the jurisdictional waiver in effect, each local that is party to the agreement must comply with the rules established by the Executive Board." What are those rules?

DELEGATE RUCKER: Those rules, as publicized by the Board originally in 1958, and again reissued in August of 1993, would require that a referendum be held in both locals of the membership and it would also be subject to the approval of the Executive Board and the national union. The referendum would have to be given proper notice.

DELEGATE CHELIOTES: Is that the 90-day requirement?

PRESIDENT BAHR: That is the 90-day requirement. Arthur, to simplify it, it is the same rules as if two locals were going to merge.

DELEGATE CHELIOTES: I see. Thank you.

PRESIDENT BAHR: On Microphone 4, Delegate Monjoya.

DELEGATE ANDREA MONJOYA (Local 9510): Thank you, President Bahr.

Friends and delegates, I rise against the motion. The Constitution change requires the locals to conduct yet another referendum 90-days prior to officer elections for incumbents to maintain membership who were elected on a jurisdiction waiver.

It is difficult enough within one election. That change is sure to bring chaos and havoc into our local election, and it could be used politically against incumbents.

People who have been elected to serve do so to the best of their ability. This change does nothing but place a horrendous burden on incumbents wishing to seek re-election.

That change does not build a better union or cause our union to operate more democratically. There is already a democratic process in effect. This change requires the referendum to qualify for an election, a referendum to win. We already have such a process. It is called an election.

I support the CWA Constitution Committee recommendation. (Applause)

PRESIDENT BAHR: Microphone 1, Delegate Garcia.

It is not necessary. There is no one else up to speak. So what you have before the body is Amendment 1 so everybody understands it, if you vote "Yes," you support the maker of the amendment and oppose the report of the Constitution Committee.

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

Please join me in thanking the Constitution Committee for the fine work they have done in their report. Thank you very much. (Applause)

Following a program which began in District 2 this year, for the first time we are recognizing those locals with membership of 90 percent or more.

While organizing new members in new units is difficult, 90 percent membership in existing units is necessary and reachable for every local union. Your union averages over 80 percent membership in all units, among the highest of any AFL-CIO union. In the Printing Sector and in NABET, virtually all locals have more than 90 percent, so we have not implemented the 90 plus program in those sectors.

Please congratulate the Local President you see wearing the 90 plus pins. And if your local is not at 90 percent, develop a program to be there next year. The 90 percent locals will be listed in the convention proceedings so that all will know who they are.

90 PERCENT ORGANIZED LOCALS

DISTRICT 1:

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1001
1006
1009
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1021
1022
1035
1041
1042
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DISTRICT 2:

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DISTRICT 3:

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DISTRICT 6:

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DISTRICT 7:

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DISTRICT 9:

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PRESIDENT BAHR: We saw a dramatic increase in our union's overall organizing activity in the last year. Our organizing strategy continues to be based on strategic projects in the information industry, and good community-based organizing, including public sector and health care. All together about 10,000 workers in new units joined more than 50 different CWA locals.

These locals, and others who are organizing but not yet successful, are the backbone of our organizing program.

Shortly, we will honor those locals that organized at least 100 new members in new units during the previous year.

Given the sad state of organizing rates in our country, this is particularly remarkable. Organizers need to sustain workers who face gross intimidation and often lose their jobs in the process. Yet these workers frequently move ahead and build strong majorities in their workplaces, based on their commitment to a vision at least partly inspired by our local organizers.

The key to good local organizing is volunteers. We all need to regard ourselves as volunteers, no matter what position we hold in our union. If I am not ready or willing to volunteer to build our union, how can I ask you to do it? If you are not each willing to volunteer to build our union, how can you ask your members to do it? And if our members don't do it, who will?

Vice President Pete Catucci, at his recent District 2 Conference, volunteered to work at least eight hours per month on organizing campaigns in his district. He challenged each local officer in attendance to do the same. Likewise, I am making that same commitment. I will work alongside our organizers at least one day each month during the coming year. Will each of you make the same commitment?

I can't hear you. (Cries of "Yes" and applause)

Because if not now, when? Organizing takes more than volunteers. Helping unorganized workers develop a positive vision of change in their workplace is more difficult and requires greater talent than ever before. Our best organizing drives stress worker ownership, with organizing committee members in the new units developing this positive vision for change.

Organizing no longer means card-signing and handbilling. Much more important are the skills to develop and to educate a strong inside committee and a willingness and ability to do excellent one-on-one work to help committee members move undecided co-workers.

The successes that we will honor today are important. Just as important are our current organizing efforts which offer hope to thousands of unorganized workers in the months ahead as well as to build our union.

The largest active organizing project in our union is in California, where Local 9119 has filed a petition for 3,800 technicians at all nine campuses of the University of California. (Applause) Next week, the pre-election conference will be held and the scheduling of an election will only depend on delaying tactics by the University.

In Jacksonville, Florida, Locals 3106 and 3151 are in the midst of an exciting organizing drive at AT&T Transtech. AT&T Transtech employs 3,500 temporary workers, 600 staff, and 1,300 managers in the largest telemarketing facility in the United States. Over the past one and a half years, we have built the Transtech Employees Association, uniting both agency and staff employees. Now we are close to filing a petition with the National Labor Relations Board for 600 staff, since they are the only ones covered by the NLRB.

Success in this campaign would be a breakthrough not only for CWA, but in the entire effort to develop rights for contingent workers in our country.

In Baltimore, Maryland, Local 2110 has filed a petition for 85 cable technicians at TCI. Many of these workers were fired and later reinstated last year when they narrowly lost their campaign for union representation.

In my forty years in our union, I have never heard of worse abuse of workers, including outright racism. But most importantly, the workers are stronger than ever with 75 percent signing an open petition now filed with the NLRB. Similarly, large cable organizing efforts are underway in Denver, Local 7777, Detroit, Local 4100, Pittsburgh, Local 13000, and several locals in New York.

District 6 continues to lead in our efforts to organize cellular workers, with several active campaigns at Southwestern Bell Mobile units.

In District 1, we have filed a petition to represent more than 1,000 service reps in the Massachusetts residence unit of NYNEX, the last unorganized service reps in the country.

Join me now as we honor those CWA Locals who have achieved the minimum goal of 100 members in new units necessary for our annual recognition. As I call the names of their local and ask the Local President or designee to come forward, please honor them with the traditional CWA clap.

Local 1031 in Monmouth Junction, New Jersey, organized employees at the South Brunswick Library and 500 employees at the University of Medicine and Dentistry of New Jersey. (Presentation - Applause) Mae Chester-Hall accepted for the Local.

Local 1040 In Trenton, New Jersey, organized 200 service and maintenance workers at Carrier Foundation Clinic. (Presentation - Applause) Accepting was Carolyn Wade, the Local President.

Local 1103 in Port Chester, New York, organized 175 technical unit employees at Nyack Hospital. (Presentation - Applause)

Accepting is the President, Bob McCracken.

Local 1105 in New York organized 285 Department of Corrections employees. (Presentation - Applause)

Kathy Ciner, Local President accepting.

Local 1168 in Buffalo, New York, organized 100 employees at Sheridan Manor Nursing Home. (Presentation - Applause)

Accepting is Local President Deborah Hayes.

Local 3181 in West Palm Beach, Florida, organized over 300 city employees in Miami Beach, and Vice President Gene Russo and I are most pleased because we believe we put it over the top. We addressed a rally the night before the election. (Presentation - Applause)

Accepting was Rick Poulette, the President of the Local.

Local 3656 in Raleigh, North Carolina, organized over 100 ARA food service workers. (Presentation - Applause)

Accepting was the Administrative Assistant to the Vice President, Norma Powell.

Local 4034 in Grand Rapids, Michigan, organized 125 employees in Ameritech expanded recognition and new telecom customer premise units. (Presentation - Applause)

Accepting was Local President, John Egan.

Local 4773 in La Porte, Indiana, organized 108 clerical and technical workers at Indiana University, Northwest campus. (Presentation - Applause)

Accepting was Mike Kring.

Local 4700, 4818, and 4900 in Indiana jointly organized 103 technicians at Ameritech Information Services, formerly Indiana Bell Communications. (Presentation - Applause)

Accepting were Ron Pratt, Pat Gorman and A.D. Carter.

Local 6100 in Ft. Worth, Texas, organized 622 new local government employees. (Presentation - Applause)

Accepting was Vic Crawley, the Vice President of District 6.

Local 6186 in Austin, Texas, organized 142 local government and Austin Access TV employees. (Presentation - Applause)

Sylvia Meyer accepting.

Local 6502 in Ft. Smith, Arkansas, organized 100 city workers. (Presentation - Applause)

Gary Gray accepted.

Local 7037 in Santa Fe, New Mexico, organized 113 state workers at Miners Colfax Medical Center and 40 employees at Casa del Sol Nursing Home. (Presentation - Applause)

That was Robin Gould accepting.

Local 7070 in Albuquerque, New Mexico, organized 169 blue collar workers at Roswell, New Mexico, and Clovis Municipal Schools. (Presentation - Applause)

CWA representative is accepting for Toni Sandoval.

Local 7117 in Davenport, Iowa, organized 120 employees at the Clinton Community School District. (Presentation - Applause)

Accepting was Anita Purcell.

Local 14759, Mailers Union No. 21 in Salt Lake City, Utah, organized 200 newspaper employees at the Newspaper Agency Corporation. (Presentation - Applause)

Randy Warner accepting.

Local 9408 in Fresno, California, organized 213 part-time faculty workers at the College of Sequoias Community College. (Presentation - Applause)

Nadine Cox accepting.

Please join me in expressing our appreciation and our admiration to the dedication and commitment of not only these leaders, but all those in their locals and our organizers and our staff, because all of this could not happen unless there was a total commitment and a total team effort. Thank you all and congratulations. (Prolonged applause)

Joe Beirne, as you know undoubtedly by now, created the President's Annual Award in 1972 to promote CWA's growth policies and to inspire our union's organizing efforts. This is

CWA's most prestigious award, one that honors those who wholeheartedly and enthusiastically embrace our growth program. And, in the spirit of Joe Beirne, I urge you to care enough about the future of our union to make a commitment to organize new workers. If you haven't already made that commitment, you should make it as soon as you get home from this convention.

Organizing the unorganized represents no less than the very future of our union and our movement.

I say these things every year. I practically beg you to get involved, to do your share, to put some elbow grease on this most important program.

PRESIDENT BAHR: Last year's awards recognized two telecommunications locals, one for its extraordinary efforts and success in organizing unregulated subsidiaries of Southwestern Bell and the other for its efforts to move beyond telecommunications and successfully organize 1,800 university workers.

This year, I will recognize two locals for our health care organizing in Buffalo, New York.

Buffalo, New York, a city that serves as a shining example of our union's ability to build strength and solidarity out of diversity and determination.

Twenty years ago, CWA was nearly wiped out in Buffalo. We lost most of our members when the Western Electric plant there closed.

Since then, we have come back strong. We have organized telephone operators at New York Telephone, public workers and more than 5,000 health care workers.

CWA, today, is stronger than ever in Buffalo.

The upswing started more than a dozen years ago. In 1982 CWA President Glenn Watts recognized Local 1122 and its president, Don Hoak, with the President's award, for organizing successes in Buffalo.

Today, we honor two more Local Presidents, Debora Hayes of Local 1168 and Barbara Bauch of Local 1133 for their hard work and dedication to building CWA. (Applause)

... The delegates arose and applauded ...

Before I present the 1994 President's Annual Awards, however, I want you to watch a few moments of videotape so that you can see and hear the winners tell you a little about their views on organizing in their own words. Would you roll the video, please.

... The following remarks were shown via video presentation:

DELEGATE HAYES: People felt they couldn't do nursing the way they thought they should do nursing. People didn't know how to deal with that. There was no effective way to.

We called 1122. We met with two members of the Executive Board from Local 1122, Chris Kratch and Jerry Hayes and it took us a very short period of time to realize that this was the union that we wanted to represent.

DELEGATE BAUCH: I have been employed at Mercy Hospital for 21 years. At one time we were able to take pride in what we did. We went home feeling we did a good days work. We took care of our patients.

Slowly you began to see that whole atmosphere erode. The advance of technology, patient acuity ever rising, we just could not give the kind of care we needed to give.

We realized the only way we're going to have a voice in our workplace was to organize... (Applause)

PRESIDENT BAHR: Debbie Hayes, the President of Local 1168, Nurses United is an extraordinary union leader. Before I say anything more about her, I want to tell you how I met Debbie. We don't even want to talk about how long ago.

I was Vice President of District 1 then. She called me and said she represented Nurses United and would I come up and meet with a group of nurses. I went up to Buffalo and met with about six nurses, including Debbie, and she said, "We would like you to help us organize Buffalo General Hospital."

I said, "I'm flattered. Why did you select CWA? The only thing I know about nursing is I was in a hospital once.

She said, "We have been watching CWA Locals in the Buffalo area. They are involved in everything that is good within the community. You bargain with some of the countries biggest employers, so you should be able to bargain with this hospital. What you don't know about nursing, we'll teach you." And everything after that is what she did.

You know, as a recent graduate of nursing school at age 25, she helped in a remarkable organizing drive. A first contract was negotiated only after a protracted strike, 11 or 12 weeks,

wasn't it? We had a strike of eighty days. Eighty days. Let me tell you, there was no better, stronger picket line. I go up there to get renewed. (Applause)

Debbie was elected Local President and during the last ten years she has led a local that now numbers 3,000 health care workers in ten different bargaining units. (Applause) These include nursing homes, other hospitals, service workers, technical workers and registered nurses.

Debbie Hayes has reached out beyond Buffalo to work with other CWA locals in Western New York, helping to revitalize the entire labor movement in that part of the state. In addition to organizing, Debbie and other members of Local 1168 provide leadership in the CWA Western New York Council, Central Labor Councils and the Buffalo Jobs with Justice Coalition.

Debbie has proved to be a young union leader with incredible energy, vision and commitment-- and I am now proud to call upon Debbie to accept the President's Annual Award and to say a few words to you. (Applause)

The first part of the presentation is a parchment poster. It is a replica of Joe Beirne's hat that says, "President's Annual Award to Debora Hayes, President, CWA Local 1168, in grateful recognition of dedicated service as evidenced through wholehearted acceptance of CWA's growth policy and program, and dedicated effort directed toward making that policy effective. Awarded by the President of the Communications Workers of America" on behalf of the organization. It is dated today. (Presentation - Applause)

To go with it is this smaller replica of what you see at the end of the platform. We know Debbie will display this proudly in the Local 1168 office, and also a plaque to go on the wall with the same engraving. (Presentation - Applause)

It's now indeed a pleasure to introduce to you Debora Hayes.

... The delegates arose and applauded ...

DELEGATE DEBORA HAYES (Local 1168): I was having lunch today with the Executive Vice President of our Local, probably one of the best people I ever had the opportunity to work with, and also a very close friend, Patty Devinney. I said to her, "I'd love to win the President's Award." I didn't know it would be this year, but I wanted to win the award. There were three reasons really that I wanted to do that.

The first was because I believe that it would give recognition to our Executive Board. Over the past 14 years, I have had the privilege of working with a group of people who have been totally dedicated to organizing. Organizing has been a part of our local's agenda for as long as we have been a local. It is their commitment to the principles that underlie organizing that have allowed us to do the work that we have. So really, this award is theirs as much as it is mine.

The second reason is because we have the most incredible organizer in our local who is Helen Cyrulik. She is a truly dedicated unionist who absolutely believes that every worker has the right to be organized and has made a total commitment to organizing the unorganized in our community.

Finally, I want to accept this award on behalf of the people in our community who had the guts to make the phone calls, to call us and say, "We need help." Who, once we have met with them and explained to them what is involved in organizing these days, continued to have the courage to be a part of an organizing campaign, to take on their employers, to take on the Jackson Louises of the world, and let them know that they may slow us down but they will never beat us.

So thank you very much. (Applause)

PRESIDENT BAHR: Like Debbie, our other 1994 winner, Barbara Bauch, has played a central role in building our health care membership in Buffalo.

Barbara started out by establishing an organizing committee among 500 registered nurses at Mercy Hospital in Buffalo. She and others on that committee did such a wonderful job that we needed to produce a video about their efforts-- a video that we continue to use in our organizing education program to describe to other local organizers and new organizing committees the ideal model for inside committee participation and ownership.

Barbara, the members of the committee at Mercy and the nurses who supported them sharpened their skills through adversity. They lost that first organizing drive by a narrow margin-- and then came back a year later to win a resounding victory.

But as important as that is, Barbara would not be receiving this award today if the story ended there. Even as Barbara and the other nurses were beginning to bargain for a first contract with the hospital, they realized they could bargain a lot more effectively if all the workers at the

hospital were union members. In other words, they knew that wall-to-wall representation would not only strengthen their co-workers but would make them stronger at the bargaining table, too.

For most of us, such ideas defy common sense. We tend to say, "Let's not bite off more than we can chew. Let's concentrate on one thing at a time. Let's not take on more than we can carry comfortably."

But for Barbara and her co-workers, these were mere excuses, small problems that needed to be turned into solutions. So they simultaneously took on two enormous tasks: bargaining a first contract and organizing their fellow workers.

Some six months later, they won the second election, adding another 1,400 service maintenance and technical workers to the union roll and making Mercy Hospital truly wall-to-wall. Then together, all the workers bargained a successful first contract.

For the past six months, these 1,800 CWA members were locked in a vicious fight for their second contract. Hospital management spent enormous sums on consultants hired to break the union and to break CWA's solidarity. But thanks to the quality of our local leadership, committed membership, and the District's support, we have reached an agreement on an historic second contract ratified only yesterday.

I now call on Barbara Bauch to step forward, accept her award and share a few thoughts with you. Barbara.

... The delegates arose and applauded ...

PRESIDENT BAHR: Barbara will be getting exactly the same thing as Debbie. A poster suitable for framing, the plaque-- and I covet this. I look at it every time-- the real one, the big one-- when I leave my office every day and when I come in the next day, and I'm always sorry I never won one. So I now present to you Barbara Bauch. (Presentation - Applause)

DELEGATE BARBARA BAUCH (Local 1133): Thank you. You are not going to believe this, because I don't believe it right now. I want to accept this on behalf of and with thanks to our local vice president, who is here with me, Mary Martino, who was instrumental in organizing 1,400 service, technical, and clerical members. (Applause)

Morty mentioned the video. The video was made the day before the RNs went into their second election, just a year after we had lost our first one by seven votes. I remember when the CWA team came into our organizing meeting with the video cameras. We all said, "Well, what if we lose?"

They said, "You're not going to lose. You are going to win."

We could not believe they were making a video of us when we were going into the election, but we did win that election. I guess they knew something that we did not know. It has been great, as the years have gone by, coming to a convention like this, or to District meetings, and people come up to you and they have seen your face on the video, and it is always great when they tell you that the video inspired them to go out and do the same thing, and I share that success with them and that is great.

As Morty also said, we just did finish probably the biggest battle that we have had in the last four years, and I just said this at the ratification meeting yesterday to our 1700 members. We have just done an incredible thing that not a lot of people have been able to do. You guys busted the union-buster, and they did. (Applause)

Thank you. (Applause)

PRESIDENT BAHR: I have to share a little story with you about Mercy Hospital because I got a call about some of the problems they were experiencing, and nobody knew how to deal with it. It was the first time we had the experience of dealing with anti-union nuns in this Catholic hospital. (Laughter)

And so I put a call in to our good friend Monsignor Higgins at Catholic University. He wrote me a letter-- this is something he had never done before-- he wrote me an organizing type of letter with permission to distribute it to the workers in the hospital. (Applause) That is when we won the election.

About three days later, the good Monsignor called me and he said three of the nuns had come down to see him. He said, "I thought they were coming for me to hear their confessions. (Laughter) But it was not true," he said. "But I think by the time they left it will be a little easier for you to get a contract." I think it was.

Now, the other thing that Debbie and Barbara get is this jacket (displaying the jacket to the delegates). It will have the CWA emblem, their name, the CWA President's Club on the back,

and they are invited to the first meeting of the Club at 7:30 tomorrow morning in my suite.
(Applause)

So again, please join me in congratulating everyone up on this platform, and hoping that next year there are twice as many of you up here to be recognized.

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

SECRETARY-TREASURER EASTERLING: Now, because Morty and I work so closely together and because we are also personal friends, I know most of your wishes, Morty. Unfortunately, I have to tell you today you did not win the lottery-- which has always been one of his big ones-- but while all the members of the organizing network are still on the platform, I want to call on Fritz Clark, the President of CWA Local 1111, Elmira, New York, to present a special award.

Fritz Clark was chosen by Joe Beirne as the very first winner of the President's Annual Award, and as the second winner also. That was in 1972 and 1973.

Fritz obviously knows what it takes to win the President's Award and he will now make a special presentation from the CWA Executive Board on behalf of the hundreds of thousands of CWA members, stewards and local officers of the Union.

Fritz Clark. (Applause)

DELEGATE FRITZ CLARK (Local 1111): Thanks, Barbara. It is indeed a great honor for me to stand before this convention today and make a very special award to a very special guy. The guy in question is our President and our chief organizer, Morty Bahr. (Applause)

Morty attended his first CWA convention in 1954, forty years ago, as the elected President of his Local, Local 1172.

On behalf of the CWA Executive Board, we want to honor him today for four decades of leadership and service to the men and women of the Communications Workers of America.

But more than that, we want to pause to honor Morty for inspiring us to do better, to work harder and to organize more. You know, Morty continues to outwork us all. In fact, I think he has a little more of everything than most of us. I don't know about money, Morty. (Laughter) But he does have a little more enthusiasm, a little more tenacity, a little more positive attitude, a little more strength, a little more patience, and a little more wisdom.

When negotiations are deadlocked, Morty is simply a genius at finding a way to find a settlement and persevere. In the short time he has been in Washington as our President, he has won the admiration and respect of his peers on the AFL-CIO Executive Board and now President Clinton and the Secretary of Labor seek his counsel on important matters.

Hasn't Morty done us proud? (Applause)

He is without a doubt the most dedicated organizer we have in our Union. For more than 40 years he has served CWA as an organizer. No matter what title or position he held, he has always acted as if organizing and building our Union was real priority, not simply empty rhetoric or just one more obligation we all have.

The CWA history books tell us that you first became a member in 1951 after leading a successful organizing campaign among your co-workers at Mackay Radio and Telegraph Company, which later became ITT World Communications.

I have personally known our President for 35 years. Morty and I first met in 1958 when he was still a local president, the year before he joined the CWA staff. As an organizer and young local president, Morty, you led the campaign for my own unit, the plant department at New York Telephone Company. Morty has been there for us ever since, at the bargaining table, on the picket lines and when we are organizing the unorganized.

As Vice President of District 1, you inspired me and others to double the size of the District during a time when most of the Labor Movement was declining.

You directed CWA's first major organizing campaign in the public sector in 1965 when 5,000 New York City public workers joined our union. You later led the union's organizing campaign in New Jersey beginning in 1980 that brought 37,000 state workers into CWA.

As president of our union, you never miss an opportunity to remind us that organizing has got to be our number one top priority.

Morty, Larry Cohen and others within CWA have worked with leaders of other unions to bring about mergers and affiliations in the telephone, printing and television and broadcasting industries. In Texas, Missouri, Oklahoma, Mississippi and elsewhere, public workers may not know your name but they know CWA because of you and those you inspire.

Through it all, over the years, you have taught us how to unite with workers of all types, building a community based union in our rural areas, cities and suburbs. We all became CWA members, whether our jobs were in telephone, state or local government, broadcasting, health care, cable, publishing or anywhere else.

Since I received this award more than twenty years ago, organizing has gotten even tougher as employer interference and abuse of workers has increased.

Organizers today need a wide variety of skills, incredible patience and enormous energy. As our leader, Morty continued to be an inspiration, a symbol of the best of our Labor Movement has to offer.

It is for these reasons that the members of the CWA Executive Board in a telephone poll in early May of 1994 voted unanimously that you receive a Very Special President's Award. The award presented by the Executive Board says: "A Very Special President's Award to Morton Bahr, CWA's President and Chief Organizer. In grateful recognition of four decades of dedicated service and a lifetime commitment to organizing and spearheading the Union's growth policies and programs.

"Awarded by the CWA Executive Board on behalf of the hundreds of thousands of members, stewards and local officers of the Communications Workers of America," and it is dated June 13, 1994.

Morty, we are proud of you. I know Joe is especially proud of you, as it is with special pleasure that we all extend to you our heartfelt thanks for all the great good work you have done for us all this long time. (Presentation - Applause)

... President Bahr put on Joe Bierne hat as the delegates applauded and cheered ...

PRESIDENT BAHR: Thank you. Thank you.

Let me tell you what the real surprise is about this. From a Board of which I am a member, that pledges that the things we talk about in that room will never get out of that room. I do not know how they kept a secret. (Laughter) You, too? Very good.

I am particularly proud, and I was not kidding what I just said in passing. I have always cherished this award, and even advised those who worked so hard to get it.

But you know, as Fritz was talking, I revisited his local back in the early 1970s, I guess after he won the first or second award. Because back then, people used to wonder should we, or even if we did, how can we service the people who are not telephone workers?

I remember to this day, when I went to that meeting, and Fritz had then about 14 or 15 bargaining units. Each bargaining unit had a sign identifying it. Everyone participated in the meeting. You couldn't tell that there was anything but a true community of action and feeling among all of them.

Because I think Fritz recognized more than 20 years ago that every single worker, no matter what employer's name is on the paycheck, work for the same reason. We want a decent job, with decent working conditions, with pay that permits us to support our families in a comfortable way; that enables us to take a vacation from time to time, to send our kids to college, and then retire with dignity, with a pension plan that permits us to live in dignity and not to have to worry about our health care. (Applause) That's what it's all about.

I think Fritz epitomized back so many years ago, what we are able to see here today, as I read the kinds of units that these folks organized. This Labor Movement in this country will only be successful if we make our minds up for community-base organizing, and it's not easy to sell it.

I want to give you one example. District 9 held its meeting last year in Reno, Nevada, and we deliberately went into a hotel where, during the time we were there, there was going to be an election. The Carpenters had petitioned for an election in this hotel-- the Hilton Hotel, and we were out at five o'clock in the morning, handbilling the early arrivals. I ran into the general counsel of the Carpenters Union. I said, "You know, I'm surprised about this." You know how vicious this anti-union activity was? All of the CWA delegates were put on two floors, and the maids and other hotel workers who were assigned to these floors were the committed ones for the union. They did everything they could to keep us from talking to those who might be persuaded.

I said, "This is not like the Hilton. They seek our business. They give recognition around the country. What happened here?"

He said, "Well, when Hilton came here, the City Chamber of Commerce said, 'You are going to be non-union because this is a non-union city.'"

I came back and I thought about it, and the election was lost. I came home and talked to some of my colleagues and said, "We have to make our minds up to pick out the Renos of this country, and 10 or 12 unions go in and select their organizing targets. Before we give out the first handbill, we visit the Chamber of Commerce and say, 'Take a good look at us, because we are going to be in your face until this city is organized.'"

That is community-based organizing. It is hard. It is difficult. But if we are to have a future, it is going to have to be done.

Today in the private sector, we represent 11 or 12 percent of the workforce. Last year, for the first time in many years, we didn't lose members in the private sector. We gained, I think it was, 280,000. But there has to be a commitment, and it has to be across the board.

It is not good enough when I say we are going to be, maybe, one of the five most viable unions in the next century. All the unions must be viable. All the unions must have the energy. There is only one way that you can divide the wealth of this nation fairly, and that is through the collective bargaining process. Unless we bring the collective bargaining process to the American workers, we are still going to have the poor and the wealthy and the gap will get wider.

So the example set by our colleagues appear, I hope it spreads across the country like the plague, because if it spreads across our country it is going to spread in your communities. You are going to get others enthused by our activity.

We will be the leaders. We are the leaders, and we can make a difference.

Thank you. I really deeply appreciate my colleagues on the board. You couldn't have given me a better gift. I promise to fulfill my commitments. In fact, if I only work eight hours a month on organizing, I will be reducing my workload. (Laughter) So I hope to see many of you at organizing meetings around the country. It's not as important to win, but it's to go out and work at it.

We cannot depend on labor law reform. We cannot use that as a crutch, as so many others do. We have the smarts. We have the know-how, and we have the kind of union that people will join if we go out and tell them about it.

So thank you all very much.

... The delegates arose and applauded ...

PRESIDENT BAHR: I'm going to be introducing Barbara for a presentation on Pediatric AIDS. But first, a delegate had asked to be recognized on the Privilege Mike. I just want to tell him that I noticed what he was complaining about when I came into the hall this morning, and I raised the proper words with the people responsible. And you know what I'm talking about. It's the logos that are up here. It is an unfortunate omission. It does not demonstrate the 120,000 workers we represent in the public sector. (Applause and cheers)

SECRETARY-TREASURER EASTERLING: Thank you, Morty. We have now reached that part of our Convention program when we present the Pediatric AIDS Foundation awards.

Since its inception, PAF has raised \$23 million, of which 95 percent has been spent on 171 research programs throughout the country, including the groundbreaking "Ariel Project for the Prevention of HIV Transmission from Mother to Infant." We are proud that during the past four years, CWA has contributed more than \$1 million to the Pediatric AIDS Foundation. (Applause)

With this in mind, I am happy to report that in 1993, we raised a grand total of \$325,809 (applause) and had 541 of our locals participate in the program. We hope this total will continue to grow each year.

Now for the awards.

Our first award is the Ariel Glaser Award which is presented to the Local contributing the highest dollar amount. This year, once again, the award goes to Local 9400, which contributed \$13,050. Would President Tony Bixler please come up to accept the award. (Applause)

Our next award is the Hope Award, presented to the Local contributing the highest percentage of their quota.

This award goes to Local 2382, which contributed \$892, or 1,189 percent of its quota. President Aneatha Robinson is not present, however, the assistant to the vice president of District 2 Barbara Lephardt will accept the award. (Applause)

Our thanks go out to these two Locals that have done so much to help eradicate this terrible disease. I thank you all for your contributions, but most of all Elizabeth sends her thanks. Thank you.

PRESIDENT BAHR: Please stay in your seats until all the announcements are made.

Tomorrow's Escort Committee and platform observers, all delegates should take their papers and belongings with them each day.

There will be a short meeting as soon as the convention recesses with Vice President Gore's Escort Committee back stage to discuss the Secret Service instructions. So those of you who are on Vice President's Gore's Escort Committee, please come back here for just a few moments.

I hope you will all be at the Union Builders rally tonight in the Westin Hotel Columbus Room. The doors will open at 7:00. There will be entertainment and we get underway at 8:00.

As I said, the President's Club winners will be served breakfast in my suite at 7:30 tomorrow morning. I hope you brought your President's Club jackets.

Now, the platform observers for tomorrow are: Jerry Schaeff, President, Local 4322; Dee Olson, President, Local 7303. I ask you to come to the platform at 8:45 a.m.

I want to thank today's Escort Committee for Rabbi Spectre:

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

Willie Leggett, President, Local 2300; Paul Jones, President, Local 3611; Pat Gorman, President, Local 4700; Henry Blake, Executive Vice President, Local 6401; Karen Leners, Vice President, Local 7172; Don McGee, President, Local 9408.

The invocation tomorrow will be given by Father Norman Thomas of the Sacred Heart Catholic Church. His Escort Committee will be:

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

Ron Collins, Vice President, Local 2101; Gary Makman, Secretary-Treasurer, Local 3207; Mary Jo Avery, Vice President, Local 4600; Kimberly Shambe, Vice President, Local 7777; Barry Gardner, President, Local 6012; Joanne Van Buskirk, Member, Local 14000. They should report to Virgil Parks backstage at 8:45 tomorrow morning.

Now, the Escort Committee for Vice President Gore will be:

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

Anne Lawless, President, Local 1069; Sue Merrill, President, Local 2004; Mark Ledford, President, Local 3802; James McKee, President, Local 3804; Bill McGee, President, Local 3805; Wade Stearnes, President, Local 3806; Beverly Hicks, President, Local 3808; Mike Handley, Assistant to Vice President District 4; J.D. Williams, President, Local 6215; Martin Byrnes, President, Local 7750; Barbara Spradlin, President, Local 9417; Francis Rotkiske, President, Local 13500; James Grottola, President, Local 14156; Barbara Bailey, Executive Board Member, Local 1180 Public Workers; Carrie Biggs-Adams, Member, NABET Local 53.

Join me in thanking our platform observers for today. We now are recessed until 9 a.m. tomorrow.

Hold it, we have some announcements. We have a few announcements.

... Convention and Committee announcements by Secretary-Treasurer Easterling...

PRESIDENT BAHR: Thank you, Barbara.

We stand in recess until 9:00 a.m. tomorrow.

... The Convention recessed at 5:05 p.m...

TUESDAY MORNING SESSION

June 14, 1994

The Convention reconvened at nine o'clock, a.m., President Morton Bahr presiding.

PRESIDENT BAHR: Will the delegates take their seats. The Convention will be in order.

Will the delegates take their seats quietly. As is our practice, we open each session seeking divine guidance. To lead us in prayer this morning is Father Norm Thomas of the Sacred Heart Catholic Church.

Would the Escort Committee please bring Father Thomas to the stage.

... Father Norm Thomas was escorted up to the platform...

FATHER NORM THOMAS (Sacred Heart Catholic Church): Let us pray.

Almighty God, in a moment of time, You created this world and gave us a human family.

For this family to be united in some way, You gave us the means of communication. This great gift You have placed in the hands of the people who are gathered here this morning.

During this Convention in the great City of Detroit, we ask You to guide them in their business. We ask You to bless their work, to help them to solve conflicts. We ask especially, and we thank You, for the workers who make it possible for us, Lord, to share with one another in some means, that we might be one; that we might know each other.

We ask You to bless the leadership, whose greatest claim to merit is service. In these hours and in the days to come, we ask Your blessing of fellowship, of solidarity, that at the conclusion of this convention there may be more light than before, there may be more understanding, more wisdom, and that there may be fairness, equality and justice for all the workers.

We are grateful for Your presence and we are counting on it in the minutes, hours and days to come. Amen.

PRESIDENT BAHR: Thank you, Father Thomas, and the members of the Escort Committee.

Today's Platform Observers are Jerry Schaeff, President, Local 4322; and Dee Olson, President, Local 7303.

On June 12, a couple of days ago, John Clark was elected President of NABET-CWA by the NABET-CWA delegates. So, at this time I would like to ask John Clark to come to the podium and take the Oath of Office to which he has been elected. John Clark. (Prolonged applause)

Would you place your left hand on the Bible and raise your right hand.

Do you, John S. Clark, on your honor, accept the Office of President, NABET-CWA, and thereby the trust of Executive Board members of the Communications Workers of America?

And 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 NABET-CWA and the Communications Workers of America?

Do you hereby pledge yourself to assist, to the fullest extent of your abilities, your colleagues who comprise the Executive Board of the Union, to uphold the Constitution of the Communications Workers of America at any and all times?

Do you swear that you will faithfully preserve the fundamental principles and traditions of a free and independent Labor Movement, and pledge yourself to defend our nation and its Constitution?

JOHN S. CLARK: To this I, John S. Clark, President of NABET-CWA, do solemnly swear, so help me God.

PRESIDENT BAHR: The installation of John Clark as President, NABET-CWA, is now complete. Please welcome him.

... The delegates arose and applauded at length as John S. Clark, President of NABET-CWA, signed the Constitution ...

VICE PRESIDENT JOHN CLARK (NABET Division): Thank you, Morty.

Over the last few years, I have had the opportunity to work closely with President Bahr as we worked hard to put together the merger between two great unions, NABET and CWA, and I pledge myself over the next four years to do all I can to make that merger work, so that it's successful and that we can organize the unorganized in the broadcasting and cable sectors of our industry.

I further pledge myself to do all I can for the betterment of our members so that they can get the full benefits of this merger, which I think is the greatest thing to happen to NABET in many years. I think we have a fine future. This is our opportunity for the future and we need to seize it to make the best of it. Thank you. (Applause)

PRESIDENT BAHR: It's now my pleasure to introduce Executive Vice President Nichols to give his annual report to the convention. Nick. (Applause)

EXECUTIVE VICE PRESIDENT NICHOLS: Thank you, Mr. Chairman.

The Office of the Executive Vice President has a number of administrative responsibilities, including administering the Joseph Anthony Beirne Memorial Foundation and the Ray Hackney Scholarship Fund. My office is also responsible for part of the educational program, for the civil rights and fair practices programs, occupational safety and health, and the Union Privilege programs. Those are the specific programs that I will report on in this report.

Among our occupational safety and health activities, we continue to be involved in

activities to further the interests of the union's leaders and members. Our OSHA office has been active in the field of ergonomics since 1979. Activities have focused primarily on the identification, control and elimination of member repetitive motion health symptoms and disorders, as well as provisions of well designed work stations. In addition to working with CWA leaders and members, the union has been a major player in the formulation of national ergonomics and VDT workplace standards.

Dave LeGrande is a member of the American National Standards Institute's Ergonomics Committee. He is also actively involved in OSHA's development of ergonomic standards. Our Occupational Safety and Health office has been working for approximately two years to initiate a VDT repetitive motion study among New Jersey public workers. These efforts have involved leaders of CWA's New Jersey locals and CWA staff, as well as David. It appears that the study, which will be the first major VDT workplace repetitive motion study ever conducted in the public sector, will begin this summer and be completed by the end of 1994.

Dr. Michael Smith, Department of Industrial Engineering at the University of Wisconsin, will be the study's scientific investigator. Catastrophic numbers of CWA's telecommunications members who use VDTs to perform their work experience repetitive motion health symptoms. This situation continues even though since 1983, with supportive data developed by the union's Workplace Safety and Health Office, we have attempted to negotiate ergonomic conditions to identify the occurrences and the severity of repetitive motion health symptoms. David will initiate the 1994 CWA VDT Repetitive Motion Illness Survey, and collected and analyzed data will be utilized in 1995 collective bargaining activities.

In 1987, David authored an ergonomics training grant proposal submitted to NIOSH through the Industrial Union Department's Workplace Health Fund. Conducted with labor education-based centers, over 400 trade union specialists have received comprehensive ergonomics training. Of these, over 50 are from CWA. The grant was re-funded by NIOSH in May.

Reform of OSHA is a top priority for CWA as well as the entire labor movement, as Barbara said yesterday. In December of 1993, CWA formed a headquarters OSHA Reform Task Force to develop and lead the union's efforts. David is the Chair of that task force. Education and training materials have been formulated and distributed to CWA's Executive Board members, to local presidents, and the staff. CWA is hopeful for passage of OSHA reform in 1994.

Thousands of our people work with or are exposed to life-threatening asbestos products. For years, we have been working for adequate protection of our members' past and present exposures. Continuing this work, this office, in coordination with Vice President Gene Russo, is presently conducting an Asbestos Medical Surveillance Program. This investigation with members of Local 3907 and 3990 is anticipated to lead toward representative parties' agreements to provide work-free locations from asbestos exposure and, where exposure has occurred, lifetime asbestos medical surveillance.

CWA leaders continue to be exposed to equipment that emits electromagnetic fields or radiation. In response, the union's OSHA office has developed educational materials. At present, Dave is attempting to develop grant funds to develop comprehensive training and research on health concerns that are associated with electromagnetic radiation exposure.

On January 11, 1994, I announced the initiation of the CWA Occupational Safety and Health Bulletin Board. The electronic bulletin board is intended to enhance communications between and among CWA local leaders, field staff, and Dave's office. Thus far, nearly 50 CWA district and local personnel are using the bulletin board.

Other issues in which the CWA office has been involved include the development of OSHA standards on indoor air quality, confined spaces, lead, and exposure monitoring. Now, just last week, we had our OSHA Conference in Dearborn. We had workshops on stress, on AIDS, American's with Disabilities Act, violence in the workplace, and others.

The people that were there said it was an extremely good conference. The only problem we had, we had 160 people there and we should have had 600. And some of you should have been there. You would have gotten much out of it.

For many years, CWA has been in the forefront of opposing apartheid in South Africa. We have boycotted products from South Africa, and some of us went to jail for that opposition. I was one of those who went to jail.

April 26, 1994, marked the official end of apartheid, a system that institutionalized the

oppression of blacks by a white-minority government, and black and white South Africans voted together for the very first time. Nelson Mandela, a 75 year old black man, who spent 27 years of his life in prison fighting apartheid, and had never voted before, is now the President of South Africa. (Applause)

As mentioned yesterday, but some things bear repeating, Vice President Brooks Sunkett; Administrative Assistant to the President, Gwend Johnson, and CWA Representative Doug Thompson, were among those who traveled to South Africa to serve as observers for these historical elections. We offer our congratulations to President Mandela and to the free people of South Africa. (Applause)

Last fall marked the tenth anniversary of the CWA Minority Leadership Institute. This is a training program in which a minority member from each of our districts comes to the George Meany Center in suburban Washington for three weeks of extensive training. This is one of the most extensive and expensive programs our union has to offer. Our next Minority Leadership Institute is scheduled for October 16 through November 2, 1994.

More than 3,200 CWA members joined brothers and sisters from throughout the Labor Movement who gathered in Washington, D.C., August 28, 1993, to commemorate the 30th anniversary of the March on Washington. In sweltering 95 degree heat, our members marched with an estimated 75,000 others for health care reform, stronger job safety laws, an end to striker replacement, and an end to poverty and joblessness.

My office continues to work with such civil rights organizations as the National Association for the Advancement of Colored People, A. Philip Randolph Institute, the Labor Council for Latin American Advancement, the Coalition of Black Trade Unionists, the National Urban League and many, many others. We give our time as well as our financial help to these organizations.

I would like to take this opportunity to congratulate Rudy Francis and the CWA Minority Caucus on a successful seventh annual national conference, and to remind you that CWA will be holding a National Equity Conference in Atlanta, Georgia on September 18,20, 1994.

The role of our education department is changing. Where once we viewed it quite narrowly as stewards and officers training, we now view it more broadly and have integrated it into many of our union's struggles and campaigns. This year, the Education Department conducted a myriad of education programs and produced educational materials in an effort to further advance the priority goals of the union.

As a majority of locals held elections in 1993, the Department produced a revised local officers' resource manual which was used, along with two new videos, to train new officers in the winter of 1994. More than 800 officers attended these training sessions. A new, revised and expanded "Mobilizing for the 90's" manual debuted as part of the training material. The new manual highlights lessons learned over the last two years, including a new section on "Working Beyond Contract Expiration." In addition to our annual training programs, the Department held its first train-the-trainer session on the local officers' training program. This was designed for district education coordinators and staff with training responsibilities, included an in-depth session on the Secretary-Treasurer's portion of the local officers' training.

This winter as the health care reform legislative battle heated up, the Department produced materials, including a slide presentation and brochure, for one-on-one membership education. The Department is an integral part of the union-wide fight for reform.

At the recommendation of the CWA Equity Committee, the Department created a diversity training program for the CWA Executive Board. We have had part one, and we will have part two later. We hope some day to expand that program to include staff and locals.

President Bahr presented a paper prepared by the Education Department to the Dunlop Commission established by President Clinton to study labor law reform. The paper contains 17 case studies of CWA organizing campaigns and the effects on those campaigns of labor laws which do not protect workers' rights to organize.

The Department continues to act as a resource to provide an education component for as many union programs, mobilization actions and campaigns as possible. For example, this spring the Department worked with the Safety and Health Department to produce an educational slide presentation on OSHA reform legislation. The Department works closely with other headquarters departments and districts in furthering the goals of the union through education.

The AFL-CIO's Union Privilege programs continue to be a success and they can help

local leaders by providing tools that can be used to organize the unorganized and to unionize the already organized.

Libby Sayer, President of CWA Local 9119, has used the CWA Union Privilege benefits as one of many organizing tools in her local's drive to organize 4,000 technical employees at the University of California. Her organizers told potential members that with the benefits, it doesn't cost to join the union, it pays. They let them know that the CWA Mastercard can save them over \$100 a year, that the Union Shopper program can save them \$2.50 every time they go to the movies, or that the health needs service can save them or a member of their families money on prescription medications.

Now, we all know, nobody should join a union to get a low rate credit card and a cheap movie ticket, but you also know that when you go out to organize the shop, the boss is going to start anti-union talk. One thing the boss is going to say is the union is just out to get your money, to take advantage of you.

There is a lot to say to this in response, but part of that answer can be to talk about the union privilege benefits, to tell workers that the union does not make a dime off of those benefits. Tell workers we offer those benefits to save them money. The union will look out for them when they are on the job and will help them when they are at home too.

Those benefits can also be used to unionize the already organized. We know we have a relatively small percentage of our members who are active in the movement. You also have a large group of members who don't have much to do with the union. They don't have much contact and they don't understand it very much. They come to meetings when it's time to ratify a contract, and that's the extent of their relationship.

We have to reach out to those members. We have to activate them so that they help us when we have things to do. These programs, to that extent, are a good influence. They come from the union, not the employer. They can help the members save money, they can help members buy a home.

ITU local member Peter Rooney of Champaign, Illinois wanted to buy a home for his family of four. He could not come up with the money for the 10 percent down payment. He was wondering how he would ever be able to save enough money when he saw a notice about the CWA mortgage program. Through this benefit, he was able to afford his first home. He had to put down 3 percent. The mortgage program helped him save over \$4,000 on the down payment, and forever allowing him that American dream.

Each mortgage also includes strike protection and a built-in assistance fund. The strike protection option covers part or all of the member's monthly mortgage payments during prolonged strikes. The sisters' fund can help pay the mortgage payment in the event that you become unemployed or disabled.

I think this guy will be a good, loyal union member for a long time to come, and you can say the same things about those who have been helped by a lawyer in a time of need. That's why we offer these benefits and these services. We know the AFL-CIO have no desire to be in the credit card or real estate business. We're in the business of building strong unions. These are tools for doing just that. That is what these are, tools.

To show you how popular these programs are, 115,000 members carry the CWA Mastercard. Our members have obtained \$28,000,000 in mortgages and \$102,000,000 in life insurance. Some 4,100 of our members have been helped by a program lawyer. But members will now know about these benefits. Our organizing committees cannot use the benefits as a tool to build membership unless you tell them. We have materials to make it easy for you to do that, promote the programs. You can tell them the Mastercard has no annual fee and the lowest interest rate in the country, just 11.25 percent, or at least among the lowest. That is more than 6 percent lower than most.

Tell them the CWA Loan program offers personal loans designed to be a money-saving alternative to high-interest finance-company loans. Tell them the life insurance program offers supplemental term life programs at rates 25 percent lower than other plans, and with 950 participating attorneys, the Union Privilege legal services remains one of the nation's largest sources of free and discounted legal services, a program that generally costs \$100 or more.

The Health Needs Service is a mail-service discount pharmacy that reduces the high cost of prescription medications for members and their extended families, including family members not living under the same roof.

The Union Driver and Traveler Program combines a motor club, an auto repair service and a travel service in one complete package. The motor club is a better deal than AAA.

The Travel Service offers 5 percent cash back on all domestic air and Amtrak train travel purchased through the program. Union Privilege's union member discounts program offers members negotiated discounts on a wide variety of products and services, ranging from eye glasses and contact lenses from Pearle Vision to car rentals from Hertz. These discounts, are often secured simply by showing a union card.

If all this makes sense to you, try it. Try using these union benefits. Use them in organizing campaigns, at shops, in meetings. Take advantage of them. They can help you win, help your members win, and help your union win.

In closing, I would like to thank those hundreds, if not thousands of volunteers who have continued to work on P.T. Phone Home. Thanks to your efforts, thousands of vets now have bedside telephone service. And with the effort being exerted by our locals all over the country, you are helping to fulfill our dream of a bedside telephone for every vet in every veterans' hospital in the United States. For this we thank you very much.

You have had distributed before you a document that talks about CWA Disaster Relief Fund, about the disbursement of those funds. For those of you who may have misplaced this document, I will briefly review the highlights.

You will recall at last year's convention, President Bahr announced the formation of a committee to deal with disasters which affect our union. I am Chair of the committee and each of the District Vice Presidents appointed a member to the committee. Shortly after the convention, we met at the Meany Center in Silver Springs, Maryland to receive training in disaster relief and to set guidelines for disbursement of funds. We also recommended that the Executive Board and Defense/Members' Relief Fund Oversight Committee allocate \$200,000 from the CWA Defense Fund, which they agreed to do.

You will note from the report that members should receive an amount equal to 25 percent of the uncompensated documented loss-- uncompensated meaning that they must have exhausted every other source of revenue before they came to us for relief-- not to exceed a cap of \$1,500.

We left just a little bit of wiggling room by making allowances for extraordinary cases. To date, we have not had any cases requiring more than the \$1,500 cap. The committee members have done a great job of investigating cases and disbursing funds, and I thank them for the work they have done in the District 1 pipe line explosion; the District 4, 6 and 7 floods; and the District 9 earthquake.

Please note recommendation 2 asking that the locals have active, trained community services committees. The Disaster Relief Committee is available to assist in disaster relief training and other community services training. I would urge their usage in district management workshops and anywhere they can help to reinvigorate our community services program.

To date, we have disbursed \$167,816.50, leaving \$68,470.01 in the account. The reason for the pennies is because this money has been in interesting-bearing accounts. That interest is where the odd cents come in. That \$68,000 is for the next disaster which is bound to happen.

It is my understanding that Delegate Midge Slater of CWA Local 7102 is prepared to make the motion you have before you.

I will turn it back over to you, Mr. Chairman.

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

DELEGATE MIDGE SLATER (Local 7102): I'd like to make a motion, and if I receive a second, I'd like to speak to that, Mr. Chair.

PRESIDENT BAHR: Make the motion.

DELEGATE SLATER: Is the microphone--

PRESIDENT BAHR: It's on.

DELEGATE SLATER: I move that this 56th Annual Convention ratify the action of the CWA Executive Board and the Defense Members' Relief Fund Oversight Committee to allocate \$200,000 from the CWA Defense Fund to care for our members in need.

... The motion was duly seconded ...

PRESIDENT BAHR: It's been seconded from the floor. You may speak for five minutes on your motion.

DELEGATE SLATER: Thank you. In the literature that was passed out this morning

there is a brief note from a member of Local 7102 in which she says, "Thank you for your generous gift to help me recover from the flood of 1993. I hope to use it to get my home back in order. We never recover completely, but it will certainly help. Also, we know we have so many friends and a company who really cares." The significance of her letter is two-fold: Number one, Warren Tiarks, who was our person in the local who was involved in determining what members were affected by the flood, was able to obtain matching funds from the R-BOC for which our members work in Des Moines, Iowa. That increased the amount of money they were able to receive for help.

The assistance Evelyn received from CWA was a check for \$1,500, which in reality was a very small amount compared to the disaster she had to face in cleaning up after the flood. However, to her it was a bank roll of money because, number one, it was the bread that we talk about, but from us she was also able to receive the roses, and that was the time we spent with Evelyn and all of our other members who received our relief money, in crying with them, in sharing some hugs, and in letting them know that we are out there for any concerns and needs they had during that period of time.

The floods in Iowa came after disasters that had happened in the southern part of the country and just prior to more disasters that were going to happen in the western part of the country. So we have members all over who are being affected by something over which we have no control, and that is the weather.

We did have some difficulty and so frustration in obtaining it for our members. Therefore, I think it's very important that we now look ahead instead of knee-jerk reacting to the disaster situation and make sure we have the money to help our members. Thank you. (Applause)

PRESIDENT BAHR: Microphone number 3, Delegate Harmon.

DELEGATE JANET HARMON (Local 9503): President Bahr, Fellow Delegates and all here present, the epicenter of the January 13 earthquake was located in my locals' area. My union office is about one mile from Northridge. My home is five miles from there.

All the people that I live and work with in the Simi, San Fernando and Santa Clara Valleys were affected by the quake. My local serves 2,000 members in these areas. Many of these members lost everything when their homes were burned or their apartment buildings were destroyed by the earthquake. Almost all of them did not have quake insurance because it is very, very expensive.

The disaster assistance people and the assistance that was received from CWA helped to ease the pain of the immense losses these people suffered. Many of them lost not only their homes, but their cars and their pets also.

I would like to tell you a story about someone I work with. She is a single parent with two children, a union member for over 20 years. She lived one block from the Northridge apartment building that collapsed and killed so many people. Her youngest daughter is an epileptic and after the earthquake, the paramedics were sifting through the rubble in her kitchen just to find her daughter's medicine. She had over \$22,000 in personal property loss.

Her insurance company, after discounting her possessions for depreciation and subtracting her \$4,000 deductible, paid her only \$800. And she was one of the lucky ones that had earthquake insurance. She lost her home after the earthquake. Her condominium association raised the monthly fees over \$500, which on a fixed income she could not afford to pay.

She could not sell her condominium because after the earthquake property values went way down below what a lot of people owed on their homes. She lost it and over \$50,000 in equity that she had in her home.

Many more people lost their homes or had thousands and thousands of dollars in damage and no earthquake insurance. In many cases, FEMA did little or nothing, so the CWA disaster assistance was all they had.

On behalf of my Local, my members and all the CWA members who received assistance, we thank you. I also want to offer special thanks to District Staff Representatives Jim Weitkamp, Cherie Brokaw, and also Lela Foreman, and especially my stewards, Kathy, Marcella and Donna, who answered the phones in our Local to help with the disaster relief.

I am in favor of this motion and I hope you are too. Thank you. (Applause) And this microphone keeps falling down. (Laughter)

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

DELEGATE CHARLES D. BATES, JR. (Local 2101): President Bahr, I would like to know if the disaster fund, as designed, is going to be for disasters solely, or will it be used for individual catastrophes that the Local Presidents receive mailings on throughout the year?

PRESIDENT BAHR: No, it is designed to be used for individual disasters.

DELEGATE BATES: Disasters?

PRESIDENT BAHR: Disasters.

DELEGATE BATES: Thank you.

PRESIDENT BAHR: We have a delegate at Microphone No. 1 who wants to move that retired members be included. And by administrative decision of the Committee, they have already done that, so your motion is not necessary. We look at the retired members as being as important as those who are working. (Applause)

On Microphone No. 3, Delegate Porter.

DELEGATE GENE PORTER (Local 7101): President Bahr, I rise in support of the motion. While I am not sure nor do I want to debate whether or not the amount is correct, I feel strongly that the assistance to members whose lives have been ravaged as a result of a national disaster is vital. And what more proper place, what more righteous place for that assistance to come from than their own Union?

Within my Local, none of our members lost their homes, at least not permanently, and no one was severely injured. We learned quickly from the problems in other cities, primarily Des Moines and what happened to their water supply, and as a result of that knowledge, we were able to save virtually all the utilities in the 20 some odd towns where I have members. So we were lucky. But even with that luck, it is rare to find among our members someone who was not impacted in some way. Their basements were flooded, filled with a vile mixture of muddy water and raw sewage. In many instances, houses had their foundations damaged. But again, we were lucky in most cases and it was repairable.

Hurricanes, earthquakes, tornadoes, floods, leave few in the impacted area unaffected. The degree of damage runs the gamut from wet basements to the complete loss of property. The cost to resettle or to rebuild also runs the complete gamut. We do not want to forget any of our members.

If possible, I believe that we ought to position ourselves in this Union to help our members in a time of crisis such as this, and to deliver that help as soon as possible. It is a nightmare, a bureaucratic nightmare, to try and secure help from the government after the fact. Helping our members, after all, is the reason we are here and that is the reason we exist.

I ask you for your support on this motion. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate McGee.

DELEGATE DON MCGEE (Local 9587): Good morning, President Bahr, fellow delegates. Many of my members were directly impacted by the severe earthquake of January 17th. There is an LMT report that is signed by a union member, Mary Palmer. That member is from my local. This person did not expect us to do anything. She thought that she was going to be out on her own trying to deal with the tragedy that occurred at 4:30 in the morning. When we had an opportunity to deliver a check to that member, the lady cried. She was so grateful to our union for what it was able to do in some small way to help her.

It is imperative that the members of this body support this motion. Our members are still rebuilding their lives. Our members are still being impacted by the aftershocks. We need all the help that we can get. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Wilson.

DELEGATE RON WILSON (Local 9587): I am the MAPP Coordinator for that particular area. It was my privilege to deliver the checks from CWA to these members and we had one lady whose house had been destroyed. I personally went through the house with her. We had to crawl through windows and walk in through where the floor had split open. When you see this lady, her story is in here in this book. My version and her version are there.

But the hope that this person had was typical of CWA. It is the type of hope that I saw in another member who got laid off, and he lost his house. I brought him a check, and when I brought him that check from CWA, he told me to tell everybody "thank you." He was talking about all of us. Thank you. (Applause)

PRESIDENT BAHR: There are no more delegates caring to be heard on this issue. All those in favor of the motion signify by raising your hands. Down hands. Opposed by like sign.

The motion is adopted. I want to thank Executive Vice President Nichols and the members of the committees, particularly the three Districts that had these terrible crises. I think the comments that have been made by the delegates who just spoke really say it all as to why we are able, with a lot of credibility, to say that indeed we are a big, solid family.

Would the Appeals Committee come to the platform.

While they come up, I want to recognize Secretary-Treasurer Easterling for an announcement.

SECRETARY-TREASURER EASTERLING: I have received several reports from some of the delegates and also the officers on the stage, and it seems as though we have a scam going through the convention. I wanted to bring it to your attention because they called me this morning at 5:00 a.m. and at that hour, when I am going to be getting up at 6:00, you wouldn't get anything, no matter how desperate your appeal was. But the guy who called me indicated that he was a friend of an officer in the Saginaw local and used a name. I can't tell you what it was.

He said that he was from the local in St. Louis. He had come to this area for a job at Eight Mile Road at the UPS. His small children and wife were with him. He had a check waiting for him for \$700 out there. But he just needed money to get out there.

I had already heard about this, and I have heard about it since then. This is a scam that runs in Washington, D.C. quite often, and some of our people have been caught up in it. Somebody picks up a little bit of knowledge from somebody here, including CWA names, locals, et cetera. They throw names around. He said, "I've called Morty Bahr and I've called some of the staff." He mentioned Gloria Johnson and said, "But their answering machines are on." So it's somebody that has some knowledge of CWA. But it is a scam.

If you are approached or called and you are of a mind to make a contribution, be sure to check out the locals that they are using and the people whose names they mention, and make sure that it's a bona fide request. Thank you.

PRESIDENT BAHR: The members of the Appeals Committee are:

... Each member of the Appeals Committee was introduced as follows, and the delegation responded with a single clap of recognition ...

Paul Sapienza, Local 1105; Jim Cox, Local 14201; Alma Diemer, Local 6507; Sam Latigo, Local 7708; Ed Phillips, Local 4340, Chair. The Chair recognizes the Chair of the Committee.

DELEGATE ED PHILLIPS (Local 4340, Chair, Appeals Committee): Thank you, Mr. President.

The Appeals Committee convened on June 8th through June 13th at the Westin Hotel for the purpose of reviewing and disposing of appeals 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 June 11th and 12th between the hours of 2 p.m. and 6 p.m. Outside of these hours, the Committee was available by appointment. At the Appeals Committee, we heard from several delegates and members and reviewed dozens of files. We would like to thank one and all for their cooperation and assistance in our deliberations.

Committee member Sam Latigo will read Appeal No. 1.

DELEGATE SAM LATIGO (Local 7708):

APPEAL NO. 1

The Executive Board of Local 6508 appealed the CWA Executive Board decision of May 31, 1994, which upheld President Bahr's finding that Local President James Conner's column, which appeared in the Local's newsletter prior to the Local election, improperly promoted his reelection campaign.

On October 26, 1993, member Jo Dana Wood, a candidate for President of Local 6508, challenged the election for President. Among the allegations contained in the challenge were that union funds were used to promote the candidacy of James Conner.

President Bahr reviewed the allegations and determined that while it is not unlawful, per se, for an incumbent officer to publish an article in the Local newsletter, even during Local elections, care must be taken that any article published does not rise to the level of campaign material.

President Bahr reviewed the column in question and determined that the column did indeed cross the line into the range of campaign material. The Appeals Committee reviewed the column and agrees with this conclusion.

The Committee recommends that the decision of President Bahr and the CWA Executive Board be upheld and that the appeal of Local 6508 Executive Board be denied.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. On Microphone No. 4, Delegate Conner.

DELEGATE JAMES CONNER (Local 6508): Good morning, Mr. President, Brothers and Sisters. I am the president of CWA Local 6508 in Little Rock, Arkansas. I have served in the position of president of the local for the past 13 years. In the short time I have here today I will try and cover most of the things that have taken place in this election process.

In March of 1993 my opponent attended her first union meeting after having announced in the workplace she was sick of her job and was going to run for president of the local, since anybody could do that job, you don't have to do anything anyway. My opponent started a campaign of smearing the local, the district, and this national Union.

The Election Committee did everything they could to assist both candidates. My opponent informed the Election Committee that she knew all of her rights as a candidate and did not need any assistance.

My opponent did not ask the Election Committee or the local for any information on the election process.

My opponent did have personal visits with CWA Staff Representative Clint Boling, and had phone conversations with him about the election process.

My opponent did have a copy of the local by-laws, the CWA Constitution, and the Department of Labor book titled "Electing Union Officers".

In the July meeting my opponent made a request for mailing labels of the membership. I had already made my request for the labels. The labels were provided to both candidates without cost to either candidate. In the same meeting, as well as other meetings, the editor of the local newsletter asked for articles for the newsletter. After that meeting I submitted an article to the editor for publication. My opponent chose not to submit one for publication.

The newsletter was mailed out the last of August, 1993. My opponent never raised the issue of the article to the Election Committee or the membership during the campaign.

In September 1993, we had nominations for local officers. All officers were elected, with the exception of president, by acclamation.

There were 805 ballots mailed, 421 returned ballots that could be counted. I won the election with 51 percent of the vote. My opponent challenged the election results to the Election Committee listing 18 different charges.

After the Election Committee investigated all charges, they denied the appeal. My opponent appealed the decision of the Election Committee to the membership, and at the largest attended regular membership meeting to that date the members by 86 percent of the vote denied the appeal.

My opponent appealed the action of the membership to the District 6 Vice President Vic Crawley. Vice President Crawley assigned CWA Staff John Marshall to investigate the charges. John Marshall did a thorough investigation, spending several weeks on the issue. With his findings, Vice President Crawley's response to my opponent about the charge that is before you today was, and I quote,

"The investigation clearly shows James Conner wrote an article called 'Conner's Column'. The column is written and placed in each paper by Mr. Conner as President of the local. The investigation reveals a long standing practice of allowing not only candidates for office to place articles, but any member can submit an article as well.

The editor, in his interview, stated he solicits articles for the paper at each meeting of the membership. In the interview with the Election Committee, the Chair specifically asked if you had requested to place an article in the paper. The response from you was 'no'. If you had requested to place an article in the newspaper and been turned down, the local editor's decision to allow Mr. Conner's few remarks to appear would have been improper.

From my perspective, the remarks in the column are those of the incumbent and made as an incidental part of his office as local president. Based on the fact that you could have also written an article for the paper, I must conclude this charge lacks merit and do not see any reason to justify a rerun election."

My opponent appealed the decision of Vice President Crawley to the President of the

CWA. President Bahr notified my opponent he was upholding the appeal stating in part, and I quote, "While it is not unlawful, per se, for an incumbent officer to publish an article in the local newsletter, even during local elections, care must be taken that any article published does not rise to the level of campaign material. I have reviewed the column in question and while it could be viewed as a close question, it is my --" (Applause)

... At this point, the time having expired, the microphone was turned off ...

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

DELEGATE BERNADETTE WILLIAMS (Local 6320): In 1990, I served as our local election chairperson. Our election was challenged. The challengers bypassed Local's 6320's membership in the vote to overturn the election. They instead notified the labor board. The Election Committee felt that the integrity of the committee was at risk. We appealed through the normal channels by the Constitution, and we sent letters to the district. The district overturned the elective board's decision, and ordered a rerun election. At that time, we sent a letter to you, President Bahr, and in a very eloquent letter to us, you upheld the district's decision.

At that point, we were faced with whether or not we needed to have a rerun election at a cost to the local, or face a possible labor board lawsuit. The decision was a difficult one, but we decided we must do that, and we did call a rerun election.

There are specific rules, both federal and in our CWA Constitution as well as in the local bylaws, which pertain to union elections.

Due to the many challenged elections among which ours was one, in District 6, during 1990, the district made a point to train the Election Committee members for the 1993 elections on how to run a local election. Specifically, the use of the newsletter is closely scrutinized to avoid any bias for any candidate. Extreme care should and must be taken. Pictures, articles, printed comments, could be construed as campaigning.

I ask the delegates to uphold the decision of the Appeals Committee, since they had had an opportunity to review all applicable laws and documents to render their decision. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 5, Delegate Isreal.

DELEGATE STEVE ISREAL (Local 7037): Thank you, President Bahr.

President Bahr, do the local bylaws for the national Constitution prohibit campaign material or articles from being used in Local 6508's newsletter?

PRESIDENT BAHR: The federal law specifically prohibits it, and where the Constitution is not explicit, we obviously would follow federal law.

You are entitled to a second question.

DELEGATE WILLIAMS: I understand that by signed affidavit in this case, from the local newsletter editor, articles have been solicited at several membership meetings. My question, Mr. President, did the challenger submit any articles, and were any of the requests or articles denied?

PRESIDENT BAHR: I am going to refer that to the Appeals Committee. They have the file and they have looked at it most recently. If I can refer that to the Chair of the committee.

CHAIR PHILLIPS: Not that we're aware of.

PRESIDENT BAHR: On Mike 4, Delegate Murphy.

DELEGATE JOHN MURPHY (Local 6508): President Bahr, my name is John Murphy. I am the vice president of 6508. I am also the editor of our local's newsletter. During my ten years as editor, I have consistently requested articles for publication from the membership at local meetings. During the election year, I specifically request written articles. This gives the candidates an opportunity to present their views and a chance for the members to be better informed about the candidates. Ms. Wood never submitted an article or requested that an article be submitted on her behalf. Ms. Wood or any other candidate who submits an article to me would cause me to feel obligated to publish it to ensure equal treatment among all candidates. I truly believe that this election held by our local was done so in a legal, fair and honorable manner, that this is why I urge you to vote in favor of 6508 and against the motion of the Appeals Committee.

PRESIDENT BAHR: On microphone number 5 Delegate Saunders.

DELEGATE ROBERT SAUNDERS (Local 6503): Mr. President, I would just like you to give us the results of the election, the total results for each candidate.

PRESIDENT BAHR: Well, we heard that everyone but the president ran unopposed. Does the committee have the exact tally? President Conner said he won by 51 percent. I don't

know what the actual vote difference was. Do you have that?

CHAIR PHILLIPS: We are checking right now, Mr. President.

PRESIDENT BAHR: I guess we can get a pretty good ballpark figure. A little over 400 votes were cast. I suppose you can take 51 and 49, we get the spread while they are looking at it.

CHAIR PHILLIPS: Mr. Conner's won the election 215 votes to 206 votes.

PRESIDENT BAHR: Nine vote spread. Second question.

DELEGATE SAUNDERS: I don't have a second question.

PRESIDENT BAHR: Mike 1, Delegate Green.

DELEGATE FREDDIE GREEN (Local 3410): I move the previous question.

PRESIDENT BAHR: Motion was made to close debate. It takes a two thirds vote. All in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

Before you is appeal number 1. All those in favor of the Committee's recommendation indicate by raising you hand. Down Hands. Opposed by like sign. It is defeated. (Applause)

Hold on just a second. I would invite Delegate Conner to go to motion microphone number 1 and make an appropriate motion to the effect that appeal of Local 6508 be upheld. The Chair recognizes Delegate Conner.

DELEGATE CONNER: I so move the question.

... Seconded from the floor...

... The following remarks were presented to the stenographers for inclusion in the proceedings as follows:

DELEGATE JIM BOWEN (Local 6508): Good morning, I am Jim Bowen, the Executive Vice President of Local 6508, Little Rock, Arkansas. I stand here today representing the entire executive board of Local 6508. We are appealing to you, the delegates, to right a wrong.

In October of 1993, Local 6508 conducted a local election of officers. Only one position was challenged, that being the office of president. The election process was carried out in a fair and impartial manner, while complying with the election rules of Local 6508 and the national union. The election was won by the incumbent, James Conner.

Since that election, the officers of Local 6508 have suffered from a barrage of false accusations, hurled by the defeated candidate. The defeated candidate has charged wrongdoing on the part of all the officers in Local 6508. Her challenges of the election process were denied by the Election Committee of Local 6508. They were denied by the membership of Local 6508. They were denied after a most thorough investigation by District 6 Vice President Crawley. Of the 18 charges appealed to President Bahr, he addressed only one, calling it a "close call."

The defeated candidate, until March, 1993, had never attended any local membership meetings. She has never held any elected or appointed positions within the Local. She has gone outside the internal appeals process we are involved in now, by appealing to the Department of Labor. She has also held an impromptu press conference, which resulted in Local 6508 being slandered in Arkansas' largest anti-union newspaper.

The defeated candidate has shown no concern for the well-being of the local. She has for the past 15 months tried to tear it down in a variety of ways. She has never given personal time for the betterment of the local. She was asked several months ago to serve on Local 6508's Bargaining Committee. She quickly and firmly refused.

James Conner has faithfully served Local 6508 as president for the past 13 years. Many of you know him. Those that do, know he is dedicated and hardworking, highly respected in Arkansas by many union leaders and politicians. He serves on the Executive Board of the Arkansas AFL-CIO. He has served on a variety of committees at the direction of District 6 vice presidents. He has given many hours of personal time to not only this local, but others, by aiding other local presidents when asked to do so.

Brother and sisters, we stand here today asking you to help us bring back some sense of reasonableness to this situation. We ask you to put yourselves in our position. We implore you to vote with Local 6508 in this appeal and to send a message to anyone who would defame this Union, such as the defeated candidate, that actions such as she has displayed will not be embraced or upheld by this body of strong union leadership. Please vote against the motion of the Appeals Committee and support Local 6508 in this endeavor. Thank you for your consideration. ...

PRESIDENT BAHR: It's seconded. I think we have had the debate. All those in favor

indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. Thank you. (Applause)

The Chair recognizes the Appeals Committee.

CHAIR PHILLIPS: Committee member Jim Cox will read appeal number 2.

DELEGATE COX:

APPEAL NO. 2

Charles Harrington of Local 14117 appealed the decision of the CWA Executive Board regarding the timeliness of an earlier appeal.

The Appeals Committee reviewed the file and concluded that Harrington's appeal was not filed in a timely fashion as prescribed by the Internal Appeals process. The Appeals Committee recommends that the Convention uphold the decision of the CWA Executive Board and that the appeal of Charles Harrington be denied.

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

... The motion was duly seconded ...

Seeing no one at any microphone, all those in favor of the Committee's recommendation indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

CHAIR PHILLIPS:

APPEAL NO. 3

Jesse C. Holliday, Jr., a member of Local 14620, appealed the CWA Executive Board decision of July 24, 1993 denying his appeal.

Member Holliday's appeal involves three basic issues.

1. The ballots were not obtained from the Secretary-Treasurer as required by the Local Bylaws.

2. A member obtained a mailing list from the company. 3. Retirees' eligibility to vote in Local elections.

The Committee has investigated the many documents pertaining to this appeal and have concluded the following:

1. The Secretary-Treasurer delegated to the Election Committee Chairman the duty to obtain the ballots, and in any event, Member Holliday offers no proof as to how this affected the outcome of the election.

2. The appellant offers no proof of this allegation.

3. Retired members have the right to vote in Local matters if their dues are paid. An investigation disclosed that all of the retirees who voted in the election satisfied the dues payment requirement. In addition, all issues were investigated by the Department of Labor and no violation was found.

The Appeals Committee recommends that the Convention uphold the decision of the CWA Executive Board and that the appeal of Member Holliday be denied.

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

... The motion was duly seconded ...

Microphone number 3, Delegate Whitehead.

DELEGATE CHARLES S. WHITEHEAD (Local 14620): Mr. President, brothers and sisters, I rise in support of the recommendation of the Appeals Committee to reject the appeal of Jesse Holliday. This appeal not only touches me personally, since I am one of the elected officers about whom most of the allegations were made. It touches me emotionally as well since the main thrust of this appeal deals with the abolishing of the right of our retirees when it comes to dealing with local matters.

It affects me emotionally because I have known the union ever since I can remember and the spirit of Jessie Holliday goes against the grain of everything I was taught. My grandfather, before he died, and my father, before he died, were members of Mailers 3, as well as uncles and cousins and cherished friends of my family. Many of these friends have retired with the dignity and respect that they so richly deserve. My stepfather is a 50-year retired member of the United Auto Workers and I keep in close contact with those friends who have retired. I learn from each and everyone of them every chance I get, and I learn a lot.

My roots in labor run deep. I walked my first picket line when I was 13 years old with my stepfather and I still remember the strength that I saw and I--

PRESIDENT BAHR: I hate to interrupt the Delegate. We would like you to get to the

Appeal--

DELEGATE WHITEHEAD: Okay.

PRESIDENT BAHR: --rather than a biography.

DELEGATE WHITEHEAD: I want to say this, Mr. President, because of the heritage with which I was brought up. Today, I remember the heritage. I go to the retirees and I draw from their strength and I get the courage to go on.

Jesse Holliday stood up at a Local meeting and had the gall to say the retirees were an albatross around the neck of the union. I disagreed with him then and I disagree with him now.

The retirees are a cherished part of our heritage and they don't deserve the spirit of Jessie Holliday. (Applause) I am proud of the retirees in St. Louis. I am proud of the retirees of this union and I can say right now with a bold confidence and a renewed spirit that the retirees deserve to be honored.

They don't deserve the spirit of Jessie Holliday and I ask that this convention overwhelmingly support the recommendations of the Appeals Committee. Thank you so very much. (Applause)

PRESIDENT BAHR: Thank you. No other delegate is at the mike. All those in favor of the Committee's recommendation on Appeal Number 3 indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

CHAIR PHILLIPS:

APPEAL NO. 4

Tom Van Aken, President of Local 9421 and Berta Gonzales-Cable, Secretary-Treasurer of Local 9421, appealed the CWA Executive Board's decision of April 26, 1994 which upheld President Bahr's decision.

The facts and past history of this matter, as investigated, are as follows: During a Local 9421 membership meeting on September 14, 1993, Maria Navarro and Marie Burchett (both retired from the bargaining unit) were rejected for membership by membership action. All parties agree that Navarro and Burchett had intended to render dues, become members, and run for Local office. During the same September 14 meeting, other retirees were accepted into membership. Navarro and Burchett were set aside and voted on separately because they were "long-time retirees" who had let their membership lapse.

The issue of retiree rights for CWA membership leads this Committee into the CWA Constitution and 1991 Convention action.

Under the CWA Constitution, Article V, Section 1, a retiree may retain active membership status by paying dues and an individual who has allowed his or her membership to lapse may rejoin as an active member at any time.

A constitutional amendment was proposed at the 1991 Convention that would have clarified the language of Article V, Section 1, and prohibit the practice of retirees dropping in and out. This amendment was defeated. Thus, a retiree is allowed to rejoin the Union.

While it is certainly true that a Local has the right to deny membership to individuals, that right is not without limitations. For example, a Local certainly could not deny membership on the basis of sex, race, age or disability. Likewise, a Local would not be allowed to deny membership to an individual on the basis that the individual had previously been a member, had run for Local office or announced an intention to do so. The Appeals Committee agrees with President Bahr that a Local may also not deny membership on the basis that an individual is a retiree who has allowed his or her membership to lapse.

Since Navarro and Burchett were denied membership and the opportunity to be nominated and run for office, the Committee agrees the election should be rerun.

The Appeals Committee recommends that the Convention uphold the decision of the CWA Executive Board and the appeal of Tom Van Aken and Berta Gonzales-Cable be denied.

PRESIDENT BAHR: You heard the motion. It is seconded from the floor.

... The motion was duly seconded ...

On Microphone number 3, Delegate Van Aken.

DELEGATE TOM VAN AKEN (Local 9421): President Bahr, fellow unionists: "Question: Is it possible for a person who is retired by reason of age or disability to vote or run for office?" "Answer: Yes, if he or she continues to be an active member of the retirement and remains an active member in good standing by payment of dues."

This answer and question can be found in two separate documents, the UOPM section 4,

and the booklet distributed by the CWA Education Department, titled "How To Conduct Union Elections." "In the event an application is denied each local shall establish a membership committee or membership committees which shall act upon applications for membership."

"Membership committees shall accept or reject such applications for membership subject to the right of the local to overrule the committee."

Both quotes are from our CWA Constitution. Local 9421 adheres strictly to the Constitution and utilized the CWA published instructions on how to conduct an election.

There is no evidence to show that Local 9421 did anything but exercise its right to act on applications for membership. Local 9421 does not discriminate against retirees. Presently and proudly we have a number of retired members who have never let their dues lapse who are involved in the grievance process, who are active in committee work, who attend membership meetings and support our local at every turn.

We hear from these other individuals once every three years with a dues check for the month in hand ready to be nominated and thus to bid for an elected office. Once the election process is complete, their dues stop and their involvement ceases to exist for another three years. These individuals chose not to continue their membership and chose not to support CWA.

Now, I ask you to do the opposite. I ask you to support CWA and every member's right by our Constitution to accept or reject applications for membership. We can do this by upholding the decision rendered by our local membership. I believe it is the fair and righteous thing to do.

One final thought I would offer to you. If you had the good fortune to hear President Bahr's speech at the rally last evening, you heard him describe that divisiveness and damaging influence destroying our union from within.

You heard him ask you to imagine having your own local XYZ coalition of individuals perpetuating their own agenda rather than the agenda of CWA. Well, I do not have to imagine. I had that influence in my local. Remember when President Bahr asked you to join hands with the person to your right and say to that person, "I will be there for you." If you felt as I did that same bond of power in the circle of combined strength, I ask you to please be there for us today. Do not allow our local to be the weak link in that chain of unity.

I fear if you do not support our appeal by voting no on the motion, you will someday face that same anarchy and divisiveness that our local must endure today.

I ask you to show the stronger united voice of this great union while the opportunity to preserve democracy is in your capable hands. Thank you. (Applause)

PRESIDENT BAHR: Microphone number 5, Delegate Chiaravalle.

DELEGATE BERNARD J. CHIARAVALLE (Local 9404): President Bahr, did I hear the prior speaker correctly when he said, in fact, in this instance these individuals who had been retired for some time had made it a practice and a policy of letting their dues lapse and then at the time of nominations and elections offer to join, and upon losing they then let their dues lapse again until three years later? Do we have information to the fact that that is what was happening?

PRESIDENT BAHR: Does the Committee have that information?

CHAIR PHILLIPS: Mr. President, we do not have anything to indicate that it happened more than this time.

PRESIDENT BAHR: There is nothing alleging that it happened more than this time in the file.

You are entitled to a second question.

DELEGATE CHIARAVALLE: The second question, and I hate to put you on the spot, but if you were listening to him, isn't that what he said happened?

PRESIDENT BAHR: Whatever he said is in the record. We have to operate by what is in the file because the file started down at the local level and worked its way up.

DELEGATE CHIARAVALLE: Okay, thank you.

PRESIDENT BAHR: On Microphone No. 4, Delegate Gonzales-Cable.

DELEGATE BERTA GONZALES-CABLE (Local 9421): Mr. Chairperson, Sisters and Brothers, I ask for your attention, I ask for your support of our appeal. The President and the Executive Board decided that we must rerun the election for the offices of President and Secretary-Treasurer of our local.

Sisters and Brothers, our members have done nothing wrong. As the newly elected officers of our Local, we did nothing wrong. At our September 1993 meeting, the membership voted not to accept the applications of two individuals for membership. That is our right to accept

or reject applications for membership. It is a right guaranteed to all locals by our CWA constitution.

Our members just finally got fed up with these individuals and their antics. Over the past twelve years, they have turned their backs on the Union and ignored our local until such time as it selfishly benefited their own interests and hurt and weakened our local and our membership. So what did we do wrong? There was one piece of correspondence that our local could not discriminate against applicants for membership based on sex, race or age. Well, of course not. As a Hispanic woman, I am highly sensitive to these issues and can assure you there was no such discrimination.

We have been told, and we agree, retired members who continue to pay dues may run for local office. Of course they can. We would not have it any other way. We have good dues-paying retired members who work day in and day out for our Union.

The issue is purely and simply this: Do we or do we not have the right to accept or reject applicants for membership?

In our case, two former members, whose membership had lapsed for non-payment of dues, tried to become members again by bringing a check for dues the night of the membership meeting when nominations were to take place. They have done this every three years at election time and had gotten away with it, never to be seen again for the next three years and never paying dues until the next election round. Their application was rejected by a vote of the membership.

The national now orders us to accept these two as members and rerun the election for the offices of President and Secretary-Treasurer so that they can be included on the list of candidates for those and only those offices. This is just not good unionism, nor is it the right thing to do.

In support of our Constitution, in support of our right as CWA members, I ask for your support on this very important issue. Thank you for your time and consideration. (Applause)

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

DELEGATE GREG BALL (Local 9421): Brother Chairman, I move to close debate on this issue.

... The motion was duly seconded ...

PRESIDENT BAHR: A motion has been made to close debate. It takes a two-thirds vote.

All those in favor indicate by raising your hands. Down hands. Opposed by like sign. The motion is carried. The issue before you is Appeal No. 4. All those in favor signify by raising your hands. Down hands. Opposed by like sign. It is defeated. (Applause and cheers)

And I would invite Delegate Van Aken to come to the Motions Mike and make the appropriate motion. Delegate Van Aken. Where is Delegate Van Aken? Will you come to the Motions Mike? The motion should be to uphold the appeal of the Local.

DELEGATE THOMAS J. VAN AKEN (Local 9421) I am sorry, President Bahr, could you repeat exactly what my motion should be? (Laughter) I am a little nervous. (Laughter)

PRESIDENT BAHR: Your motion should state that the Convention sustains the appeal of the local.

DELEGATE VAN AKEN: I move that the Convention sustain the appeal of Local 9421.

PRESIDENT BAHR: You've got it.

DELEGATE VAN AKEN: Thank you. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: We have had the debate. All those in favor signify by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)
Appeal No. 5.

CHAIR PHILLIPS: Committee Member Sam Latigo will read Appeal No. 5.

DELEGATE SAM LATIGO (Local 7708):

APPEAL NO. 5.

Salvatore Ambrosino, a member of Local 1153, appealed the CWA Executive Board's decision of May 23, 1994 denying arbitration of his grievance.

Member Ambrosino had filed his grievance challenging the rehiring of two junior employees, rather than allowing him the opportunity to transfer to those positions. Member

Ambrosino claims he is a disadvantaged employee as defined by the agreement reached between CWA and AT&T after Arbitrator Hardin ruled that AT&T violated the contract when it split the ComTech layoff universe and ordered "employees laid off" to be recalled.

The Appeals Committee has reviewed all the facts and recommends that the Convention uphold the decision of the CWA Executive Board and that the appeal of Member Salvatore Ambrosino be denied.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

On Microphone No. 4, Delegate Algieri. Did I say it right?

DELEGATE MARIE L. ALGIERE (Local 1153): Yes, you did.

Regarding Sal Ambrosino's appeal, I am sorry I am not prepared because we were advised that it was too late for the convention. But I do know some of it, so I will tell you what I know.

Sal Ambrosino was disadvantaged. He was from Rhode Island and in a surplus condition. He was told by management, like the others in his office, that he had a choice of filling a vacancy in White Plains or go into the street. Sal and the others in his organization were going to open another business unit and they were going to use ComTech, but none of them would qualify because they were not from the same business unit. So, therefore, if there was a vacancy they would not be recalled. So Sal, in that case, took the job in White Plains.

When they opened this business unit, they did call these people that were on the street. They did a recall. So Sal filed a grievance because he felt that he was told that he would not get a job so, therefore, he took it in White Plains. Had he gone on the street he would have been eligible for that job as he had more seniority than anyone that was recalled.

He was denied, saying that he was not disadvantaged. But he was misinformed and had he been informed properly he would have that job in Rhode Island. And that is why we would like you to reconsider this and read more of it. He has been very eloquent in what he has had to say in his appeals and we just feel that if you had read his appeal you would not feel this way about it. (Applause)

PRESIDENT BAHR: Thank you.

On Microphone No. 3, Delegate Souder.**DELEGATE GERALD SOUDER (Local 4351):** As one of the people on the Arbitration Implementation Committee for that separate universe case, I can assure you we looked at all the appeals that came from Sal. We looked at all of them closely. The Arbitrator's ruling stated that those people, not just that they were laid off but they were unfairly laid off. In his case, while it is a tragedy that the AT&T is laying off our members by the Article 24, he was properly laid off at that time. And we could not look at the fact that the company told him something and he listened to the company because I can assure you the company does tell lies. (Applause)

We gave the results to Sal on his appeal to us. He appealed over and over again, and we still explained that we could go no further based on what the Arbitrator ruled and the interpretation of that.

So I would ask that you support the Appeals Committee recommendation. Thank you. (Applause)**PRESIDENT BAHR:** There are no other delegates caring to speak on this appeal.

All those in favor of the Committee's recommendation on Appeal No. 5 indicate by raising your hands. Down hands. Opposed by like sign. The appeal is adopted.

Appeal No. 6.

CHAIR PHILLIPS: Committee Member Alma Diemer will read Appeal No. 6.

DELEGATE ALMA DIEMER (Local 6507):

APPEAL NO. 6

Daisy Brown, Secretary-Treasurer of Local 2300, appealed the CWA Executive Board's decision of November 1, 1993 which upheld District 2 Vice President Catucci's ruling.

On April 8, 1993, Vice President Catucci received an appeal from Blondell Stewart-Ware regarding a motion adopted at the January 14, 1993 membership meeting. On May 24, 1993, Vice President Catucci issued his decision sustaining the appeal.

On June 23, 1993, Daisy Brown appealed Vice President Catucci's ruling based on Section 1, Paragraph C, item 3 of the CWA Internal Appeals Procedure which states "the Vice President shall review the complaint and within thirty (30) days affirm, reverse or modify the

decision...." It is Daisy Brown's position that the decision to sustain is untimely and cannot be accepted.

President Bahr in his decision states "that while the CWA Internal Appeals Procedure does set forth time limits..., the failure of a Vice President to meet those time limits does not result in a default judgment for the other party."

The Committee's strong feeling was to look at the merits of the original appeal. The appellant made this impossible by only appealing the timeliness of Vice President Catucci's decision. The Appeals Committee finds no reason to disturb President Bahr's decision. The Appeals Committee recommends that the Convention uphold the decision of the CWA Executive Board and the appeal of Daisy Brown be denied.

PRESIDENT BAHR: You heard the appeal.

... The motion was duly seconded ...**PRESIDENT BAHR:** Seconded from the floor.

They tell me there is a problem with the telephones on Microphone No. 4, so hang on just a minute.

Why don't those at Microphone No. 4 go over to Microphone No. 2. Until they get it straightened out, Microphone No. 2 will be used in lieu of Microphone No. 4.

My error. Microphone No. 2 is hooked to the parliamentarian. Use Microphone No. 5. (Laughter) Microphone No. 5, in lieu of No. 4, Delegate Evans.

DELEGATE LESLIE D. EVANS (Local 2108): Thank you, Morty. I would just like to ask, is there a technician in the house? (Laughter)

PRESIDENT BAHR: You are entitled to a second question. (Laughter)

DELEGATE EVANS: Have they all been laid off? (Laughter)

Good morning, Brothers and Sisters. I rise today in opposition of the Appeals Committee decision. We in the CWA have always taken a great deal of pride in the fact that we are a democratic union. We have worked by the principle that no one individual is any less important than anyone else.

We as local officers and delegates are elected on that principle and, in turn, elect our national officers with the same ideal in mind.

While we do not always agree on the best course of action to be taken on issues, I don't believe that any one of us feels that we are any less important than anyone else when it comes to debating these issues. We come here once a year to meet and debate the issues of our great Union, and we conduct such business in an orderly fashion in order that everyone has the same opportunity to have a voice, to express their opinion, to be heard.

What we have before us today is an appeal to protect the integrity of that process. What we have before us today in this appeal is a Local Executive Board asking the question, "Do we all have to play by the same rules?" (Applause and cheers)

The CWA Constitution internal appeals procedure spells out very specific rules for an orderly appeal process by which members can have their grievances against the union, a local, or a union or local officer addressed. The Constitution gives the authority for setting up such an appeal procedure to the Executive Board of the Union, those rules can be found on pages 24, 25 and 26 of the CWA Constitution, as amended April 1992. As you can see, the rules are two full pages, and are clear and specific as to how the process is to be moved forward.

Included in this process are time limits the appellant is responsible to abide by, as was demonstrated today in Appeal No. 2.

Likewise, there are time limits by which we as local representatives must abide, in order to see the process through in an orderly fashion.

What you have before you today is an appeal based upon the idea that although the appellant must abide by specific time limits, and we as local representatives must abide by specific time limits, members of the Executive Board are held exempt from these same time limits.

In the case before us today, a member appealed the decision of the local membership concerning salaries for local officers. Ironically, it was a case where the local Executive Board had voted to reduce salaries because of downsizing and, as a result, one member of the Executive Board appealed the decision to the membership.

The membership subsequently upheld the Executive Board action, and the member in turn appealed the decision to the District 2 Vice President, on April 6, 1993, and was received in his office on April 8th, 16 days-- no, excuse me, I lost my place.

The Vice President, Pete Catucci, did not respond until April 24, 1993, and the letter was received in the local office on May 25th.

I didn't say that right, either.

PRESIDENT BAHR: Take your time.

DELEGATE EVANS: The Vice President did not respond until May 24th; it was not received in the local office until May 25th, sixteen days beyond the constitutionally set time limit.

The internal appeals procedure spells out in detail under Section C, paragraphs 1, 2 and 3 as follows:

"1. The decision of the local may be appealed in writing to the appropriate geographical vice president within thirty (30) days following the date of the notice of the local's decision."

And, "2. The vice president shall take whatever steps are deemed necessary to secure the facts of the matter complained about, which may include investigation and the obtaining of all records of the matter in possession of the local, its officers or governing body."

And, "3. The vice president shall review the complaint and within thirty (30) days affirm, reverse or modify the decision of the local, or return the complaint to the local with such direction or order as may be determined to be appropriate. He or she shall notify interested parties of his or her actions."

In this case, Vice President Catucci was not within those time-- (Applause)

... At this point, the time having expired, the microphone was turned off ...

PRESIDENT BAHR: On Microphone No. 5, for the purpose of a question.

DELEGATE JAMES T. ARRINGTON (Local 2300): President Bahr, my question is, in reviewing the motion, what was reviewed in the motion and what was that motion?

PRESIDENT BAHR: Neither the Committee nor I understand the intent of your question.

DELEGATE ARRINGTON: The intent is that you are saying in the appeal that only timeliness was appealed?

PRESIDENT BAHR: Yes. You are entitled to a second question.

DELEGATE ARRINGTON: Okay. Could you repeat that motion that we received in the appeal? Do you have access to it?

PRESIDENT BAHR: As the Committee stated, they tried to get to the substance of the original appeal by the appellant. All we wanted to pursue was the question of timeliness.

Delegate Leggett.

DELEGATE WILLIE LEGGETT (Local 2300): President Bahr, Fellow Delegates, I rise to speak in opposition of this recommendation of the Appeals Committee.

My salary was cut also. I am asking you, the delegates, the governing body of this convention, to allow the officers of Local 2300 to continue to operate the local in the best interests of our members. I am asking you, the delegates, to support us in our quest.

The very Constitution that we are reading at the convention is very clear. The time limit is established for each step of the appeals procedure for all parties involved, including the vice president. Quoting from the Appeals Procedure section, Section c(3), "The vice president shall review the complaint and within thirty (30) days affirm, reverse or modify the decision of the local or return the complaint to the local with such directions or orders as may be determined to be appropriate." The vice president received the appeal on April 8, 1993. The local received his answer dated May 24, 1993. It is very clear that the time involved far exceeds the 30 days.

However, the local did not appeal his decision solely on that basis alone. In our appeal, the local requested that he earnestly review our bylaws, which give us the right to establish salaries. Our bylaws have not been--

PRESIDENT BAHR: Let me interrupt. You are not speaking on the issue of the appeal. You are speaking on the merits of the original appeal, which is not before this convention. I would appreciate it if you would stick to this appeal, which only deals with the timeliness issue. Thank you.

DELEGATE LEGGITT: I appeal to the governing body, brothers and sisters. If my rights are taken from me, who will be next? We have the right to conduct the affairs of our local according to our bylaws. Please allow us to continue to do so. Do the right thing. I urge you to defeat the Appeals Committee's recommendation and uphold Local 2300 in our quest for justice, and restore our faith in the written word, the Communications Workers of America Constitution. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Johnson.

DELEGATE CHRISTINE JOHNSON (Local 6201): I move the previous question.

... The motion was duly seconded ...

PRESIDENT BAHR: The motion is made to close debate. It is not debatable. All those in favor signify by raising your hands. Down hands. Opposed by like sign. The motion is carried. Debate is closed.

Before us is the Committee's recommendation on Appeal No. 6. All those in favor of the Committee's recommendation signify by raising your hands. Down hands. Opposed by like sign. It is defeated. (Applause and cheers)

I invite a member of Local 2300 to come to the Motions Mike and make the appropriate motion.

Microphone No. 1. **DELEGATE LEGGITT:** I move the convention sustain the appeal of Local 2300 to the convention.

... The motion was duly seconded ...

PRESIDENT BAHR: The motion has been made and seconded. All those in favor signify by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

CHAIR PHILLIPS: Committee member Jim Cox will read Appeal No. 7.

DELEGATE JIM COX (Local 14201):

APPEAL NO. 7

Donald Chuckran, a member of Local 14503, appealed the CWA Executive Board's decision of May 31, 1994. Member Chuckran's appeal concerns the fact that because he is salaried, he has to pay dues on his complete salary, while hourly employees pay dues on their hourly wages and overscale.

On September 25, 1987, a dues task force was appointed to review the application, calculation, and collection of CWA dues from Sector members. The task force recommended the following interpretation of "straight time earnings" as used in the ITU/CWA merger affiliation document be defined as earnings that are equivalent to CWA's projected monthly earnings of the member. These earnings are calculated as follows: Weekly wage or salary x 52 ÷ 12 equals projected monthly earnings of a member. There is no exclusion for any portion of a salaried worker's wage.

The method of collecting dues is consistent with Local Bylaws, Sector Bylaws and the CWA Constitution. This policy has been consistently and evenly applied since its inception.

The Appeals Committee recommends that the Convention uphold the decision of the CWA Executive Board and that the appeal of Member Chuckran be denied.

... The motion was duly seconded ...

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

On Mike No. 3, Delegate Cellini.

DELEGATE ALEX CELLINI (Local 14503):

Delegates, I urge you to uphold the decision of the Appeals Committee. This appeal began locally and it was very prudently looked at throughout the total grievance procedure.

This is your union at work, my union at work. The difficulty I have with even having to come on this floor is that proponents of that type of action lead to little more than disruption and decertifications, and we need none of that.

I urge you delegates to vote in a unanimous posture. And, Mr. President, I don't know if I would be out of order, but I would like it duly recorded if we get a unanimous decision. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Attard.

DELEGATE SAMUEL ATTARD (Local 14503): Mr. Chuckran's appeal has been reviewed at least four times before coming to this body. It was denied each time. Mr. Chuckran's appeal has no merit, and I urge you to deny it here also. Thank you. (Applause)

PRESIDENT BAHR: No other delegates appear to want to speak. Before you is Appeal No. 7. All those in favor signify by raising your hands. Down hands. Opposed by like sign. It is adopted.

Can I have that vote again? At the request of the delegate, all those in favor signify by raising your hands. Down hands. Opposed by like sign. Seeing no hands up, I call it adopted by a unanimous vote. (Applause)

CHAIR PHILLIPS:

APPEAL NO. 8

Member Barry Anderson of Local 6171 appealed the Executive Board's decision of April 27, 1994, supporting CWA District 6 Vice President Crawley's decision not to take his grievance to arbitration.

Member Anderson filed a grievance contending that GTE had violated Article 28 of the contract by downgrading him while contracting out bargaining unit work. The company denied the grievance on the basis that contracting out was not occurring.

Investigation has shown that member Anderson was downgraded as a result of being replaced by a more senior splicer from within the bargaining unit. The Appeals Committee agrees with the original decision that the company's actions did not constitute a violation of the contract and that the Union would not prevail in arbitration.

The Appeals Committee recommends that the CWA Executive Board's and Vice President Crawley's decision be upheld and the appeal of Member Anderson be denied.

... The motion was duly seconded ...

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

No delegates are at any of the microphones. All those in favor signify by raising your hands. Down hands. Opposed by like sign. It is adopted.

CHAIR PHILLIPS: Committee member Sam Latigo will read Appeal No. 9.

DELEGATE SAM LATIGO (Local 7708):

APPEAL NO. 9

The Executive Board of Local 6016 appealed the November 1, 1993 decision of the CWA Executive Board that Local Executive Vice President Dorothy Cain should be paid for salary vouchers submitted for calendar year 1993. The Local Executive Board of 6016 contends that Executive Vice President Dorothy Cain retired from the company and was not entitled to salary because no lost time wages were involved.

Article X, Section III(f) of Local 6016's bylaws state: "As a full-time Executive Vice President, receive salary and benefits equivalent to the job title held at the time he or she takes office to receive wages and benefit increases as they occur."

The initial action to deny Dorothy Cain's salary was taken by a vote at a local membership meeting. The Appeals Committee concluded that what is at issue is whether or not the membership could take a vote that supersedes the Local's bylaws absent of an amendment to the bylaws.

At the time Dorothy Cain took the office of Executive Vice President, she held the title of Pay Telephone Consultant. The Local's bylaws establish the salary of the Executive Vice President based on the title the individual held at the time they took office.

The Appeals Committee recommends that the decision of the CWA Executive Board be upheld and the appeal of the Local 6016 Executive Board be denied.

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard the motion, seconded from the floor.

On Microphone No. 5, in lieu of microphone No. 4, Delegate Gardner.

DELEGATE BARRY R. GARDNER (Local 6016): Delegates, President Bahr, Brothers and Sisters: I first want you to keep in mind that this appeal not only relates to the Local Bylaws interpretation but it also relates to the violation of the CWA Constitution internal appeals procedure. There are circumstances which precede and succeed all of the rhetoric you have heard in the past few days, but these are the facts.

On January 6, 1993 the Executive Board of Local 6016 interpreted its bylaws on the issue that the E.V.P. should not receive lost time wages since she was then retired from Southwestern Bell; however, she would continue to receive her monthly expense allowance. They further agreed that the issue of pension and salary, while serving in office, would be referred to the Bylaws Committee and that the E.V.P. would propose the language.

On three occasions the E.V.P., between February 11, 1993 and March 16, 1993 violated Article IX, Section 4g of the Local Bylaws which reads: "The Executive Board shall have the authority to interpret these Bylaws except as they may have been interpreted by the membership subject to Referendum."

The E.V.P. disregarded the direction of the local's Executive Board by acting as spokesperson for the local in requesting an interpretation of the local's bylaws. The E.V.P. did not inform the Local's Executive Board of her letter-writing campaign to the District leadership

asking for said interpretation until July 14, 1993.

In a letter dated March 26th to E.V.P., Cain, V.P. Crawley usurped his authority and the authority of Local 6016's governing body by intrerpreting the local's bylaws. V.P. Crawley failed to thoroughly investigate and remand the issue to the membership or the Executive Board of the local. His action caused the Local to violate its own rules as it relates to double dipping and payments of funds not entitled in the amount of \$40,580.28.

Motions were made at two regularly scheduled membership meetings, on May 6, '93, and November 4, '93, to pay the E.V.P. Both motions were defeated.

On June 4, 1993, E.V.P. Cain wrote a letter to Vice President Crawley. Vice President Crawley erred and violated the Constitution by accepting this letter as a formal complaint that was not filed properly with the Secretary-Treasurer of the local and submitted within 60 days of the time the complainant became aware of the alleged violation, as the CWA Constitution specifies. There is no complaint.

On June 29, 1993, the Secretary-Treasurer of the local wrote Vice President Crawley and expressed confusion over his actions circumventing the provision of the internal appeals procedure.

The local Secretary-Treasurer again at the CWA 1993 Annual Convention, in person, expressed the same concern to Vice President Crawley. His ultimate decision and reply is that he based his decision on information he received from E.V.P. Cain, and anyone disagreeing has a right to appeal his decision to the International. The Executive Board upheld the decision of the District and President Bahr.

It is unfortunate that Vice President Crawley relied only on information provided by one who would benefit the most from a favorable ruling by him.

I am here before you today as the official spokesman for the members of Local 6016. It is not the intent of our members to deny compensation to a fellow brother or sister for services rendered. Our only intention is that our local and all locals receive fair and just treatment in accordance with the Constitution of this prestigious Union, and that no individual is above compliance with the provision therein.

PRESIDENT BAHR: On Microphone 3, Delegate Clark.

DELEGATE FRITZ J. CLARK (Local 1111): Brothers and sisters, I urge you to support the committee's recommendation on this appeal. I feel it has the possibility of severely damaging the leadership of our union.

We have a lot of talented national and local leadership in CWA who take advantage of early retirement opportunities from the companies they work for, and they continue to do a great, good job for this union. The fact that they start getting a pension check from the company does not cost the union anything, and they are still available to service our CWA members. It sounds like some members in this local are envious of an officer collecting a company pension they earn.

CWA needs all the talented leadership we can muster, and this appeal would cause us to lose some talented leaders unnecessarily. So, I urge you to support the committee and deny this appeal. (Applause)

PRESIDENT BAHR: On Microphone No. 5, for a question, Delegate Isreal.

DELEGATE STEVE ISREAL (Local 7037): Thank you, President Bahr. President Bahr, do I understand that the appellant wants both retirement plus full-time pay at the rate she was being paid when she retired? In other words, double dipping?

PRESIDENT BAHR: Chairman of the committee.

CHAIR PHILLIPS: The appellant received her pension, her pay, and I believe her vacation and excused days, EWP days as well.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE ISREAL: Did the local officers at that time have a sense or try to negotiate and compensate the difference between the retirement and the wage rate?

CHAIR PHILLIPS: I am aware an attempt was made. I am not positive of the results.**DELEGATE ISREAL:** Could we--

PRESIDENT BAHR: You have had your two questions. I think if you go back and read the appeal, the Appeals Committee, as did the board, were going by what was in the bylaws. I think if you focus in on that, you will find a reason why we did what we did, that a membership vote could not overturn the bylaws.

On Microphone No. 5, in lieu of No. 4, Delegate McGee.

DELEGATE WILLIAM T. McGEE (Local 3805): President Bahr, Delegates to this Convention, I rise to ask you to overturn the decision of the Appeals Committee. It can have far reaching detriment to all locals that are here. As pointed out to you, there was no appeal filed per the bylaws of the local. There was no appeal filed under the Constitution that governs this Union.

Secondly, contrary to what you might have been lead to believe, she was never denied lost time wages due her under our laws as interpreted by our members. But with a ruling made by our District Vice President on an inquiry, not an appeal, on one paragraph of one section of the bylaw, and a ruling being upheld by the national, our local had to pay her monies which then caused her to receive compensation which far exceeded just lost time wages.

Article 15, Section 3, Paragraph A of our bylaws state that, "Any officer of the local doing union business which causes loss of salary," i.e. wages, "from the company will be reimbursed at the same rate of pay they would earn if they were working. At no time will they be reimbursed for more than 40 hours pay during one week, including both pay from the company and reimbursement from the local."

If you understand this Article, it is under this Article of our bylaws that our members feel, since she retired with a weekly incentive and a monthly retirement payment, that she was compensated from the company. We offered to her, not less than three times last night, a settlement on this in order that she would receive these wages. The person offered to settle, with the last offer being last night, that would cause her not to lose any wages as if she was still working for the company in the job title from which she had retired. All offers were refused.

This left our members no recourse but to appeal this to you, the delegation. Remember, there was never an appeal made by this person throughout the appeals procedure as set down in the CWA Constitution. That is why we are asking you to uphold our appeal. (Applause)

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

DELEGATE SUSAN REYNOLDS (Local 6016): President Bahr, Executive Board, and Fellow Delegates, I urge you to uphold the decision of the Appeals Committee. Local 6106 bylaws are clear on the matter of Ms. Cain's salary. She is entitled to the money. Vice President Crawley says so, President Bahr says so, the Executive Board says so, and so does the Appeals Committee.

Ms. Cain was elected to the full-time position of executive vice president of Local 6016 for a term of three years. She has been a pay telephone consultant for Southwestern Bell. Her wages were to be paid by the local, which were equivalent to her previous job at Bell.

After serving two years, Ms. Cain retired from Southwestern Bell, but continued to pay her dues and fulfill the responsibilities of her elected office. After she retired, her rights as a member were violated, when the local refused to pay her the salary she was entitled to.

The local bylaws concerning her compensation are as follows:

"Article 10, Officers and their duties, Section 3, Executive Vice President. As a full-time executive vice president receive the salary and benefits equivalent to the job title held at the time he or she takes office, to receive wage and benefit increases as they occur."

The fact that she retired does not change the language or meaning of the bylaws. Every level of authority within this union determined that she was entitled to the pay. She was finally paid her salary after more than nine months of appeals, only after the local received the ruling from the Executive Board.

Last night, the president of Local 6016 made an offer to Ms. Cain. As a result, he offered to make up the difference between her pension and her salary. She would have been required to pay back some of her salary to the local. That offer would have violated the old bylaws which were applicable at the time.

Please, I encourage you to uphold the decision of the Appeals Committee. Let's put an end to the shameful treatment of this dues paying member who happens also to be retired. Thank you. (Applause)

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

DELEGATE KEN BARNER (Local 7050): I call the question.

... Calls for the question ...

PRESIDENT BAHR: Motion has been made to close debate. All those in favor, indicate by raising your hands. Down hands. Opposed by like sign. Debate has been closed.

Before us is Appeal No. 9. All those in favor of the committee's recommendation on Appeal No. 9 signify by raising your hands. Down hands. Opposed by like sign. It is adopted.

(Cheers and applause)

Appeal No. 10.

CHAIR PHILLIPS: Committee member, Paul Sapienza will read Appeal No. 10.

DELEGATE PAUL SAPIENZA (Local 1105):

APPEAL NO. 10

Robert Foshee, Vice President of Local 3190, appealed the CWA Executive Board's decision of May 31, 1994 directing a rerun election for the office of North Florida Vice President.

PRESIDENT BAHR: Hold down the noise.

DELEGATE SAPIENZA: Vice President Foshee's election was challenged by member Ron Bynum, his opponent. One allegation Member Ron Bynum included in his charges was that Vice President Foshee had used an official membership list to campaign. District 3 Vice President Russo's decision ruled that, "the list he (Foshee) used was clear to him and everyone else, was an official Local list and clearly violated the law." Vice President Russo's decision was to rerun the election. This decision was subsequently upheld by the Executive Board.

The Appeals Committee agrees with the CWA Executive Board that use of an official Local list during an election would be cause for an election to be rerun. The Appeals Committee's investigation did not show clear evidence that an official Local list was used by Vice President Foshee.

The Appeals Committee recommends that the decision of the CWA Executive Board be reversed and the appeal of Local 3190 Vice President Foshee be upheld.

... The motion was duly seconded ...

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

Seeing no delegates at the mikes, all those in favor of the Committee's recommendation on Appeal No. 10 indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Appeal No. 11.

CHAIR PHILLIPS:

APPEAL NO. 11

Rebecca Goble, a member of Local 6301, appealed the decision of District 6 Vice President Crawley which was upheld by the CWA Executive Board on May 31, 1994 regarding her seniority credit. Member Goble requested that the union intervene on her behalf to obtain an earlier seniority date.

Member Goble was first hired into Indiana Telephone Company in May 1966. That Unit was organized in 1972 and went on strike in 1973 in an effort to obtain a first contract. The Unit decertified in 1974 without obtaining a contract. In 1978, Indiana Telephone Company was sold to Contel where the outside plant was IBEW. Operator Services, where Goble worked, was non-union. Member Goble resigned in 1986 and was rehired in April 1987.

Seniority is defined by member Goble's contract as "Time worked under union contract unbroken by resignation, discharge, or layoff." Member Goble was never part of a CWA or IBEW negotiated contract prior to her rehire in April 1987.

The Appeals Committee agrees that the April 6, 1987 seniority date for Member Goble is appropriate.

The Appeals Committee recommends that the CWA Executive Board's and Vice President Crawley's decision be upheld and the appeal of Member Goble be denied.

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It has been seconded from the floor. On Microphone No. 3, Delegate Grogan.

I would also announce that the telephone at Microphone No. 4 is now working.

DELEGATE SANDRA L. GROGAN (Local 6301): This matter was thoroughly researched and Rebecca Goble's appeal has no merit.

When Indiana Telephone Company went on strike in 1973, it is my understanding that the operators who crossed the picket, the scabs were reinstated or kept on after the strike was settled. The people who did not cross the picket line were fired, and they were not able or the union was not able to get those people reinstated. So I guess that might tell you why that unit was decertified, and I guess that might tell you what Rebecca Goble is, so I do ask that the body

uphold the decision of Vic Crawley and the Appeals Committee. Thank you. (Applause)

PRESIDENT BAHR: There are no delegates desiring to speak. All those in favor of the Committee's recommendation on Appeal No. 11 indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Appeal No. 12.

CHAIR PHILLIPS: Committee Member Alma will read Appeal No. 12.

DELEGATE ALMA DIEMER (Local 6507):

APPEAL NO. 12

Carl Flory, Robert Stevenson and Eileen Smith, members of CWA Local 14200, appealed the CWA Executive Board's decision of June 11, 1994 which upheld the decision of President Bahr. This appeal challenges the 1993 election of Local officers on the basis that retired members, whose dues were paid by Local 14200, were allowed to vote.

Investigation shows that a long-standing practice of paying the dues of retirees from the Local's treasury was also a Local Bylaw, Article III, Section 6, which reads, "Members who retire at age 60 or after, and relinquish their priority, shall be exempt from Local dues. The Local Union shall pay PPMWS and CWA dues for such retirees, provided such dues do not exceed \$2.00 per month."

President Bahr issued a directive on October 18, 1993 to all Sector Locals making clear that Locals would no longer be allowed to pay dues on behalf of Sector retirees. The directive, however, was made effective January 1, 1994, to allow Locals to notify the affected retirees.

Accordingly, Local 14200 was within its rights to allow the retirees to vote in the 1993 fall elections.

The Appeals Committee recommends that the Convention uphold the decision of CWA President Bahr and that the appeal of Members Flory, Stevenson and Smith be denied.

PRESIDENT BAHR: On Microphone No. 4, Delegate Stevenson.

DELEGATE ROBERT L. STEVENSON (Local 14200): I am a signatory to the appeal. I stand in opposition to the Executive Council's decision, and also--

PRESIDENT BAHR: Let me interrupt you for a minute. I neglected to get a second for the Appeal Committee's motion.

... The motion was duly seconded ...

PRESIDENT BAHR: So for the record, it has been seconded from the floor. Go right ahead, Brother Stevenson.

DELEGATE STEVENSON: Also, I stand in opposition to the recommendation of the Appeals Committee. Not having all the paperwork before me, I was not notified until Monday morning and I had a meeting with the Appeals Committee on Monday afternoon. I will address the issue of a longstanding practice of paying retirees' dues. As many of you members may not be aware, I come from this sector, and this sector local which merged in '87 with CWA. We had three years to get our bylaws in order with the CWA. We had from '87 to 1990 to address the issue of longstanding dues being paid for the retirees. There are many members who believe that within that period of time we should have complied with the CWA.

The CWA retirees who do pay fully are entitled to all benefits of voting and running for office like anybody else is.

Within the sector, it is a little different. What you do pay is you pay a mortuary fund, which is one dollar a month, and a dollar to the local if you want to be a full member of the CWA.

This, in most of the locals, was paid by the local. Many members of the sector believe that by a local paying an individual's dues, even though it is a minimal amount of money, it gives a decided advantage to whoever the incumbent is. This is an issue that naturally we did not disagree with. This issue, I believe, will continue to come up year after year.

I see there are at least three appeals this year. There was an appeal last year that was withdrawn. I have only been to two conventions since we have merged with the CWA. It was my understanding last year that CWA President Bahr had made a decision at that convention in '93 to come out with a directive. We believed that directive was going to be out before the next coming elections.

Within the sector, any time you have elections, you usually have them in November of that year. That directive was not put out until October, effective January 1. In our appeal, we have had about six different challenges. I believe this issue has to be addressed, and I believe this issue has to be addressed as soon as possible.

Brothers and sisters, within our sector, if you are not aware, we have more retired members than we have working members. Thank you very much. I would hope that you would uphold my appeal of this decision and the two other members. Thank you.

PRESIDENT BAHR: Thank you.

On Microphone 3, Delegate Peterson.

DELEGATE ROBERT PETERSEN (Local 14200): We are the oldest labor union in the world that is in continuous existence, and we are very proud of that heritage. We are also very proud of our democratic principles on which our union was based. Next year we will be celebrating our 180th anniversary.

Throughout our history, we have honored our retirees by allowing them to participate in our union. We allowed them to vote in our union because we all hope to be retirees very soon, in my case. (Applause) We have had this in our local bylaws, the practice that this committee has upheld for almost 100 years. Suddenly, we come into the CWA and one of the reasons we came into the CWA was because of the democratic principles within this union. That is why we wanted to be part of this union. We do not want to close the door on people when they retire from their work, because then perhaps their work just starts.

We have a lot of retirees in our local that are very active. In fact, if we did not have the retirees at our meetings we would not have a quorum. (Applause)

We have fully complied with President Bahr's decision of October 18, 1993, and I had my secretary fax me the figures as of yesterday. Out of our retiree group, 1,231 have paid their dues for all of 1994. That is what they think about this union. They want to participate. They want to pay their dues. (Applause)

I am not going to go into all the merits of this. This group of people have had their shot at the Election Board, at the Executive Board, at the local union membership, to the vice president of the printing sector, to the President of the CWA, to the Executive Board. They have lost every step and I hope you will make it 100 percent by adopting the decision of the Appeals Committee today. Thank you very much. (Applause)

PRESIDENT BAHR: On Microphone 5, Delegate Falcone.

DELEGATE BART FALCONE (Local 1058): Morty, I just want to be sure of two facts on this. What was the effective date of your directive?

PRESIDENT BAHR: January 1, 1994.

DELEGATE FALCONE: What were the dates of the election?

PRESIDENT BAHR: The elections took place somewhere in October, November, or December. Am I correct? November 15th.

On Microphone 3, Delegate Latham.

BROTHER FRED LEATHEM (Retiree, Local 14917): I pay my dues. I pay the dues on that great CWA/ITU negotiated pension plan which helps me to live very well in my retirement. I would deeply resent if anyone would say to me that I, as a retired member, who pays his full dues, cannot run for election for any local office. And by God, I intend to do that (applause and cheers) till the day I am not able any more. (Applause)

Oh, by the way, one of my colleagues here reminded me that I am the only person on the floor that speaks English without an accent. (Laughter)

The position that the Executive Council and President Bahr has taken on this matter is absolutely, completely justified, very, very clear, and I do not understand why anyone would have any difficulty whatsoever in understanding it.

President Bahr made a ruling that the locals of the former ITU, who were fortunate enough in 1987 and wise enough in 1987 to join the great CWA (Applause) could not continue a practice of paying the dues for the retirees. But he said, "Because that practice has been in existence for many years, you may continue to do it till January 1." The election was held prior to January 1. Every person whose dues were paid by the local or by themselves was, therefore, obviously entitled to vote, and I urge you to unanimously accept the decision of the Executive Council. Thank you. (Applause and cheers)

PRESIDENT BAHR: I think that applause was for the accident. (Laughter)

On Microphone No. 1, Delegate Ebeling. **DELEGATE JOHN J. EBELING (Local 14616):** Mr. President, I call for the question.

... The motion was duly seconded...

PRESIDENT BAHR: A motion has been made to close debate. All those in favor

indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

Because we are getting close to the time we have to leave, the Committee will pick up the last two appeals immediately following the Vice President's address.

... Noise from the floor ...

PRESIDENT BAHR: I'm sorry, I got carried away by all that applause for Fred Leatham.

All those in favor of the Committee's recommendation on Appeal No. 12 indicate by raising your hands. Down hands. Opposed by like sign. It appears to be unanimous. (Applause)

The Committee, as I said, will pick up the last two immediately after Vice President Gore speaks.

Let me remind you of two things before Barbara gives you a few announcements. We hope you all join us at the NBC rally immediately upon recess right outside Cobo Hall, it's within a block.

Secondly, be sure you are back in your seats prior to 1:15, or you won't be able to get back in.

SECRETARY-TREASURER EASTERLING: First of all, the panoramic picture that was taken yesterday is now on display outside and available to be purchased.

Larry Ellington, the president of 7304, was the winner of the aquarium, and he should go to the booth to obtain that.

There is a change in the room for the Hospitality Suite this evening, it's been moved to the Columbus Ballroom. (Applause)

PRESIDENT BAHR: We stand in recess until 1:15.

... The Convention recessed at 11:30 a.m. ...

TUESDAY AFTERNOON SESSION

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

PRESIDENT BAHR: I would appreciate you taking your seats, because the Vice President will be here shortly.

May I have your attention, please. While it's not quite 1:15, it looks like just about everyone is in the auditorium. We have a specific order of business Larry would like to present to you, and that will take us just to about the time the Vice President would be here. We are going to have a specific presentation on the National Marrow Donor Program.

The National Marrow Donor Program can provide the ultimate gift for victims of leukemia, the gift of life. However, today there exists a serious shortage of African Americans who are registered in the National Bone Marrow Registry. So, please join me now in welcoming Phyllis Cole-Hollis, Chief Steward of CWA Local 1103 in Port Chester, New York, who will make our presentation on the National Marrow Donor Program. Phyllis Cole-Hollis. (Applause)

PHYLLIS COLE HOLLIS (Local 1103): President Bahr, my Brother and Sister Delegates and everyone assembled here today. Before I speak, I would like you to view to short presentation on the monitors entitled, "Giving the Gift of Life, Two Stories."

... A video on the National Marrow Donor Program was shown to the delegates ...

SISTER HOLLIS: The two stories you just viewed have a paradox in them. Danny and his donor are real. Danny found a donor. Jeremy is an actor because there has not been one successful transplant of an African-American child through the National Marrow Donor Program.

My name is Phyllis Cole-Hollis, and I am here through the efforts of my own CWA Local, Local 1103, and especially through my President, Bob McCracken. I am a mother of three adult children and the grandmother of three. I am only 47 and I have been diagnosed with chronic myelogenous leukemia.

I became aware of the National Marrow Donor Program the hard way. Three months after I was diagnosed, I went into severe bone pain when my body started rejecting my chemotherapy treatments. That is when I learned that as much as we are involved in blood programs, only African-Americans can help other African-Americans with leukemia. The next shocking statistic I learned was that of over one million people in the National Bone Marrow Registry, less than 60,000 of them are people of color.

I am appealing to everyone, and especially Black Americans to, number one, donate into the registry today, two, to go back to your locals and have a drive, and three, FAX the results of

any drive you have to my local. It is a simple thing to do. Just a few minutes of your time and two teaspoons of blood can save a life.

Today, on the second floor there is a booth set up with information you can take back to your local. And we are also prepared to let you give those two teaspoons of blood.

Yesterday, with limited information at this Convention, we already had 60 delegates tested and registered into the national registry. That is CWA for you. (Applause) Today, like the story of the loaves and the fishes, we would like to see that number multiply.

My time is running out. Since no one in my family is a match for me, I am standing in line waiting; waiting for misinformation to be dispelled, so an enlightened people can realize how important this program is for everyone, especially blacks and other minorities. I am waiting while I can still stand and speak, spreading the word; waiting with my other forty brother and sister African-Americans for someone out there to register and give us the gift of life.

In closing, I want to share a story of a friend of mine, Deacon Ruby Rhone. She had cancer, and at my church's Christmas celebration, she found the strength to speak to the congregation, and her closing remarks are now mine. She said, "No matter how old you get; no matter how sick you are; nobody wants to die."

I want to thank everyone here for letting me share my story with you today. Thank you.

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

PRESIDENT BAHR: You know, the law of averages suggests that there is someone in this room who can save a life. And I would hope that at the appropriate time during the rest of the day there will be such a long line waiting on the second floor that perhaps it could be reminiscent of the lines that we saw in South Africa of people waiting ten or twelve hours for the privilege to vote.

I can think of only one thing that is more important than the privilege to vote, and that is the privilege to have the opportunity to save a life. So I'm counting on all of you to help save Phyllis and others. Thank you.

SECRETARY-TREASURER EASTERLING: I just have a few announcements. Rosemary Madden and Warren Johnston are the winners for the drawings for the briefcases, and you can pick them up from where you purchased the tickets.

That hat with the pin on it was left in the Olympia Room last night, Olympia Bar last night. (Laughter)

PRESIDENT BAHR: Anything else? We are told the lights in this room are bright enough so that you don't have to use any flash cameras, particularly during the Vice President's remarks. We are told a couple of more minutes.

SECRETARY-TREASURER EASTERLING: It was Jim Irvine's hat. (Laughter and Applause)

PRESIDENT BAHR: While we are waiting, please join me in wishing a very happy 36th wedding anniversary to Margaret and Vic Crawley. (Applause)

... The Convention stood at ease awaiting the arrival of Vice President Albert Gore ...

PRESIDENT BAHR: Brothers and Sisters, join me in giving a CWA welcome to the Vice President of the United States.

... The entire delegation arose and extended a rousing ovation to Vice President Albert Gore as he was escorted up to the platform. He was presented with a convention badge by Secretary-Treasurer Barbara Easterling and the delegates applauded and cheered. He was also presented with a CWA cap ...

PRESIDENT BAHR: Our special guest is a personal friend. He is also a friend of working families everywhere.

As United States Senator from the State of Tennessee, his COPE voting record was ninety-two percent right. (Applause)

As a member of the Senate, he became the leader in pursuing a policy that new technologies had to be implemented in a way to create high-wage jobs and to bring the benefits of the technology to all Americans.

As Vice President, he is the Administration's spokesperson on technology. His vision of the superhighway is our vision, the creation of high-skill, high-wage jobs. We are in agreement. The Information Superhighway must result in an improvement in the quality of life for all Americans, regardless of financial status. (Applause)

Yesterday, I spoke about the vicious and unrelenting personal attack by the radical right

to undermine this presidency and this administration. His policies and accomplishments are continually distorted.

The truth, as I said, is that the Clinton Administration has produced a better record of accomplishment in the last seventeen months than any administration in the last generation.

Therefore, it is a special privilege to honor as our guest, the man whom the President depends upon the most and who has done such a fine job to help enact the President's programs.

Brothers and Sisters, please join me in giving a special CWA welcome to the Vice President of the United States.

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

VICE PRESIDENT AL GORE: Thank you. Thank you. Thank you very much.

Thank you very much, ladies and gentlemen. Thank you for that enthusiastic welcome and, Morty Bahr, Mr. President, thank you so much. I appreciate your friendship, your introduction, your leadership of this great union.

Barbara Easterling, Secretary-Treasurer, Gene Russo, Vice President of District 3, all of my friends from the State of Tennessee who are here in the CWA, my long time friend and ally Loretta Bowen and many others in your organization that I have been close to, it is really an honor to be with you.

May I pay my respects with great sincerity and appreciation to, first of all, one of the most dynamic, charismatic and successful new mayors in this nation, Mayor Dennis Archer, who is doing a fabulous job in the City of Detroit. (Applause)

Dennis Archer has brought a spirit of enthusiasm and renewal and dedication to lifting this city up and moving forward and working with all parts of the community, and really it's a pleasure to work with him. And secondly, to my long time friend and ally in the Congress, a man who has been working very closely with our administration and has been an untiring advocate for working men and women, my friend, Mr. Chairman, Congressman John Conyers. It is an honor and pleasure to be with you, my friend. (Applause)

Michigan has a great Democratic Congressional delegation in the House and Senate and I had the pleasure to fly here with John this morning and he is going to be flying back and I think the others are there.

When I made reference to Morty, I called him Mr. President. You know, it's no secret that I tried in 1988 to get that title, although it seemed like a secret at the time. (Laughter)

Al Gore is so boring, his Secret Service code name is Al Gore. Al Gore is an inspiration to the millions of Americans who suffer from Dutch Elm Disease. Al Gore is so stiff, racks buy their suits off him. (Applause and Laughter)

If you use a strobe light, it looks like Al Gore is moving. (Laughter)

How can you tell Al Gore from a roomful of Secret Service agents? He is the stiff one. (Laughter)

I have heard most of them by now. Every time I hear a new one, I always have the same reaction: "Very funny, Tipper." (Applause and Laughter)

In order to escape that demeaning ridicule and reclaim my dignity, I decided to run for Vice President of the United States. (Applause)

That experience has been good for me. It has made me a more optimistic person, for one thing.

You may have noticed that I have had a chance to vote a few times in the last 16 months. (Applause)

I was telling Morty the other day, the chance to vote as Vice President has also made me a more optimistic person, because I have noticed a pattern that the news media, with all due respect, has almost completely missed, but if you watch C-Span-- and, Morty, I hope you noticed that I was named one of the fifty sexiest men on C-Span. (Laughter and applause)

But if you watch C-Span, you will see that this pattern holds true: every time I vote, we win. It works like a charm. (Laughter)

Absolutely. (Laughter and applause)

We have been working mighty hard on issues that are of crucial importance to you, and we work closely with you.

A few months ago we appointed a special advisory council to advise our Administration on the future of the national information infrastructure. Morty Bahr was the only union president

on that panel. (Applause)

President Bahr shares more than a title with President Bill Clinton: They both believe that we can make this economy work for people, for working men and women, for all of us gathered here today, and we are going to do it. We are doing it. (Prolonged applause)

Last year when President Clinton talked to the AFL-CIO he said, "We are replacing people who work labor over with a government that works with labor." That's true. And we are following through on that pledge. (Applause) You remember what things were like in 1992. I used to end my speeches that year by saying everything that should be down is up, and everything that should be up is down, and we are going to turn it right side up after they turned it upside down.

Housing starts were down, growth was down, job creation was down, consumer confidence was down, inflation was up, the deficit was way up, unemployment was up. We promised that we would change all of that, and we have.

I can report to you sixteen and one-half months after we had taken Office, unemployment is down, the deficit is down, housing starts are up, growth is up, jobs are up, despair is down, hope is up. We are changing it. We are moving forward. (Prolonged applause)

Thank you for making it possible.

You know, there are a lot of football fans who just keep waiting for a 95-yard touchdown pass and they don't realize that if you just keep grinding out three yards in a cloud of dust over and over and over again, you are going to cover a lot of yardage. You are going to control the ball, score points and win. And that's the approach that we have been taking. They have called us the "Fullback Administration."

Well, we have been charging into the line, and if you are willing to pick yourself up and knock the dust off and charge right back into the line again, you are going to get a lot of things accomplished.

And let me just mention one issue-- jobs. When we took over, our economy was losing in the private sector 10,000 jobs a week, and unemployment was at 7.4 percent, and that didn't even count all of those working part time or those who were too discouraged to work, that weren't even counted in the statistics.

Well, now we are creating more than 6,500 jobs every day, enough to fill Tiger Stadium every week, and since the inauguration we have created three and a half million jobs in the United States, a rate seven times faster than the previous Administration. (Prolonged applause) And we have started more new businesses in the United States in the past year than in any year since they started keeping the statistics. And all this in a year when the budget deficit was brought down. And they quadrupled our national debt in 12 years. We reduced the budget deficit by 40 percent in one year.

And you remember how you used to fight for good legislation, only to see it vetoed by a Republican in the White House. Well, now we have a President who signed those bills: Motor Voter, signed; Family and Medical leave, signed.

We can go right down the list. We expanded the earned income tax credit, because we believe that when a breadwinner works 40 hours a week, that person's family ought not be below the poverty line, and we're lifting them above the poverty line. (Applause) You don't see much news covering that, because low income and low-middle income working families don't get much news coverage, but when they get another \$100 a week in their paycheck, that makes a difference to their children. It makes a difference to those families. (Applause) And those are the families that we're here fighting for in America. They are the ones you fight for. That's what our administration is all about.

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

The ones that get the news coverage are the wealthiest one and a half percent who were the only ones that had an income tax increase, and oh, they screamed bloody murder. They tried to make everybody in the country think they were going to have a tax increase. Only the wealthiest 1.8 percent received an income tax rate increase, and that helped to make it possible to get those benefits in the form of earned income credits to the working poor and to the lower middle-income Americans who have been so hurt under the Reagan/Bush policies for all these years.

And we signed, President Clinton signed the Brady Bill, and he signed the National Service Bill, and he signed Hatch Reform and he signed Goals 2000, and Headstart Expansion. (Applause) These are things that matter for the American people. (Applause) And he created an

NLRB that believes in collective bargaining that will stand up for the working people in this country.

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

And we are pulling out all the stops to get passage of striker replacement legislation also. (Cheers) We're working to get it through Congress, and the President will sign it.

... The delegates arose with prolonged applause and cheers ...

You get the picture. (Laughter)

We are fighting for you. We are fighting for working men and women. That other bunch was fighting against you, and was not for working men and women. That is what this is all about.

Now, let's do not have any misunderstanding about this. When we fight for education reform and opening up colleges to kids, and more in the paychecks for working men and women, and getting the deficit under control so that we can make good choices in our country and reorder priorities in America, that is so we can have a country that works for working men and women. That is what it is all about.

There are so many things that we need to fight for together. Let me just mention one issue that you have made your own. There is too much secret electronic monitoring of employees in this country. (Applause and cheers) The CWA deserves tremendous credit for making the country aware of this and, as is so often the case, you are carrying the battle not only for your members, but for hundreds of thousands, millions of people who are not your members and don't even necessarily know that you are working in their behalf. But you have made this your issue and you have educated many people on it.

As I started to say, there is too much of this monitoring, whether by employees listening in on the telephone conversations or counting the number of keystrokes or secretly taping workers on assembly lines, we need to protect honest workers from secret snooping by overzealous bosses. (Applause) We are listening to you and to what you have to say about the concerns of working men and women. There is a lot of unfinished business in America that you have told us about, that we want to get on with.

For example, although the information sector of our economy continues to grow, this union has faced a series of difficult and painful layoffs. Between AT&T and the local exchange carriers, over 200,000 jobs have been cut since 1984. I might add, in spite of that, you continue to organize and move forward successfully, and that is very much to the credit, and a testimony to the energy and enthusiasm of this group and how much you believe in your goals.

The goals of this Administration are your goals. We are working closely with you on critical legislation, like health care. We have to have national health care reform this year. (Applause and cheers)

And like welfare reform, the legislation that is being introduced today by the President as he is in Kansas City. And worker retraining. We are working with you on something I would like to talk about in the next few minutes, and that is accelerating construction of the national information infrastructure, that advanced communication network that will change the lives of all Americans, bringing teachers and doctors closer to students and patients, creating new business opportunities, new jobs, spanning distances and time to build national and then international and global communities.

The NII will be our network of information superhighways. But it will also be a vehicle for economic growth. Recently, Laura Tyson and her Council of Economic Advisors have studied the economic benefits that would come from the legislative package this Administration has put together to accelerate the coming boom in telecommunications services.

I am happy to be the first to tell you here today of the results of that study, which is being released right here. It predicts that in the next decade this country will double the amount of dollars spent in this economy on telecommunications and for services. That includes the conduits of communication, like telephone service and cable television; the providers of content including television, recorded music and book publishing; and computers, both hardware and software.

What about the economic benefits that would come from our proposals? The proposals that you support-- and incidentally, Morty and your group have been the closest allies and advocates that I have had throughout this long struggle. And your union, of course, has been keenly aware of and closely tuned into the benefits our country will gain from moving forward on the information superhighway.

But now this new economic study that I am releasing today, that the CEA is releasing

today, concludes that this proposal will add more than \$100 billion to our economy over the next decade. Now, that is a huge benefit for Americans. That means about 500,000 new jobs in the next two and half years alone if this proposal is put into effect. That is why we must enact legislation that encourages the construction of the national information infrastructure in the United States.

In January of this year, I set forth the Administration's legislative agenda on this matter. We need legislation that secures private investment, provides and protects competition, guarantees open access, ensures that governmental action itself is flexible, and provides universal services for all Americans. And we need to do this in a way that protects the good wages and job conditions you have worked so hard to earn and secure. (Applause)

We envision a day when any company will be able to offer any service to any potential customer. That is why we have endorsed specific measures to allow local telephone companies to offer cable television and video programming; to replace judicial administration of the Modified Final Judgment with legislative standards (applause)-- you know what that means-- and to permit, when competitive circumstances warrant, the Regional Bell Operating companies to offer long distance and certain other services now. (Applause)

Now, I am confident that when Congress adjourns next fall and when members go back to their districts, they are going to be able to tell voters that they have passed this package. Partly that is because of your support. CWA, after all, is a union that looks ahead. We saw that recently when CWA and the IBEW entered into an agreement that gives priority consideration for re-employment to the RBOC workers who lose their jobs after legislation passes, and which gives special consideration to AT&T workers when a regional Bell Operation company RBOC offers long distance telephone service.

This agreement will position you to take full advantage of the economic growth that is going to come our way. The economic opportunities do not, however, end at our national borders. That is why we must also prepare for the future by building the global information infrastructure. I presented our Administration's proposal there at the world conference in Buenos Aires early last year, in Argentina. Consider the needs that must be met around this planet. The United States has about 55 telephone lines for every one hundred people, and that yields telephone access for just about everybody. By contrast, China has less than one telephone line for every one hundred people. In our own hemisphere, the growing economy of Brazil has less than seven telephones for every one hundred people.

Now, you know that is going to change. By one estimate, four countries alone, China, Russia, India and Brazil, will invest more than \$100 billion to build additional telephone lines and extend telephone service between now and the end of this decade. That is not that far off. And we, in the United States, are poised to supply that need. Our products and services are the best. They are recognized around the world as the most innovative and as having the highest quality. Our information technology exports to the world have been growing and will continue to grow. And I want you to know, this administration is going to keep working to open markets around the world and create jobs here in the United States to supply those markets.

We will be working to promote private investments and competition where government monopolies exist. We will be working for liberalization where competition is not yet permitted, for international standards that permit open competition, and again secure our ability to serve those markets.

Recently, Saudi Arabia awarded a \$4 billion contract to AT&T to modernize its telephone system. That did not happen by accident, ladies and gentlemen.

AT&T and its workers demonstrated the world-class quality of its equipment, and then President Clinton and Secretaries Christopher and Brown personally communicated the merits of the AT&T bid to the Saudi Arabian government. That's the kind of advocacy that will help us compete effectively for literally billions of dollars in contracts in the coming years.

Now, you can talk all you want to about this industry, that industry, and the other industry. The real growth sector in the world economy in the years to come, by far the fastest growth is going to be in the communications and computing area. And if we are to prosper as we must, we have to be able to manufacture goods and provide services that are sold around the world. We are already doing that, and we need to do a lot more of it.

Let me tell you just one story that illustrates this point to me. Last year, I was in Central Asia, in one of the countries that used to be part of the Soviet Union, a place called Kyrgyzstan.

The President of Kyrgyzstan told me his eight-year old son came to him and said, "Father, I have to learn English."

"But why," the President said.

"Because, Father, the computer speaks English." That was his answer.

Well, if we can continue to provide services to Kyrgyzstan and everywhere else, the industries where you work will prosper.

I am confident that when the Digital Revolution hits villages in Namibia, or the bush in Australia, it will have the imprint of America. And that is going to mean American jobs. But they are not going to eliminate the problems that come from change. And that is my third point.

You, and we, must work together to ensure that economic transition does not harm American workers. You know what I am referring to. You know that because your union is a national leader in sending the simple message that workers are assets to be developed, not simply costs to be cut. (Applause) That is really the key. That is really the key shift that has to take place. And that is why you worked out that agreement with NYNEX. That is why CWA has worked with AT&T to help create the workplace of the future.

In California, the CWA is working to create the future of telecommunications. When GTE recently announced plans to build a new, interactive video network in Ventura County, your local vice president said, "The business growth in these new broadband services provides new opportunities for our employees." And she was right.

Well, that is great. It is not enough any more to be lean and mean. Companies preparing for the future must be lean and smart. And that means investing in employees. (Applause) As one of your union officials said to NYNEX, "If you have the compassion, we have the creativity." Well, that is just right, because your creativity will benefit all Americans. It is not enough just to pass legislation, therefore, or just to reach international agreements or even just to ensure that high quality workers are prepared for high quality jobs. We must also teach Americans about the benefits that will come from access to our National Information Infrastructure.

Today, our language similarly fails to communicate the full scope of the impact that will reach all Americans during the transition from an industrial to an information age. We think of a telephone for talking, a computer for typing and a television for watching. We do not even have a word yet, much less a fully articulated vision, for the device that will do all three things at the same time. But they are coming. We do have an advantage over our predecessors of 100 years ago. We have watched the sweep of change, and so we can talk, even if with less than accuracy, about the benefits that advanced communication will bring. Some of those uses are as complicated as using supercomputers to model global climate change, or to create a non-polluting automobile, as the auto companies are working very hard on a new generation of vehicles right now, here in this city. Some applications may be as simple as the message posted on the electronic bulletin board of an elementary school in Minnesota, by a sixth grader that I saw recently. It said, "I have one dad, one mom, one sister, and one dog." Underneath his message, coming over the Internet was a picture of not his dad or his mom or his sister, but the important one, his dog. (Laughter)

And consider the impact on manufacturing. In my home state of Tennessee, Saturn and the UAW implemented local and wide area networks that decentralize decision-making and employer workers on the shop floor to make critical decisions. That is just the smart thing to do. As one executive of another company said, "All of the good ideas, all of them, come from hourly workers." (Applause) I believe that is true. (Applause)

Somebody said the definition of a consultant is somebody who walks around the factory floor and listens to what the employees say and then charges the boss to tell him what they are saying. (Laughter and applause) I think there is a lot of truth to that. (Applause)

You know, the government has an important role to play. We build roads for automobiles. Now we must help to set the ground rules for the information superhighways that the private sector and your workers will build. That means all the goals I have already outlined, including universal service, but it also means using our influence to get it right.

At the same time we are pushing forward on legislation, government needs to be pushing forward on regulatory incentives. For example, last week, the Federal Communications Commission decided to allocate spectrum for the upcoming wideband PCS auction. You have been involved in that. It was a good decision that will lead to new products, new services and

new high quality jobs, many of them for CWA members.

The FCC will soon have to face a related issue, the future of the so-called pioneer's preference. We believe in the Administration that the careful use of a pioneer's preference will benefit not just the pioneer, but society, the way a patent encourages invention. This Administration will be submitting formal comments in the FCC rulemaking concerning the future use of the pioneer's preference.

Our position is simple. The pioneer's preference should be retained, but should not be permitted to bestow disproportionate benefits to any private recipient.

Thus, we believe that the FCC should re-formulate the future use of the pioneer's preference. From now on, a pioneer should pay for the use of spectrum, but should receive a discount totaling no more than 20 percent of the value the spectrum award could generate through an auction. And that is a change in policy, if they accept what we are recommending. But I think it is very much in the best interest of our country.

Now, let me say this: as you go forward in your union work, at the job, when you see neighbors and friends, I hope that we can count on your help. We have investments to make, legislation to enact, progress to attain, but we need the support and understanding of the American people. The stakes are very, very high. I would like to see the CWA launch, with this Administration, a national public education campaign that focuses attention on the benefits to the nation of our new information infrastructure.

You know how to do it because you represent working Americans-- working Americans who will be better educated and have better health care, communicate more easily with their families, and build the future because of this proposal. We want to work with you on that. So far, I have been talking about some far-reaching changes in the way the world is going to communicate, and these changes will come from scientists and laboratories and lawyers working out the intricacies of patent applications and the rest; from entrepreneurs deciding where to put their capital; from workers increasing productivity and quality; from politicians passing laws. And change will come in one other way: by voting.

We have tough elections coming up this fall-- 36 Governor's races, 34 Senate seats, every single seat in the U.S. House of Representatives, and 24 states have both a Senate and a gubernatorial race. Now you know this better than anybody. You know how high the stakes are. I mentioned health care earlier. It's absolutely critical for our country that we pass health care, and move forward on these other changes.

I remember the recent Ameritech teleconference from Milwaukee with President Clinton and President Morty Bahr. (Applause) Some of you all saw that. A CWA member from here in Detroit got up and pointed out that without employer based health insurance, he would have been wiped out by his son's illness. Morty didn't mince words. He said, "The higher the cost of health care, the lower the wages."

That is just the simple truth, and one of several reasons why we want to pass a health care plan. But no matter what the White House wants to do, we have to have your active help in order to pass it. We need your help. (Applause)

The same thing goes for the crime bill, and for striker replacement. On all of these matters, we cannot do it alone. We need your help.

You know the old union slogan: When it comes time for elections, the bread box is related to the ballot box. Well, it's never been more true than this year. Are we going to have some fights between Democrats in the primary? Sure we will. We are used to that. That is natural. That is what happens in primaries.

Something else happens in primaries. We test candidates. We build organizations. I ask all of you, start working-- and start today. Make phone calls. Make yard signs. Go door to door. You will win those votes one by one. And each one is going to make America stronger.

We are now into our second century since Alexander Graham Bell invented the device that so revolutionized our lives. As a writer once put it, "Man, instead of making himself heard a few hundred yards away with a shout, can make himself heard around the world with a whisper."

But the telephone is not just a technical accomplishment. For what would this invention be without the system we have developed to connect these phones-- the system run by you?

You have built this country by helping Americans perform one of the most vital human functions: Communication. Thomas Jefferson once said, "He who receives an idea from me, receives instruction without lessening mine; as he who lights his taper at mine, receives light

without darkening me." When two people communicate, both can be enriched. The more we can share information, the more you share, the more you have.

So, ladies and gentlemen, the CWA has the power to light the future; to make it easier for all of us to see the real advantages that will come from the National-- and the Global-- Information Infrastructure.

I hope that you will rise to meet that challenge. I hope you understand clearly, as I am sure you do, that all of the progress we have fought for and are fighting for now will depend upon our ability to mobilize and win the elections in November in 1994 by standing together, fighting for the American people and fighting for our future. We can, and will, win and continue progress for working people in this country.

Thank you.

... The delegates arose and applauded and extended a tremendous ovation ...

PRESIDENT BAHR: Mr. Vice President, I think they said it all, but I would hope that when you see the President, you would tell him that this reception was for both of you, that these are the shock troops that will make the Clinton-Gore administration's program come to fruition. (Applause and cheers)

We have spent a lot of time talking about the 1994 mid-term elections, and this Union and its members and its leadership are not going to waste the effort that was put into electing Clinton and Gore by having a Republican Senate or House of Representatives. (Applause and cheers)

In fact, we had a little bit of a contest. We could not find anyone who could say "Speaker Newt Gingrich" or "Majority Leader Bob Dole." (Laughter and applause and boos)

Really, on behalf of all of us, all your friends, we would just like to give you this little memento as a remembrance of your visit with your friends from every Congressional District in America. (Presentation - applause)

VICE PRESIDENT GORE: Thank you so much, Morty.

... The Delegates arose and extended a great ovation to Vice President Gore as he left the platform ...

PRESIDENT BAHR: The Vice President will be coming down to shake some hands and we will recess for fifteen minutes.

... Vice President Gore went down on the convention floor and greeted the Delegates personally, after which a 15-minute recess was taken ...

PRESIDENT BAHR: Would the delegates take their seats, please. Will the delegates please be seated. The Convention will be in order.

With your consent, we will consider that we are just coming back from the 3:15 recess. Hearing no objections, we will proceed.

IN MEMORIAM

Assembled here in Detroit, Michigan for the 56th Annual Convention of the Communications Workers of America, it is fitting that we pause and remember those who are no longer with us.

... "Taps" was sounded by the bugler ...

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 ten members of the CWA family who have passed from us.

VICE PRESIDENT BOB JOHNSON: Grover W. Cantrell. Grover Cantrell made a significant imprint on CWA as the union's staff representative in Indianapolis, Indiana, and as a founder and leader of the CWA Staff Union. Grover was beloved by all those who knew him, both for his serious concern for working people and for his graceful sense of humor that made all situations bearable.

The son of a carpenter, a native of Oklahoma, Grover Cantrell first joined the CWA staff representing Western Electric Installers in 1964. Four years later, he transferred from New York City to Indianapolis, where he remained until his retirement in 1986. When Grover Cantrell died in October, 1993, CWA members lost a dedicated friend and leader.

VICE PRESIDENT VIC CRAWLEY: Albert DiProspere. Al DiProspere was beloved by the many thousands who knew him during his more than three decades of devoted service to

CWA members throughout Missouri, Arkansas and Illinois. Al went to work for Southwestern Bell in 1924, at age 20, before there was a CWA. By the time that the union was founded in 1938, Al DiProspero was already recognized by his coworkers as a leader who commanded their respect and support.

He quickly rose to the higher ranks of leadership within the National Federation of Telephone Workers and CWA, finally accepting a position as CWA's area director for Missouri, Arkansas and Illinois in 1951.

When Al died on May 27, 1994, at age 90, we lost a true leader, a true friend and a dedicated trade unionist.

Mary E. Gregory. Mary Gregory served as an early role model and leader among CWA members and other unionists in her native Texas for many years.

Soon after Mary went to work for Southwestern Bell Telephone Co. in 1950, she became deeply involved in her CWA local in Amarillo, rising through the ranks as steward, treasurer, secretary and vice president.

In 1977, Mary followed a calling and joined the staff of the Texas AFL-CIO's worker assistance program as a counselor. Then for another decade, starting in 1981, Mary Gregory served the membership of CWA as a staff representative in our Austin office.

Mary Gregory's contributions to the men and women of CWA will live on in our memory.

SECRETARY-TREASURER EASTERLING: William T. Hipple. Bill Hipple was, in many ways, one of the sparkplugs that made CWA's engine run. When CWA leaders needed a dynamic personality to get a job done, they often turned to Bill Hipple.

As president of CWA Local 4372 in Portsmouth, Ohio, in 1956, Bill directed the long and bitter strike against Ohio Consolidated Telephone Co., now part of GTE.

CWA hired him, in 1957, to help prepare the union's answers to 17 arbitration cases growing out of the Ohio strike. In the early 1960s, in New York City, Bill Hipple helped repel raids by another union on CWA members. He served as the assistant to three executive vice presidents, including the late Gus Cramer, Jim Booe, and myself.

Bill Hipple retired in 1986 and was taken from us in March of this year. We will be eternally grateful for William T. Hipple's contributions to CWA members and leaders.

VICE PRESIDENT BOARMAN: Thomas W. Kopeck. Tom Kopeck was a second generation printer who worked in the trade while getting his degree from Columbia University. Tom was initiated into the International Typographical Union in 1947, and served the majority of his working lifetime as secretary of the largest local union of the ITU (New York Local 6), as well as secretary-treasurer of ITU for 12 years, and later as the first secretary-treasurer of CWA's Printing, Publishing and Media Workers Sector, created by ITU's merger with CWA in 1987.

In the last issue of the Typographical Journal before the merger, Tom Kopeck wrote lovingly of all those "who made it possible through more than a century of hard work and sacrifice." Today, we pay tribute to Tom Kopeck for his lifetime of hard work and sacrifice.

VICE PRESIDENT PETE CATUCCI: Michael L. Lindner. Mike Lindner served CWA and the labor movement throughout the mid-Atlantic region of the nation with devotion for many years. Mike was honored shortly before his death by the Western Maryland Central Labor Council of the AFL-CIO for his outstanding service as the Council's recording secretary, COPE director and executive board member.

Mike Lindner served Local 2109 as a steward, secretary, vice president and president and became a CWA representative in Towson, Maryland, in 1972. Four years later, he was named an administrative assistant to the vice president in Washington, D.C.

He served the men and women of CWA and the labor movement well, and for that we owe him a debt of gratitude.

VICE PRESIDENT JAN PIERCE: Ed McCann. Ed was a dedicated trade unionist who loved CWA and gave his all to the union movement. Starting out as an installer-repair technician with New York Telephone Co. and as a CWA activist, Ed joined the union's staff as a CWA representative in 1961 in Syracuse, New York.

He was appointed CWA's New England area director and transferred to Boston in August of 1967, when he was immediately thrust into the frontlines of a campaign to organize telephone workers throughout New England. Over the years, Ed McCann became a political force in the Boston area, working on Presidential campaigns for Bobby Kennedy and Michael Dukakis, among others. We will always honor Ed McCann's contributions to building our union.

VICE PRESIDENT JAMES IRVINE: George T. Myerscough. George Myerscough was a true CWA pioneer, starting work as a transmission technician with AT&T in 1929, in the depths of the Great Depression and nearly a decade before the creation of CWA. Active in CWA's founding and formative years, as an officer and leader of CWA Local 1150, George Myerscough was elected to national office and director of the union's AT&T Long Lines unit in 1969.

He was beloved by those he served, and was designated National Director Emeritus upon his retirement in 1977. George Myerscough devoted his life to building and bettering CWA and improving the lives of those he represented.

VICE PRESIDENT JOHN CLARK: James P. Nolan. James Nolan earned the respect and accolades of many in the labor movement for his decades of distinguished service to the national Association of Broadcast Employees and Technicians. We in CWA also honor his memory for taking the lead in bringing about the merger between NABET and CWA that became official on January 1st of this year.

Jim Nolan started his working career with the ABC television network in 1958 as an electronic maintenance engineer. He immediately became active in Local 16 of NABET, and served the local in a variety of leadership positions, becoming the first local president of the new Local 18 in 1967. Jim Nolan rose steadily through the ranks of NABET from executive board member, to vice president and finally to president in 1986. He worked tirelessly on behalf of the membership of NABET and even delayed his personal plans to retire "in order to make the merger between membership of NABET and CWA a reality." We all owe him an eternal debt of gratitude for his ceaseless contributions to the working men and women of America.

VICE PRESIDENT ROBERT JOHNSON: Thomas C. Ryan. Tom Ryan was a guiding light throughout Ohio and CWA District 4 for many years, all the way back to the founding days of CWA. Tom Ryan first went to work for Ohio Bell in Youngstown, his hometown, in 1928. Soon afterwards, he recognized the need for a strong, national union.

Tom Ryan fought hard to build CWA, serving several years as president of the Ohio Federation of Telephone Workers and District 12 before becoming a CWA Representative in 1951. He served many years as our Ohio Director and later as Assistant to the Vice President before his retirement in 1975. When Tom died on May 24, 1994, the Labor Movement lost a true leader, and CWA members lost a true friend.

PRESIDENT BAHR: Let us pause now to remember those CWA Local Officers who have passed from our midst since our last convention: James Barrett, Local 3122, President; Albert Burgess, Local 4530, President; Andrew C. Ertz, Local 7176, President; Charles (Chuck) Phillis, Local 14535/63, President.

For all those who have passed from us during the past year, we now offer our solemn prayers of love.

We shall never forget their loyalty, their courage, their ideals.

Each created a priceless legacy that will forever bring us closer together-- a legacy of devotion to CWA and to the men and women whom we represent.

They have provided us with examples that light the path toward human dignity. We pledge to follow their examples and to carry on the high standards that they exemplified. We call upon the members of the Communications Workers of America to symbolically join us in heart and mind as we pay homage to Grover Cantrell, Al DiProspero, Mary Gregory, Bill Hipple, Tom Kopeck, Mike Lindner, Ed McCann, George Myerscough, Jim Nolan, Tom Ryan, the members, the steward, the local officers, the staff and all the elected leaders who have departed from us.

May they rest in peace. May they rest in the Lord.

... "Taps" was sounded by the bugler...

PRESIDENT BAHR: We normally have a recess at this time, so it is a little more difficult to get ourselves geared up after this kind of emotional experience. But the Chair recognizes the Appeals Committee to finish its report.

DELEGATE ED PHILLIPS (Local 4340, Chair, Appeals Committee): Committee Member Paul Sapienza will read Appeal 13.

DELEGATE PAUL SAPIENZA (Local 1105):

APPEAL NO. 13

Gregory Bresnahan of Local 14620 appealed the CWA Executive Board's decision of June 11, 1994.

The original complaint, dated December 14, 1993, and received in the office of the

Secretary-Treasurer on December 21, 1993, states, on its face, that it concerns the October 18, 1993 letter from President Bahr to Sector Locals regarding the payment of retiree dues from local treasuries. It is apparent from reading the letter that Member Bresnahan's complaint concerns the amount of dues paid by Sector retirees rather than who pays the dues.

President Bahr's October 18, 1993 letter addressed the issue of whether Sector Locals could pay retiree dues out of Local treasury funds. The issue of the amount of dues paid by Sector retirees was addressed by President Bahr on June 4, 1993 and by the CWA Executive Board during its July 1993 meeting. Based on this, the Executive Board determined that Member Bresnahan's complaint was not timely. The Appeals Committee agrees.

The instant complaint essentially seeks to reopen the issue that had been previously decided and was not appealed. If Member Bresnahan was dissatisfied with the decisions made in June and July of 1993, he could and should have appealed the issue to the CWA Convention held in July 1993. Having not done so, he is now precluded from raising the issue again in a separate process.

The Appeals Committee recommends that the convention uphold the decision of the CWA Executive Board and that the appeal of Member Gregory Bresnahan be denied.

... The motion was duly seconded ...

PRESIDENT BAHR: You heard the motion. It is seconded from the floor.

On Microphone 3, Delegate Whitehead.

DELEGATE STEVE WHITEHEAD (Local 14620): Mr. President, Brothers and sisters: I rise in support of the recommendation of the Appeals Committee to reject the appeal of Gregory Bresnahan. I would like us to go on record to say that I would ask that you reject his appeal. This is not the first appeal that Gregory Bresnahan has sent before this convention, and I can guarantee you it is not the last that will come before this body. Gregory Bresnahan has sent appeal after appeal for the purpose of embarrassing our Local, for the purpose of destroying our union. He has gone on record in St. Louis as saying that he will do whatever he can to break our union, and his first process is to bring our name before this union every year and smear it. I urge you to strongly, strongly reject it.

This man has denied the rights of our local people. He has denied my rights repeatedly. I decided one day that Gregory Bresnahan was wrong, and that wrong has to be confronted whether you win or lose, and we won. We kicked five incumbents out of office on their ear. They took over the union as dictators. They would not let us look at the books. They set up a meeting and said, "Come look at the books" and then they assaulted me and I had to aggressively defend myself. I had to actually fight for the union. As a diabetic I had to actually fight for my life with this man. I went into insulin shock and had to be taken to the hospital. But we prevailed and we continue to prevail. We will not let him drive down our spirit.

For the last two and a half years I have not had a 30-day period where I ever escaped from this man. But we have gone one. Last year, we organized a new shop, the first time in over 100 years that we did that in St. Louis. I am proud of that. We will go on. We signed a five-year contract extension. We will go on, and they had better either go with us or get out of the way.

I ask that you reject this appeal overwhelmingly and send them a message to either be a union man or get out. (Applause)

PRESIDENT BAHR: Microphone 3, Delegate Mitchell.

DELEGATE WAYNE MITCHELL (Local 14170): I know it is the end of a long day, and I will try and be brief, but we thought it was important that the delegates in this room get all the information they can.

We are a democratic organization, but what you see before you is an attempt by a member of St. Louis Mailers Union to use the democratic process of this union to undermine and divide that local union. If they could, they would destroy it and get some sick revenge, but they would do that.

I thought you needed to know that they in no way deserve any consideration from any member of this union, a union where you, the delegates and your members, can brag that you have created and maintained the greatest international union in the world. I tell you, these people do not have the right to call you brothers and sisters. That is why we felt we had to get this out.

We have come before you to ask you for help and support in New York against Bob Ballow, the union-busting attorney.

In Pittsburgh, against the greedy publisher that wanted to destroy the unions.

Today we ask you for support against a union's worst enemy-- the enemy within. The people that call themselves brothers, but have their own agenda, in no way constructive to their union, only to promote their own garbage.

So I say to you as Steve Whitehead did, send them a message, "There is no place in this organization for this kind of garbage." (Applause)

Just one more note if I may, and if I may take a bit of liberty and I hope the Chair won't rule me out of order, but when they write the previous speaker's biography, they will write of Steve Whitehead, that when his local union was falling down he held them up, he gave them direction, he got them back on their feet. They are proud. Let's support them. Support the Appeals Committee, and let's get rid of this garbage. (Applause)

PRESIDENT BAHR: There are no more speakers waiting to be heard.

Before us is Appeal No. 13. All those in favor of the Committee's recommendation indicate by raising your hand. Down hands. Opposed by like sign. It is adopted unanimously. (Applause)

CHAIR PHILLIPS: Committee Member Alma Diemer will read Appeal No. 14.

DELEGATE ALMA DIEMER (Local 6507):

APPEAL NO. 14

Frank Thomas, member of Local 3905, appealed the CWA Executive Board decision of May 31, 1994, denying his appeal.

Member Thomas alleges that during the discussion at a Local membership meeting concerning a suspension of a Local member, a motion was made: "moved that a vote be taken on whether to submit the question to a referendum of the membership...the Local President refused to allow this vote..."

The Executive Board supported President Bahr's denial on two grounds. First, the Internal Appeals Procedures did not contemplate a referendum vote of the Local membership in considering a matter that came before it. Second, this matter was untimely since, under Roberts Rules of Order, the appropriate method by which to challenge a ruling of the Chair of a meeting is to appeal the ruling of the Chair at the time that the ruling is made. Article XIII(A) of Local 3905's Bylaws state in part, "...Membership meetings...shall be conducted under these bylaws...Roberts Rules of Order shall govern."

The Appeals Committee finds no reason to disturb the Executive Board's decision.

The Appeals Committee recommends that the Convention uphold the decision of the CWA Executive Board and the appeal of Frank Thomas be denied.

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It's been seconded.

On Microphone No. 3, Delegate Carter.

DELEGATE BYRON S. CARTER (Local 3905): The issue before us is simple. There are guidelines set forth in the Constitution for conducting referendums, and addressing it here today is not the way to do that.

Frank, Mr. Thomas, demanded that we conduct a referendum. He did not make a motion to this effect, this is what his appeal says.

If this appeal is allowed to stand, it could set forth a dangerous precedent for all CWA locals. It would mean that anytime any member does not agree with a decision made in a membership meeting, then that member, that one person, could demand a referendum on any question, no matter how trivial.

The local president and the membership were properly following Roberts Rules and the guidelines set forth in our bylaws and the constitution.

Please uphold the Appeals Committee's decision and help us bring about an end to a problem that has been plaguing our local since 1991.

Thanks to all my members in District 3 who have stood behind us in all this mess. (Applause)

PRESIDENT BAHR: Thank you.

No one else desires to be heard. All those in favor of the Committee recommendation on Appeal No. 14 signify by raising your hand. Down hands. Opposed by like sign. It is adopted.

Please join me in thanking, undoubtedly, the hardest working Committee that deals with this Convention. Your work is appreciated. (Prolonged applause)

You are discharged with the thanks of the Convention.

At this point, we will have our annual CWA-COPE Awards Program, and it gives me a great deal of pleasure to now turn the program over to Secretary-Treasurer Barbara Easterling.

SECRETARY-TREASURER EASTERLING: Thank you, President Bahr.

Today we honor all the locals that achieved 100 percent or more of their CWA-COPE quota in 1993. There are 580, 100 percent locals this year. Let's give them a much deserved round of applause. (Applause)

There was good news and bad news this year. The good news is that in 1993 you raised a grand total of \$1,206,920.18. The bad news is that that was \$13,000 less than you raised in 1992.

I want all 580 locals to join me in encouraging all those locals who do not participate in the CWA-COPE Program, or those locals that do not meet their CWA-COPE quota each year, to think about the issues that face us this year, to think about what Vice President Gore said today, how we need to elect and reelect the friends that can put our issues across, and be sure to plan to do better next year. The money you raise helps us to communicate our views to the elected officials in Washington and in state legislatures across the country. I know we have fewer CWA members, but the number of congressional representatives and senators remains the same. So we must all try harder to improve our CWA-COPE record in 1994. I know we can do it.

District 3 did a fantastic job and raised 216 percent of its quota. (Applause and cheers)

But District 6 is in pursuit, and they came in second with 203 percent of its quota. (Applause and cheers)

That was pretty close. Obviously they would like to be number one.

In District 2, they raised 154 percent. (Applause and cheers)

District 7 followed with 129 percent. (Applause)

District 4 placed fifth, with 125 percent. (Applause)

District 13 was next, with 124 percent. (Applause) District 9 followed with 95 percent. (Applause)

District 1 finished last again, this year with only 47 percent. I know District 1 can do better, because I have seen the locals up here to collect their awards. So we have just got to get moving and do it like all the rest of the folks are.

The districts that increased their percentage of quota over 1992's records are Districts 2, 3 and 4, and they are to be congratulated for that. (Applause)

I want to bring to your attention another significant part of our CWA-COPE Program, and this is the contribution that is being made by our CWA retirees.

In 1993, 25 of the retiree clubs affiliated with the CWA Retired Members Council made their CWA-COPE quota of \$1.00 per member. That list will be placed in the Convention record.

CWA RETIREE CLUB 100% COPE LIST—1993

Retiree Local	President	Retiree Local	President
1103	Thomas J. Wonsor	3805	Glenn Keck
1104	Leo Dick	3902	D.E. Kines
1122	Rita Biondo	4322	Jean S. Knight
1123	Bruce G. Stallknecht	4340	Ted Karabinus
1150	Anne H. Walden	4603	Evelyn Kirchner
1314	Ed Cotter	6143	Joe E. Winters
2101	Michael Vivirito	6201	J.C. Whitley
3106	Charles H. Taylor	6222	Lucile F. Wooten
3109	John W. Haber	6320	Bud Brinkmann
3111	Louise Yung	6325	Bertha Van Sittert
3204	Ed L. Whitten	9400	Alen Rooker
3310	Lucy Vaughn	9510	Chuck Holt
3603	Irene H. Hargett		

I think that the fine work that has been done by our retirees to raise over \$20,000 in COPE funds deserves your applause. (Applause)

Despite all of our efforts, we still stand at only 6 percent of our members on payroll deduction for CWA-COPE, and so we really must work on that and improve our records in 1994. Getting the members to sign up on payroll deduction really only requires one skill-- that's to tell them about the program and ask them. You must approach people. We find that when people are asked, they will give. So let's put our mobilizational skills to work there and ask them.

I want to congratulate all the locals and the staff who participated in our COPE fundraising efforts in 1993. Without your support and hard work we just wouldn't have as successful a CWA-COPE Program as we have today.

Our two most successful fundraising programs are still the prestigious CWA-COPE Quorum and the Platinum Quorum. We have 2,577 CWA-COPE Quorum, and 1,906 Platinum Quorum members, and if you wonder who they are, you just have to look for their pins or their jackets. I know I always do.

I urge all of you who are not members of either one of those clubs to consider doing so today.

The list of locals that achieved 100 percent of their CWA-COPE quota in 1993 was distributed this morning and will be incorporated in the official Convention proceedings.

CWA-COPE PROGRAM**100 PERCENT LOCALS**

LOCAL	PRESIDENT	LOCAL	PRESIDENT
1000	Fred Waropay	2204	Larry A. Akers
1022	Lynn Buckley	2205	James E. Stroup
1060	Walter J. Serafin	2206	Eugene C. Bloxom
1080	Jeff Robinson	2207	James W. Hilleary
1082	Don Rice	2252	Karl R. Busl
1101	Ed Dempsey	2260	T. A. Thurston
1106	Richard B. Halliday	2276	Harold E. Leedy
1107	Anthony Caprara	2277	William E. Gillispie
1114	Joe Lattimore	2300	Willie Leggett
1115	Thomas L. Bailey	2323	Kenneth A. Rucker
1116	James J. Devine	2336	Joanne C. Bell
1118	James O'Hare	2381	Jeff Walton
1120	John M. Alphonse	2382	Aneatha Robinson
1122	Donald J. Loretto	2385	Keith F. Livermore
1126	James E. Cehonski	2390	W. F. Sheridan
1127	John E. Lyford	2395	Thomas L. Barker
1128	Richard G. Bolster	3061	Edward P. Hubbard
1129	Steven M. Miller	3101	Michael R. Amos
1150	Laura J. Unger	3102	Thomas V. O'Hern
1177	John J. Blasi	3103	Josh E. Haddock
1200	Beata Makuch	3104	Donald A. LaRotonda
1250	William Sharkey	3105	Richard R. Bearmann
1301	George Alcott	3106	Shelba Hartley
1370	Joseph A. Draleau	3107	Jose A. Dorado
2001	Stephen T. Moss	3108	Sarah J. Smith
2002	Gary F. Hatfield	3109	Michael A. Sakalarios
2003	Mark S. Smith	3110	T. R. Emery
2004	Sue Merrill	3111	Michael Tartaglio
2006	Michael J. Linton	3112	C. E. Ryan
2007	Richard D. Mabrey	3113	John Schaich
2009	Lowell Damron	3114	Charles Clark
2010	Clara M. Linger	3115	Hollis Burdette
2011	Linda Aman	3120	Eva A. Morris
2066	Larry Saylor	3122	William I. Knowles
2100	Gail Evans	3151	Jill Ross
2101	Charles D. Bates, Jr.	3171	Edward A. Botting
2104	Donald A. Rameika	3174	Danny Ryals
2105	James E. Farris	3176	Jake Cason
2106	Ralph E. Jenkins	3177	Deana Alonzo
2107	Michael Bello	3179	John M. Hodgden
2108	Kathleen Mazzi	3201	Roger L. Todd
2109	Joseph E. Fink, Jr.	3203	Robbie Casteel
2110	Maevon C. Garrett	3204	W. E. Conine
2150	Mary A. Alt	3205	William Barney
2177	Richard Brockert	3207	Judith R. Dennis
2185	Deborah K. Moran	3209	Danny O. Harvey
2201	Richard C. Verlander	3212	L. N. Wofford
2202	Michael D. Upton	3215	H. J. Kelley
2203	Shelton G. Wine	3217	Diann J. Hartley

LOCAL	PRESIDENT
3218	Harry McFarland
3220	Tom Ravita
3250	C. H. Grizzle, Jr.
3263	Leon A. Gusek
3271	Frank Chaney
3275	Charles L. Heath
3301	John Coffman
3304	Robert Phillips
3305	David C. Perkins
3309	Donnie R. Lancaster
3310	Joanne Smith
3312	James T. Griffey
3313	Harold T. McGeorge
3314	Patty Summers
3317	John M. Slone
3321	Ted Bilbrey
3371	Phillip Coldiron
3372	Durrett R. Wells
3402	Larry Paige
3403	Walter J. Bagot
3404	Steve Gremillion
3406	Edward Romero
3407	Ronnie J. Breaux
3410	Michael J. Fahrenheit
3411	Thomas J. Koenig
3412	Danny C. Naquin
3414	Barbara J. Cook
3450	Roy E. Jones
3490	A. L. Stafford
3504	Mary Stanley
3505	Charles E. Bingham
3509	Frank Graham
3510	E. D. Chisolm
3511	Derald Dear
3513	Carl C. Henderson
3514	Larry Dearing
3516	Carl Madden
3517	Mary C. Hudson
3518	Oscar Denton
3519	Eric D. Cox
3550	Curtis Bobinger
3601	Thomas E. Davis
3602	A. T. Foust
3603	Gary G. Comer
3605	Daryl D. Hutchins
3606	David Meadows
3607	D. Z. Hilliard
3608	C. R. Fox
3609	Frank W. Wishart
3610	Gary E. Ballentine
3611	Paul C. Jones
3613	Don Harris
3615	Shirley J. Moore
3616	George Medina
3618	Angelyn Melton
3650	Rodney Bartlett

LOCAL	PRESIDENT
3672	Tony Pope
3674	Brenda Ingram
3676	Edward E. Holmes
3680	Rocky A. Barnes
3681	Jasper J. Gurganus
3682	Alton Hanford
3683	James L. Houser
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	F. B. McKerley
3802	James N. Ledford
3803	J. T. Franks
3804	James W. McKee
3805	William T. McGee
3806	H. W. Starnes
3808	Beverly A. Hicks
3850	N. Gayla Poindexter
3871	Eddie Hicks
3901	H. T. Carter
3902	Terry R. Davis
3903	E. S. Jones
3904	R. Terry Young
3905	Gregory Chandler
3906	J. M. Hughes
3907	Dennis Saucier
3908	Robert L. Cotter
3909	James B. Germany
3910	Ricky Holmes
3911	V. J. Grosso
3912	Robert Dyl
3950	Janice R. Barber
3966	Edward Coleman
3972	Henry D. Hughes
3974	Dale Hollingsworth
3976	Harold Stogsdill
3990	K. C. Wray
4008	Carl Richter
4009	Dominic Guadagni
4010	Theresa A. Ryan
4011	E. Dana Christner
4013	David R. Ormsby
4015	Thomas C. McGee
4017	Gary Odum
4018	James D. Ruddock
4021	Karl E. Jackson
4022	Henry D. Otis
4023	Steve Pavlovich
4024	John J. Larson

LOCAL	PRESIDENT
4025	Max Engle
4031	Teri Pluta
4032	Billy D. Everett
4033	Randy Ream
4035	Earl L. Cagle
4037	John J. Egan
4038	Gregory Faust
4039	Teri Pluta
4040	Alfred Greer
4041	Billy D. Everett
4070	Gregory J. Gutowski
4090	Lee J. Horton
4100	Frank Scola
4101	Richard C. Miller
4102	Larry J. Booher
4103	Richard A. Short
4104	Francis Sievert
4105	Fred Kincaid
4106	Pillip D. Skeel
4107	James Charbonneau
4108	Bill Bain
4109	Dudley F. Straubel
4202	Addie La Bella
4203	Robert R. Romani
4209	Marlene George
4212	ElizabethVanDerWoude
4213	Kattie Russey
4214	Betty Moore
4217	John Dill
4270	Jake Medlen
4273	D. L. Crandall
4300	Richard D. Ramm
4302	Sal LaCause
4303	Vera Laubacher
4310	Linda Hinton
4311	Diane Delaberta
4315	Karen Cousino
4318	Charles H. Groves
4319	Ronald D. Honse
4320	Bud McNichols
4321	Ed Kenily
4322	Jerry W. Schaeff
4323	John E. McCord
4325	Jerry Campbell
4326	Gerald L. Powell
4340	Ed Phillips
4352	Tom Powell
4353	Rodney L. Miller
4354	Deborah L. Black
4366	Daniel J. Wielgat
4370	John E. Holland
4371	Tami Drollinger
4372	Robert A. Coriell
4373	Sam Miller
4375	Paul E. Jones
4377	Ron Smalley

LOCAL	PRESIDENT
4378	Douglas Morrison
4379	Mike Reyome
4385	Cynthia R. Armstrong
4386	Wayne L. Nicol
4400	William M. Timmerman
4401	Dodie Ditmer, Adm.
4471	William E. Rathgaber
4472	Johnnie B. Kidd
4473	Johnnie B. Kidd
4474	Vaughn L. Black
4475	Gerald Calvert
4477	Mike Timmerman
4478	Joseph Smith
4479	William E. Rathgaber
4482	Randall Wesson
4483	Ronald J. Herbert
4485	John R. Lambdin
4486	Doug Landis
4488	Roger Brooks
4509	Jeff Rechenbach,Admn.
4510	Carolyn Powell
4522	Bud McNichols
4530	Keith Henson
4546	Robin Schenault
4600	Ann Crump
4603	George R. Walls
4611	Robert Young
4620	Richard Jorgensen
4621	Marilyn J. Peterson
4622	Mary Kay Nelson
4623	Herbert Pomerich
4630	Gary Mullikin
4631	Albert J. Anderson
4640	James Clark
4641	Gene McKahan
4642	Gary Grassel
4645	James Learn
4646	Nancy Lego
4670	Ron Vechinski
4671	Michael Oliver
4672	David L. Stackovak
4674	Dennis Drew
4675	Richard Wilke
4690	Larry L. Shepler
4700	Patrick Gorman
4702	Robert E. Smith
4703	Maurice L. King
4711	Michael E. Faulk
4770	Gary T. King
4773	Edward Lowdenslager
4780	Roland Michael
4782	Ann Bohlander
4790	Peter Vukovich
4795	Michael D. Perkins
4800	Mary Worth
4802	Carrol Hostetler

LOCAL	PRESIDENT
4818	Susan Baxter-Fleming
4900	Larry Cave
4998	Glenn G. Hamm
6007	Elvin C. Crites, Jr.
6009	Jerry Butler
6012	Dean Franklin
6014	Charles R. Fine
6015	Bill H. Torbett, Jr.
6016	Barry Gardner
6050	Ralph L. Jeffrey
6101	Arvel Stansel
6113	David A. Rawson
6118	Robert L. Baxter
6127	Dennis Sprague
6128	Bill Utterback
6132	Ray Flores
6137	Larry J. Vandeventer
6139	Arthur L. Sontag
6143	Gloria Parra
6150	Keith Kelm
6171	Richard Kneupper
6178	Brenda Malone
6200	Jimmy Cook
6201	Denny Kramer
6202	Tena Rylander
6203	Reva J. Workman
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 Marshall
6228	Ronnie Gray
6229	Dennis W. Dobbs
6290	Ron H. Linnell
6301	Sandra L. Grogan
6310	Tony Ellebracht
6311	Mark K. Van Dolah
6312	Larry McKoy
6313	Max Sweezy
6314	Virgil J. Koechner
6316	Lynnett Jenkins
6320	Tony Hill
6321	Stephen Schaedler
6325	Edward Pinkelman
6326	Cecelia Peltier
6327	Roberta Browne
6333	David A. Litzenberger
6350	Robert K. Huss
6360	James T. Hill
6372	Henry E. Duckworth
6373	Carl W. Kimble
6374	John Duff
6375	Margaret Calvin
6377	Earline Jones

LOCAL	PRESIDENT
6390	Tom W. Breidenbach
6391	K. W. Flanagan
6395	David A. Ducey
6401	Debbie Snow
6402	Jennie Keef
6406	Yvonne Shoff
6407	Janet C. Gardner
6409	Dennis W. Pierron
6411	Mary W. Nave
6450	Cherelinda S. Chaney
6477	Charles R. Jarnevic
6500	Gilda Grant
6502	Gary D. Gray
6503	Robert O. Saunders
6505	Michael D. Patton
6507	Alma Diemer
6508	James Conner
6573	David M. Young
6733	Donna Bentley
7001	Jeanne Lowell
7009	Chris Roberts
7011	Jude McMullan
7026	Michael E. McGrath
7032	Dean Shelton
7037	Robin A. Gould
7050	Kenneth Barner
7055	L. Sandoval, Chair
7070	Lorenzo A. Moya
7096	William S. Farbstein
7101	Gene Porter
7102	Midge Slater
7103	Mercedes M. Spain
7106	Leonard L. Rotschafer
7107	Bill Mayland
7108	Miriam Tyson
7109	Gayle Tellin
7110	Francis Giunta II
7113	Phil Feller
7115	John Graham
7117	Anita Purcell
7118	Mike J. Hogan
7170	Yvonne Winther
7171	Dennis R. Dunbar
7172	Caroll L. Herndon
7173	Jerry Halder
7175	Gwendolyn C. Smith
7176	Ken Gaddis
7177	Larry Fitchner
7181	Nancy Moser
7200	Richard O. Johnson
7202	Howard Haiman
7203	John Hemphill
7204	Gary Schmidt
7205	Douglas J. Ardoff
7206	David Stoltman
7212	Dave J. Clement

LOCAL	PRESIDENT
7213	Scott T. Bultman
7214	Tom Anesi
7219	Robert Pompe
7270	Alan Piker
7272	Patrick Doyle
7290	A. C. Mumm
7301	Stephanie J. Reidy
7303	Dee Olson
7304	Larry Ellingson
7400	Rick Sorensen
7401	Neal Kelley
7470	Dennis Martin
7471	Charles Clark
7476	Larry Munroe
7500	Dave Clauson
7504	Jim Diestel
7505	Gerald S. Schield
7506	Larry Peterson
7601	Kriss Ricketts
7610	Dave Bybee
7621	Lynn L. Muehlfeit
7630	Dave Knapp
7640	Marylyn Howard
7702	Jeff White
7705	Lee B. Linford
7708	Sam Latigo
7716	Larry P. McCormick
7717	Gene Heuman
7743	Orville R. Lehmann
7750	Martin R. Byrnes
7755	Joe Petersen, Chmn.
7775	Eloy Garcia
7790	Charles L. Mitchell
7795	Jesse Buckman
7800	Patti Dempsey
7803	Ken Horn
7804	Richard W. Godwin
7805	Bob Iverson
7810	Bill Jenkins
7812	Ken Harding
7814	Larry Pearson
7815	Rod Carter
7816	Betty Borhauer
7817	Mike Rohlman
7818	Jeannie Morris
7901	Carla Floyd
7904	Linda Wisher
7906	Joe McMahan
7908	Larry Hurst
7955	Bob Proffitt, Chair
7970	Butch Still, Jr.
9000	Stu Tropp
9400	Tony Bixler
9403	Richard M. Herrero
9404	Bernard Chiaravalle
9407	Rick Becker

LOCAL	PRESIDENT
9408	Nadine Cox
9409	Val Afanasiev
9410	Marie C. Malliett
9411	Carol Whichard
9412	H. C. Cotner
9413	Craig Hansen
9414	Mitch Crooks
9415	Kathleen Kinchius
9416	Joanie Johnson
9417	Barbara J. Spradlin
9418	Kathy Kimes
9419	Glen Everett
9423	Nancy Biagini
9426	Dianne Dion
9430	Charles J. Dunn
9431	Leon L. Wurzer
9432	Walter Borrer
9510	Andrea Montoya
9511	Roy Michel
9550	Linda D. Porter
9573	Lino Martinez
9575	David W. Salazar
9576	Jerry Teixeira
9587	Don McGee
9588	Ellen West
13000	Joseph Clinton
13101	John Lloyd
13500	Frances M. Rotkiske
13550	Lois J. Grimes
13570	Duane Hunt
13571	Richard Evanoski
13572	Joseph S. Black
13585	Joseph Hock
14108	Charlie Papineau
14200	Robert Petersen, Jr.
14301	Robert H. Tew
14310	Paul T. Williams
14322	Daniel Jackson
14330	William D. Weaver
14336	Joseph P. Carroll
14351	Hugo Kirby
14401	William T. Browder
14404	Joan Forman
14406	Linda A. Morris
14410	James Rice
14413	Patricia Pennell
14420	Raymon Head
14423	Jacqueline R. Mueller
14424	Gerald Stevens
14427	Warren C. Friest
14434	William Earl
14437	Robert Lindeman
14438	Paul T. Pinkley
14439	Wallace G. Meehan
14441	Thomas J. Brown
14443	Peter Maher

LOCAL	PRESIDENT
14446	David M. Shroyer
14503	Alexander J. Cellini
14509	Kenneth Smith
14514	Thomas Cowman
14516	John R. Sneddon
14518	Jack L. Collins
14522	Michael Darling
14524	Joyce Ford
14527	Ron Porter
14528	Jaci Cooperrider
14529	Thomas Neilan
14537	Dennis P. Riley
14547	Paul Roders
14548	Sharon Enos
14549	Robert A. Santner
14609	James H. White
14615	Conrad Walton
14616	John J. Eberling

LOCAL	PRESIDENT
14620	Nelson J. Sinclair
14629	Suzye Gardner Marino
14630	David Santoscoy
14715	Donald D. Garrett
14752	John C. Mullen
14800	Robert M. Super, S-T
14802	Ronald W. Mickel
14803	Gary Knauff
14815	David R. Hurst
14821	Rose Ann Masters
14830	Ronald G. Miller
14831	John J. Gallagher
14834	William R. Snyder
14836	James R. Sims
14837	Eugene C. Mishinski
14842	Daniel Zorich
14921	Jerry K. Ahue

Congratulations again to the officers and the 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 of those winners who will be called forward together for a photo session just off the stage to my left when the proceedings are over.

And now, the first award is presented to the local that contributed the most CWA-COPE dollars last year. We are happy to present this special local award to Local 3204, which contributed \$34,252.28. The president of CWA Local 3204, William Conine. (Applause and cheers)

Here he comes. (Presentation - Applause)

The next award goes to the local that contributed the highest percentage of its CWA-COPE quota in 1993. We are delighted to present this award to Local 1301, which raised 2,771 percent of its quota, a District 1 local, so I know you can do it.

The president of Local 1301 is George Alcott. George is not here, and accepting the award is Jerry Hayes, a CWA staff rep. (Presentation - Applause)

The next award is the District Sweepstakes Award which is presented to the District that raised the highest percentage of its quota by the end of calendar year 1993.

I have already told you who that is, District 3 with 216 percent of its quota, Gene. (Applause) I want to congratulate both Gene Russo and the District 3 staff and Locals for that. (Presentation - Applause)

The next award is presented to the Local that achieved the highest percentage of membership participation in the CWA-COPE Pcc checkoff program in 1993. This special Local Checkoff Achievement Award is presented at this Convention to Local 3613 which achieved 89 percent of membership participation in the 1993 CWA-COPE PCC checkoff program.

Congratulations to Don Harris, the president and the other officers and members of Local 3613. Gene will accept the award on their behalf. (Presentation - Applause)

The next award goes to the Local that had the largest number of members signed up on CWA-COPE PCC checkoff in 1993. This award goes to Local 1101 which had 2,739 members signed up on CWA-COPE PCC checkoff.

Congratulations to Ed Dempsey and the other officers and members of 1101. (Presentation - Applause) Charlie McQueeney is accepting the award. (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 1993.

It is a pleasure to present this President's Award to Local 1301, which raised 2,771 percent of its 1993 quota. Again that is George Alcott, the president. I congratulate the other officers and members of Local 1301 and Jerry Hayes will again accept 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 1993. This President's Award goes to Local 6222, which raised \$32,400.82, all voluntary dollars.

Congratulations to President B.J. Etzel and the officers and members of Local 6222. (Presentation - Applause)

We will now present two CWA-COPE Quorum Achievement Awards for 1993.

The first award goes to the Local that had the most members in the CWA-COPE Quorum in 1993. It is a pleasure to present this award to Local 3204 with 85 members. Bill Conine is the president and he will accept the award. Congratulations. (Applause)

The second Quorum Award is presented to the District that had the most members in the CWA-COPE Quorum in 1993. We are proud to present this award to District 3, with 1,157 members. Gene Russo come forward and accept the award. (Presentation - Applause)

We will now present two special district Annual Achievement Awards. For the first of these awards is presented to the district that achieved the highest percentage of membership participation in the CWA-COPE PCC checkoff program.

We are delighted to present this award to District 6 again this year. They had 10.4 percent of its membership on checkoff. (Applause) Vick Crawley, please come forward and accept the award on behalf of District 6. (Presentation - Applause)

The second Annual Achievement Award goes to the district that raised the most CWA-COPE dollars in calendar year 1993. We are proud to present that award to District 3, which raised a grand total of \$320,662.95. (Applause)

Come on up and get the award, Gene. (Presentation - Applause)

We now will present our two Platinum Forum Awards, and that first Platinum Award goes to the local that had the most PQ members in 1993. We are pleased to present this PQ award to Local 6222, which had 105 members by the end of 1993. (Applause)

B.J. Etzel, please come and accept the award. (Presentation - Applause)

The second Platinum award is presented to the district that had the most PQ members in 1993. We are proud to present this Platinum Quorum Award to District 6, which had 524 members. (Applause) Vice President Crawley. (Presentation - Applause)

I will now present the Special State Awards. Those awards go to the states in which all locals are 100 percent in CWA-COPE. They are presented to the staff. From Maryland, Grace Leonard. She is here on stage. (Presentation - Applause)

Gary McAllister, from West Virginia, is not present. He will be given his award.

Booker T. Lester from Louisiana, and this award will be accepted by Norma Powell. (Presentation - Applause)

Allen Keith from South Carolina. (Applause)

George Powell, from Mississippi, and Norma will accept that award as well.

Keith Dooley, Wisconsin. (Presentation - Applause)

Clint Boling, Arkansas. Ben Turn will accept Clint Boling's award. (Presentation - Applause)

Missouri, Nancy Lammert, Philip Ferrill and Bill Wildoner. Accepting the award will be Dave Locke and James Tucker. (Presentation - Applause)

Oklahoma, Clint Boling and John Marshall. Ben Turn will accept the award. (Presentation - Applause)

Nebraska, Marian Moffitt. John Thompson will accept the award. (Presentation - Applause)

North Dakota, Annie Hill. (Presentation - 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. Let's commit ourselves now to doing a better job next year. If these locals can do it, you can do it as well.

We have provided you with the new CWA video. I hope you are using it in your locals. It is very important. It can help you in your fundraising and, of course, we always stand ready to help you in any way we can. Thank you. (Applause)

PRESIDENT BAHR: Thank you very much, Barbara. And congratulations to all the winners.

Would the Defense Fund Committee come to the platform.

... The Defense Fund Oversight Committee came to the platform ...

PRESIDENT BAHR: The members of the Defense Fund Oversight Committee are:

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

David Layman, Local 2204; David Prather, Local 3204; Greg Reimer, President, Local 4309; James Allen, Treasurer, Local 6215; Randy Warner, President, Local 7704; Brenda Baldwin, Local 4291; Arthur Cheliotos, President, Local 1180; Fran Rotkiske, President, Local 13500, Co-Chair.

The President of the Committee, Robert Lilja of Local 7214, and Barbara Easterling, the Secretary-Treasurer.

The Chair recognizes the Chair of the Committee.

DELEGATE ROBERT P. LILJA (Local 1104, Chair, Defense Fund Oversight Committee): Thank you, Morty. For the purpose of reading the report, I would like to introduce James Allen, District 6 representative.

DELEGATE JAMES L. ALLEN (Local 6215): The Defense Fund/Members' Relief Fund Oversight Committee met on March 14 and 15, 1994, and again starting June 9, as required by previous Convention action. Since the 1993 Convention, our activities include:

- Elected a Chairperson and Co-Chairperson for the Committee.
- Reviewed the investment policies which were found to be in order. See Financial Statements and Report of Internal Auditors' Statement of Assets, Liabilities and Funds balances distributed with Finance Committee information.
- Reviewed the status of both the Defense Fund and Members' Relief Fund.

The reviews of those two funds included:

- Expenditures made from each fund in conjunction with approved CWA strikes;
- Expenditures made from the Defense Fund by vote of the Committee and International Executive Board, in accordance with rules adopted by Convention action.

To continue the reading of the reports, my distinguished committee member from District 7, Randy Warner. (Applause)

DELEGATE RANDY WARNER (Local 7704):

An Overview of the Funds

Defense Fund

Expenditures made on approved accounts:

Public Relations Campaign, Local 1180: approved April, 1994, \$112,800, for mobilization. Total paid to date \$106,311.

Two labor unions, the Amalgamated Engineering and Electrical Union of Scotland and the United Farm Workers spoke at the 1993 CWA Convention about the effects of serious attacks by employers on their members and their union. The convention delegates adopted motions recommending the CWA Executive Board and Defense Fund Oversight Committee make contributions from the Defense Fund to these unions on behalf of the Communications Workers of America. The CWA Executive Board and the Defense Fund Oversight Committee authorized the following contributions from the Defense Fund:

United Farm Workers, August, 1993, \$50,000;

Timex Workers, Scotland, September, 1993, \$10,000;

To review the next part of the report I would like to introduce Co-Chair Fran Rotkiske, District 13.

DELEGATE FRANCES ROTKISKE (Local 13500, Co-Chairperson): Other expenditures through action of CWA Executive Board and Defense Fund Oversight Committee:

The CWA Disaster Relief Fund, October, 1993, \$200,000. The action to be confirmed by 56th Annual CWA Convention.

To read the rest of the report will be Arthur Cheliotos.

DELEGATE ARTHUR CHELIOTES (Local 1180): Strike-related expenditures from the Defense Fund: June, 1993 to May 1994.

Austin CableVision, Medical Payments, \$5,978.

Local 4300, Local Strike Expense, \$455.

As of March 31, 1994, the Defense Fund had a cash basis fund balance of \$5,990,167 as noted in the Finance Committee Report.

To read the balance of the report, the distinguished member from District 2, David Layman.

DELEGATE DAVID LAYMAN (Local 2204):

Members' Relief Fund

MRF Expenditures, June, 1993 to May, 1994. This dispute was settled and no more funds will be advanced on the account:

Bargaining Unit, Paragon Cable, on behalf of victims of collective bargaining strategy, amount advanced, \$1,000.

The following dispute is ongoing and further assistance may be provided:

Bargaining Unit, Austin CableVision, Local 6132, amount advanced \$51,000.

As of March 31, 1994, the Members' Relief Fund had a cash balance of \$59,472,276 as noted in the Finance Committee Report.

I would like to recognize David Prather, District 3 Representative.

DELEGATE DAVID PRATHER (Local 3204):

RECOMMENDATIONS

The Defense Fund Oversight Committee and the Executive Board recognize that the Members' Relief Fund is in solid financial condition. Given the fact that negotiations with most of our larger employers will occur in 1995, we wish to send a strong message to our members and their employers that we will be ready and prepared to respond in the event of a strike.

Therefore, the Defense Fund Oversight Committee and the Executive Board jointly and unanimously agreed to authorize a change in the payout level to assist striking workers. Effective January 1, 1995 the payout level will be increased from \$50 per week to \$100 per week. The members of the Defense Fund Oversight Committee submit this report to the delegates of this 56th Annual Convention for their adoption.

Respectfully submitted.

PRESIDENT BAHR: The motion before you is to move adoption of the report which would include the changes in the Members' Relief Fund payments. Is there a second from the floor?

... The motion was duly seconded ...

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

DELEGATE PHILLIP HART (Local 2203): I would like to address my question to the Chairman of the Committee. I wish he would give us some insight on why the Oversight Committee has agreed to lend money out of the Defense Fund and the Members' Relief Fund.

CHAIR LILJA: The Defense Fund Oversight Committee does not decide where the money is invested. Currently we just oversee to make sure the investments are safe and prudent ones after they are made. The Secretary-Treasurer's Office and the Executive Board decide where the money is invested.

Currently there are three mortgages out of the Members' Relief Fund for a total of \$6 million: \$3.4 million on the Mercury Building; \$1.5 million on the District 3 building; and \$866,000 on the District 9 building.

Now, when you say that the money is being loaned out of the Members' Relief Fund, what we have to look at is: what is this money doing? Currently, the money is drawing-- making about 6 percent. On these mortgages that are secured by the buildings, they earned the prime rate. That is adjusted every six months. Currently that prime rate is 7.25 percent. That is a point and a half more than we would be getting if we had it invested elsewhere.

You have to look at it from the standpoint of this as an investment, not like it's a loan, but it's an investment to make our Defense Fund and Members' Relief Fund grow.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE HART: No other question. Thank you.

PRESIDENT BAHR: Thank you.

On Microphone No. 1, Delegate Ryan. Turn the mike on, please. Try it again.

DELEGATE JOHN RYAN (Local 4309): I move to add the following words before

"respectfully submitted": The Defense Fund Oversight Committee will develop a recommendation to the 1995 CWA Convention so striking workers and/or appropriate victims of a collective bargaining strategy can be paid \$200 per week from the Members' Relief Fund." (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard the motion and it's been seconded from the floor. You may speak on it.

DELEGATE RYAN: President Bahr, Sisters and Brothers: The Defense Fund Oversight Committee has done an excellent job in providing leadership to strengthen our hand in negotiations by providing payments to strikers and victims of collective bargaining strategies. CWA has made great strides in a short period of time.

It wasn't many years ago when we first elected the Defense Fund Committee and we then had a deficit in our account. In his opening remarks, President Bahr stated the National Executive Board would like to increase the payments to \$200. I am sure everyone in this room would agree with that move.

That amendment will help us accomplish this goal. This move provides additional assurance to our members and a strong message to our employers that we will achieve jobs with justice. I urge your support. (Applause)

PRESIDENT BAHR: No one else cares to speak on the amendment, and we will act on the amendment first. Normally I ask the maker of the motion to hand me a copy, but because of the barrier-- let me see-- John, can I paraphrase it? You are adding-- well, why don't you hand it to me.

The amendment would be placed immediately before the words "Respectfully submitted": "The Defense Fund Oversight Committee will develop a recommendation to the 1995 CWA Convention so striking workers and/or appropriate victims of collective bargaining strategies can be paid \$200 per week from the Members' Relief Fund."

Now, I find this a little confusing-- and maybe you don't-- but I would just like a clarification before I take the vote, John. Is this, in effect, saying that we should have \$200 a week? Because there is no program to develop. We are either going to say \$200 or we are not going to say \$200. That is my question.

DELEGATE RYAN: It would deal with when to lift the cap. It would not say we are going to give \$200 if the money is not there. The Defense Fund Committee would decide that with the Executive Board.

PRESIDENT BAHR: So you want-- the intent of the motion is for the Oversight Committee and the Executive Board to determine whether there is sufficient money to get the \$200 per week at that time?

DELEGATE RYAN: Yes.

PRESIDENT BAHR: At the next convention.

DELEGATE RYAN: Well, at some point, if you go to \$200, of course, you are going to have to lift the \$100 million cap in order to have the money in there for it.

PRESIDENT BAHR: So it's if we could afford it and how to do it. I now understand it.

All those in favor of the motion signify by raising your hands. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes on Microphone 5, Delegate Lee.

DELEGATE LEE JACOBS (Local 3372): Thank you, President Bahr. Fellow delegates, I have a question on the recommendation as to why the date of January 1, 1995 is the effective date and why not today?

CHAIR LILJA: Currently, we have about \$60 million in the Defense Fund. We felt at that time we would have up to \$70 million, and we felt that was the proper time to do it.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE JACOBS: I think I need to make that at the Motions Mike, sir. Thank you.

PRESIDENT BAHR: I'll await your arrival.

On microphone 5, Delegate Evans.

DELEGATE LESLIE EVANS (Local 2108): Thank you, Morty. My question is on the change in the payout. That has more to do with the report, so should I wait?

PRESIDENT BAHR: No, we are on the main report now.

DELEGATE EVANS: My question had to do with the investment of the money into, let's say, to buy the building at 501 Third Street. If it became necessary to get that money back in

cash, how would we do that?

PRESIDENT BAHR: Simply by going to the bank and getting the mortgage. Getting the cash available, with our credit, we would get it overnight.

DELEGATE EVANS: Thank you.

PRESIDENT BAHR: I would reiterate what I said yesterday. Never would we be involved in any investment that would put us in a position of not being able to support those who are on the picket line. One of our platform advisors thinks the ruling on the amendment was closer than I called it. (Applause)

Just so everybody feels comfortable, let's do it again. All those in favor of the amendment signify by raising your hands. Down hands. Opposed by like sign. It still looks the same to me. We are unanimous that it has passed. (Applause)

On Microphone No. 1, Delegate Jacobs.

DELEGATE JACOBS: Thank you, President Bahr. Fellow brothers and sisters of CWA: There are a number of us that are represented by this Union that work on independent contracts with General Telephone and other companies that are not on a national bargaining agreement. A lot of our contracts expire and have expired this year.

I would like to make an amendment to the recommendation that this recommendation go into effect immediately.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. You may speak.

DELEGATE JACOBS: Due to the fact that we have three CWA units that have not reached an agreement with General Telephone at this time, I would like to ask that we could send a message back to GTE that we have the support and the solidarity of this whole Convention behind us to stand with us in the event that we have to take a stand against this health care takeback that the company is trying to bring on our CWA members.

I appreciate your support in seconding this recommendation. (Applause and cheers)

PRESIDENT BAHR: There are no other delegates wishing to speak. You have heard the amendment.

Microphone No. 5, Delegate Smith.

DELEGATE SARAH J. SMITH (Local 3108): If we pass this amendment to go into effect right now, do we have the money to fund this, knowing that next year we have all of our RBOCs and AT&T, and we should not do it for one group without the other, do we have the money?

PRESIDENT BAHR: I believe so.

You are entitled to a second question.

DELEGATE SMITH: No other question.

PRESIDENT BAHR: Are you ready for the question?

... Calls for the question ...

PRESIDENT BAHR: All those in favor of the amendment indicate by raising your right hands. Opposed by a like sign. It is adopted. (Applause)

Are you ready for the question as amended?

All those in favor of the report as amended indicate by raising your hands. Hands down. Opposed by like sign. It is adopted.

Please join with me in thanking the Committee for the great job they have done and continue to do. (Applause)

While the Resolutions Committee is coming to the platform, the Chair recognizes Delegate Mike Jordan at the Privilege Mike.

DELEGATE MICHAEL K. JORDAN, SR. (Local 1120): Mr. Chairman, I have been asked by a member of my Local to address this assembly to express his thanks and heartfelt appreciation for the support and cooperation that the Executive Board of the Communications Workers of America has rendered in the quest to provide bedside telephones for our hospitalized veterans.

Since the birthplace of PT Phone Home at Castle Point Veterans' Hospital in Local 1120, CWA has helped reach across the continental United States, hand in hand with the assistance of IBEW, to currently plan on wiring all 172 hospitals; the goal being to provide our country's hospitalized veterans with the ability to communicate with their loved ones.

A very special thanks goes to you, Morty, our leader and friend, in recognizing the plight of the hospitalized veterans. It is through your leadership and support of this cause that has led to the continued success of PT Phone Home. A deserving note of thanks goes to M.E. Nichols. He was appointed to this program in June of 1990 by President Bahr and was a significant contributor to its success. Mr. Nichols openly acknowledged the fact that our veterans have never failed us. And we must say, by his commitment to the project, he has not failed our veterans.

In other words, from a hospitalized veteran at Castle Point back in June we quote: "Mr. Bahr, Mr. Nichols, and Ms. Easterling: There is indeed a special place for you in heaven."

Please accept this plaque on behalf of everyone that has been involved in PT Phone Home and will be into 1996, completing this endeavor of loving care. (Presentation - Applause)

PRESIDENT BAHR: Thank you very much, Mike. (Applause)

The Chair recognizes the Resolutions Committee.

DELEGATE JOHN D. PETRINI (Local 13500, Chair, Resolutions Committee): Thank you, Mr. President. The Chair would like to recognize Delegate Melzer.

RONALD MELZER (Vice President Region 4, NABET-CWA): Thank you. If the delegates will turn to page 4 of the Resolutions Committee report.

RESOLUTION NO. 3 MOBILIZATION - TODAY AND EVERYDAY

The 1993 CWA Convention resolved at all levels to revisit the basics of the Mobilization process to make sure there is a continuing process of organization/structure, one-on-one education and participative actions of the members. We must continue to reinforce the basics of Mobilization. Today is later than we think. CWA Locals started in 1987, participating in mobilization through Jobs with Justice and other coalitions working for Health Care Reform.

In 1988, delegates to the 50th CWA Convention adopted a resolution calling for CWA to carry out the goals of Mobilization and to involve each and every CWA member in the challenges and opportunities of bargaining in 1989. It was also resolved that CWA at all levels of the Union begin immediately to implement the goals and timetable of Mobilization to ensure victory in 1989 and beyond. We continued to reinforce CWA's primary goals represented by the triangle of representation, organizing and community-political action. Neither side of this triangle can stand alone. Mobilization is the process we use to reach these goals.

In 1989, we began to bargain in all sectors of our nation. Mobilization was used in the workplace to involve, inform and educate every member, one-on-one, on issues during contract negotiations. Mobilization calls for building a structure to educate the members, one-on-one, in the workplace and to prepare them to participate in collective actions.

In 1990, we planned and changed strategies to meet the new environment in which our members work. It was clear that the full involvement of our members in the collective bargaining process was essential to our success. This led to a successful Membership Mobilization Process. Our members were organized, mobilized and actively supported the bargaining agenda. We resolved that, "An empowered membership is CWA's richest asset."

In 1991, we resolved that Mobilization works. We used the process in bargaining, Health Care Action Day, Operator Appreciation Week, Solidarity Day 1991 and many, many more issues and activities. As we prepared for bargaining, we launched a battle cry for Union Jobs...WALL TO WALL. Our fight for Union Jobs was, and still is, a battle for dignity, decent benefits, and fair pay in the workplace. We mobilized to educate every member that Union Jobs WALL TO WALL is more than just a slogan or protection for CWA. It is Union jobs that protects our way of life and our standard of living for our families and our communities.

We committed in 1992, to keep mobilization on our agendas, establishing and reinforcing the Mobilization structure.

Returning to the basics of Mobilization was the resolve in 1993 at the 55th Annual Convention. Lip service was not to be the process. The structure-organization component of mobilization was to be the first step of the process. It calls for a local coordinator, a building coordinator and work group coordinator, one for every 10-20 members. This structure enables communication with all workers in the workplace on the issues and preparation for collective action. An effective mobilization structure is necessary to educate and involve every member on

the planned strategies and tactics. Mobilization works, when we do.

RESOLVED: That the Communications Workers of America, at all levels, dedicate resources every day to strengthen the workplace structure so we can always effectively educate our members, one-on-one, so they may every day act collectively to bring about change.

RESOLVED: That delegates to the 56th Annual CWA Convention will go back to their Locals and engage through mobilization in collective bargaining, organizing the unorganized, unionizing the organized, legislative activities, political initiatives, coalition building, community involvement, and all actions that will cause improvement of all conditions of the working women and men of our union.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded.

On Microphone No. 3, Delegate Mitchell.

DELEGATE KAREN R. MITCHELL (Local 3310): Thank you, President Bahr. I rise in favor of Resolution 56A-94-3, Mobilization Today and Every-day. It is not only essential that we continue to mobilize our membership; it is imperative. We are facing competition in all aspects of the industries that are represented here today.

We are hearing words such as downsizing, restructuring, re-engineering. We all know what those words mean. It just means a loss of jobs.

I urge the delegates to take a look at the mobilization information and materials that we have been given. And use this tool. Take it back to your own communities. Mobilize coalitions with individuals and organizations that are out there fighting for our heartfelt causes.

I urge you to take this mobilization tool back to your communities and say to your members that we do have a voice in our future and in this industry. We represent no industry here today that could have gotten as far as they are without the hard work and the labors of this great Union and the members we represent. If the companies that we represent and those industries that we want to represent today need help going into the future, let it be known that through mobilization the Communications Workers of America will not only help them get to the future but will lead them into the future.

I urge your strong support of Resolution 56A-94-3. Thank you. (Applause and cheers)

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

DELEGATE LAURA UNGER (Local 1150): 1995 bargaining will be incredibly difficult. Workers faced with a constant threat of layoffs, downgrades, part-timing, forced moves, outside contracting, the elimination of our jobs. Workers threatened every day can respond in two very different ways: They can react in anger and determination, and turn to their union to organize against the employers who are out to profit from the changes in our industry; or they can sink into apathy and demoralization as they pray for one more day or one more week or one more month to make it to the 30 years so they can retire.

This is the choice that too many of our members have made. We have to give our members a reason to make the right choice. We have to take mobilization seriously. We have to show our members that mobilization can be an effective tactic and bring power to bear against our employers. That means systematic work organizing and developing strategies that focus our members' anger and break through their apathy.

I urge you to support this resolution. We will either be road killed on the information super-highway or we will drive the car. We need to support this resolution and act on this resolution. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Rucker.

DELEGATE KEN RUCKER (Local 2323): I want to offer an amendment. On line 41 of the Resolved, after the word "legislative activities," insert "regulatory activities," comma, and complete the paragraph.

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

... The motion was duly seconded ...

PRESIDENT BAHR: We have a second from the floor. You may speak on the motion, Ken.

DELEGATE RUCKER: I offer this amendment because after the political and the legislative dust of the telecommunications information settles, the regulatory arena will be where our futures are decided. We all know the experiences of work shifting and consolidation. We all

should realize that the customer service requirements mandated by regulatory bodies are another tool we can use to gain stability and job security for our members. We can also use this tool to gain leverage at the bargaining tables. And this will be another way we can assert our membership strength. I urge you to support the adoption of this amendment. (Applause)

PRESIDENT BAHR: Since there is no one else who cares to speak on the amendment, we will put the amendment before you, to insert the words "regulatory activities" after "legislative activities."

All those in favor of the amendment indicate by raising your hand. Down hands. All those opposed. It is adopted.

On Microphone 5, Delegate Fahrenholt.

DELEGATE MICHAEL FAHRENHOLT (Local 3410): Mr. President, if we adopt this resolution, would it then be proper for us to turn to the guest section and tell all of the company people sitting there that CWA is mobilized and we are beginning today?

PRESIDENT BAHR: Yes.

DELEGATE FAHRENHOLT: Thank you. (Applause and cheers)

PRESIDENT BAHR: Microphone No. 3, Delegate Tiarks.

DELEGATE WARREN TIARKS (Local 7102): President Bahr, Brothers and Sisters, I have been a member of District 7 mobilization for four years. During that time in 1992 bargaining we kept the rank and file informed of the issues on the bargaining table.

We have been working, we worked on NAFTA and are now working on the National Health Care with affiliated unions, such as the Teamsters, United Auto Workers, The United Rubber Workers and with groups such as The National Farmers organization and Citizen Action Network.

We have been keeping the union visible in the workplace with T-shirts, sweatshirts, jackets, et cetera.

I urge the delegates to support these resolutions. Thank you.

PRESIDENT BAHR: Microphone No. 3, Delegate Mooney.

DELEGATE KENNETH MOONEY (Local 6171): Brothers and Sisters, Fellow Delegates, President Bahr: Coming from a state local, I view this as being one of the most valuable tools that has been offered to us in the structure that we have to operate under.

It's a well known fact that ignorance is another form of slavery, and unless we can counter the companies press corps which has a much better means of communication than we do, then I think that we are destined to fail. By using this method, we can reach the members much better than any method we have tried before. Deception is still the common enemy.

I offer one example. Recently I watched this nation try to idolize one of the biggest crooks whoever occupied the White House, Richard Nixon. This is deception in its highest form and I don't think we have seen nothing yet. The powers that be, the common enemy is and always has been greed, and they will use whatever method they can to capture the minds of our workers.

We need to be in the forefront to inform them correctly of what the issue is. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 1, Delegate Jones.

DELEGATE MICHAEL JONES (Local 3108): I call for the question, Mr. Bahr.

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.

... The following remarks were given to the court reporters for inclusion in the Minutes as follows:

DELEGATE VALERIE L. BURGESS (Local 2001): President Bahr, Brothers and Sisters, Fellow Delegates. I'm here to speak in support of "Mobilization - Today and Everyday", Resolution 56A-94-3. We need to ensure there is a continuing process of organization/structure, one-on-one education and participative actions of the members, and that mobilization will forever be ongoing.

In Charleston, West Virginia, on February 10th of this year, AT&T announced that the Card Services Center would be closed on October 1, 1994, affecting 464 jobs.

Under the direction and strong leadership of our President Steve Moss, and our Executive Vice President Elaine Harris, our local's membership joined together in a mobilization effort that put fireworks to shame.

We initiated the support of elected officials, area businesses, city development corporations, area and out-of-state unions, area churches and our entire community.

We solicited media attention, over 10,000 letters were mailed to AT&T's CEO and elected officials, signs were placed in countless area businesses, our center was encircled with over 500 yards of yellow ribbon and prayers were requested from area churches.

The members of our center increased productivity and though it was an uncertain chance, we took that chance and won. Forty-seven days from the date the closing was announced, AT&T announced the Card Services Center in Charleston, West Virginia, would remain open indefinitely.

Because of mobilization, 464 members and their families can rest more at ease. That, my friends, is the power of mobilization. Unity, commitment and the positive proactive mobilization effort we undertook produced success.

Mobilization efforts can pave a road to success, whether you are working on a driveway or an interstate. The end result of a mobilization effort may not always be successful, but unity and solidarity within your membership will be strengthened during your mobilization process, and that in itself is a success for any local.

I ask that each of you here today will support this resolution. Thank you. ...

PRESIDENT BAHR: Before us is Resolution 56A-94-3 as amended. All those in favor indicate by raising your right hands. Down hands. Opposed by like sign. It is adopted.

CHAIR PETRINI: If the delegates will please turn to page 5 of the Resolutions Committee Report, I will read the Resolved of 56A-94-4.

RESOLUTION NO. 4 RESPONSIBLE TAX POLICY

State and local governments continue to struggle with revenue structures that fail to adequately fund needed government programs. While the fiscal crisis is partly the result of cyclical economic problems, there are significant structural problems as well. The fiscal problems affecting public services will not disappear just because the recession ends.

The lack of funding for state and local governments is diminishing the nation's ability to compete in the global economy. Studies have found that the failure of state and local governments to invest in physical infrastructure (such as roads, bridges and sewers) is a significant cause of the decline in productivity growth since the mid-1970s. Similarly, investments in human capital-- job training, health care, education and so on-- will prove increasingly important in the 1990's and beyond. Unless we eliminate the backlog of needed investments, the standard of living of average Americans will continue to decline.

Well organized and well financed opponents of public services are too often successful in blocking attempts to finance needed investments. Candidates for public office, whether running for the presidency or school board, have learned how easily a demagogue can exploit issues of taxation. The result is that even when officials recognize the need to fund investments, they are unable to build majority support for sufficient revenue.

The public is increasingly hostile to taxes because they recognize the current state and local tax systems are unfair. They see that while taxes for the rich have declined in recent years, their tax burdens have increased and services on which they rely have diminished. They are too often paying more and getting less, which is reason enough to be angry. In addition to making sure there are adequate revenues, advocates of public spending must, over the long term, also be concerned with fairness of the tax system.

The problems that state and local governments face are fundamental and broad based. Taxpayers, service recipients and public employees all have a great deal at stake. Working individually, these groups may pursue competing policies that cancel each other out. By doing so, they are not as effective as the opponents to public services who are well organized. It is far easier to turn disparate groups into a majority force by working together and building consensus for systemic solutions that answer the myriad problems facing our communities.

Creating such a majority requires a broad based coalition in which each party has access to participation in decision-making. Not only do such coalitions more fully represent the issues and concerns of a broad spectrum of the public, their effectiveness is enhanced because they cannot be simply dismissed as "special interest groups." Building and nurturing these coalitions

creates a body whose sum total is greater than its component parts. An important part of this coalition is the Citizens for Tax Justice, a labor-backed research group which fights for fair taxes for working people at the national, state and local level.

RESOLVED: That the CWA encourages the formation of and cooperation with progressive coalitions to address full and fair funding of state and local government programs. Since coalition members typically have their own agenda for spending government funds, these coalitions should focus their energies on full funding raised in the most progressive manner possible.

RESOLVED: That support for these coalitions is meant to supplement-- not supplant-- the CWA's ongoing legislative efforts in pursuit of its individual goals.

RESOLVED: That the CWA continues to support Citizens for Tax Justice in its efforts to work for progressive taxes.

Mr. Chairman, the Committee moves adoption of Resolution 56A-94-4 titled Responsible Tax Policy.

... The motion was duly seconded ...

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

Microphone No. 3, Delegate Henning.

DELEGATE BILL HENNING (Local 1180): Brother and Sister Delegates, I rise in support of this resolution on the Responsible Tax Policy.

As a local officer in the largest and oldest public sector local, I can tell you first hand of the need for fair tax policies which provide the source of our salaries as workers. A fair and responsible tax policy does more than pay our salaries. Such a responsible tax policy allows all of us to enjoy services we have come to expect and which we deserve.

Our taxes should provide police and fire protection, elementary through university level education, the building and maintenance of our industrial infrastructure, water, roads, sewers, mass transit, care for the weakest in our society-- for the very young and for the very old-- for the poor, regulation of the rich and powerful so they don't rip us off excessively by over-polluting, by gouging us as workers or consumers, by violating health and safety standards.

Those services we deserve and enjoy are ours, paid for with our tax dollars. Any attempt to cut those services must be seen as what it is, a direct attack on all of our collective wages and benefits, a cut in our social wage, if you will.

We have to respond as we would to anyone trying to pick our pockets. We have to say stop this. Push for a fair responsible tax policy requires a new strategy in the context of the current political climate.

Right now there is a vicious campaign being waged across this land. In some ways it parallels the insanity which is corporate downsizing. You have all seen it, when a major U.S. corporation announces layoffs and job eliminations, the stock market responds by showing gains.

Now we have elected officials, governors like Kirk Fordic in Mississippi, John Engler here in Michigan, William Weld in Massachusetts, Christine Todd Whitman in New Jersey and mayors like Ed Rendell in Philadelphia and Rudy Juliani in our hometown, New York City.

These demagogues all have one thing in common, under the guise of closing budget gaps, they are setting about systematically dismantling government and those very services I just described. Let me describe for you the situation we confront in New York City. The current budget which takes effect July 1 calls for the elimination of 15,000 jobs, nearly 2,000 Local 1180 members. If not turned around, this budget wreaks havoc on the lives of our members and families who lost their jobs as well as on those remaining on the job who will be expected to take up the slack.

It also punishes the poorest and weakest in our city. It cheats our youth out of their future and is bad for business, even as it gives large tax breaks to businessmen. This is all in the name of closing a 2.3 billion dollar budget deficit.

Local 1108 has developed the comprehensive ten point plan which would raise five billion dollars in new revenues. The reality we confront in New York is stark and depressing. Even if we were to fill a wheelbarrow with that 2.5 billion dollars, roll it up the front steps of City Hall and dump it in the rotunda, it would not change things one bit.

This Mayor has proposed a budget that is first and foremost about reducing government, cutting head count, not just about cutting costs. He has said that any new money would not be used to restore services, but would be returned in the form of tax cuts. And you know who

benefits the most from those tax cuts? The rich.

What these politicians are telling us is they want government to go out of business. The theory is if you can't make a buck providing a service, you ought not to do it. If you can't make a buck, you still ought not do it because the private sector is better at making the buck.

Let's fight for responsible tax policy and let's also fight for a vision of government as a great equalizer in a democratic society. We see government as a public trust. We will not allow the right-wing demagogues to treat it as an obstacle. I urge your support.

... The following remarks were given to the court reporters for inclusion in the Minutes as follows:

DELEGATE SYLVIA MEYER (Local 6186): I rise in support of Resolution 56A-94-4, "Responsible Tax Policy." My local has been involved with Citizens for Tax Justice for several years.

Texas' revenue crisis started many years ago when the oil bust occurred. When the easy money was taken away, the Texas legislature had no idea what to do. The answers they came up with, without much forethought, without much logic, were to begin the cuts on education and human services that have so crippled us and to continue the rise of regressive taxes on citizens.

Texas now relies on sales tax, sin tax and certain fees to finance government. These taxes and these fees just aren't enough. We're failing at providing adequate services; we're constantly in court to fix inequities in education funding, and we still can't get our elected officials to listen to the progressive voices calling for a state income tax.

A lot of these good officials calling for no taxes are our Democratic friends. Lt. Governor Bob Bullock, who supported tax reform just a few short years ago, quickly changed his tune when pressure was applied by the no income tax proponents.

Well, even if our elected leaders were in a mood to listen, the call for progressive and fair state income tax is pretty much a peep now. Even among our good union members, income tax is a bad word-- that is, until we start talking about what an unfair tax system Texas has now and what damage that system is doing to our economy. Factual education is key to persuasion.

What CWA/TSEU uses for our persuasion is information provided by Citizens for Tax Justice. Clearly written, the "Fair Taxes for Texas" pamphlet is persuasive. More importantly, it is written in a way so that it can be shared and talked about with members and non-members. Citizens for Tax Justice has been invaluable to my local, and we will continue our relationship.

Much more work needs to be done to get a fair tax system in Texas. I urge all of you to support this resolution, and I urge the other locals in Texas to work with me and to boldly talk about Fair Taxes for Texas. ...

PRESIDENT BAHR: We have before us Resolution 56A-94-4. All those in favor of the resolution indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

If I just could beg your patience, I recognize a sister who has been standing at the Privilege Mike for two days and I know she is getting tired. The Chair recognizes Delegate Carrie Biggs-Adams at Privilege Mike 2.

DELEGATE CARRIE BIGGS-ADAMS (Local 59053): Thank you, President Bahr. I rise to thank you and all of our new brothers and sisters in NABET CWA for your support in our contract negotiations with NBC.

We have truly seen what unionism is about in joining with you. Mobilization is not a word or a resolution to us, it is our salvation in these negotiations. We thank you. We thank you for your help, your presence at our bargaining table, your presence today at our rally, and the support you have given us in lending us your assistant, Larry Mancino for the last six months.

We want to thank everyone here and ask them to carry forward the message that there will be no viewers as long as there are no contracts. Thank you. (Applause)

PRESIDENT BAHR: Thank you, Carrie.
President's Committee.

CHAIR PETRINI: Thank you, Mr. President.

The Chair would like to recognize Delegate Joanne Smith.

DELEGATE JOANNE SMITH (Local 3310): If the delegates will please turn to page seven of the Resolutions Committee Report.

RESOLUTION NO. 5 ECONOMIC POLICY RESOLUTION

Despite modest recovery in the U.S. economy, the situation remains grim for millions of U.S. workers. Official unemployment remains high at around 6 percent. More than 15 million Americans, 11.7 percent of the work force are either out of work, too discouraged to look for work, or working part-time because they can't find full-time jobs.

For employed workers, the trend continues to be one of declining real wages job insecurity, and an eroding standard of living. Despite a healthy 5.7 percent growth in GDP last year, average worker wages declined once again, continuing a 20-year trend that has effectively reduced workers' purchasing power to the level it was in 1959.

But even as employers are cutting workers' wages, they are paying themselves more. Average CEO pay is now 149 times the average workers' wage. Telecommunications CEO pay in 1993 averaged \$3 million.

Average family income declined 4.9 percent in the past three years, even as more family members are in the work force and rising health care costs further reduce family income.

Although corporate profits grew by 13.8 percent last year, U.S. businesses continue to "downsize." Employers are slashing jobs at the rate of 2,000 per day. Over the past year, major telecommunications employers announced job cuts totaling more than 70,000 positions while at the same time they continue to hire large numbers of contract and temporary employees. In the public sector, state and local governments are proposing large job cuts and contracting out our work to low-wage, non-union employers.

Downsizing may create the illusion of rising productivity, but in reality it does not improve performance, enhance long-term growth, nor in the public sector, address crying social needs. While Wall Street cheers these phony productivity numbers, U.S. workers, families, and communities suffer the consequences of downsizing with shattered lives, broken dreams, and continuing decay of community and social bonds.

Technological progress and rising productivity should open new opportunities to workers, including the opportunity for greater leisure and more meaningful work. Today, working Americans are working longer hours than ever, even as millions of other workers can't find jobs. A reduction in the standard workweek would spread available work around.

Across the country, the number of good jobs continues to decline as employers choose to compete by reducing wages and benefits, slashing employment, attacking unions, and replacing full-time permanent employees with part-time, temporary, and contract workers.

The top economic priority for this country is to block this low-wage, job-cutting path to "competitiveness." There is an alternative. The U.S. must adopt policies which foster a high-wage, high-skill, full employment path to international competitiveness.

Strong unions are the most effective mechanism to block the low-wage path. Workers, through their unions, take wages and working conditions out of competition and negotiate labor standards that temper the market with human values. Unions provide the protection and the collective representation workers need to ensure that economic benefits of the enterprise are shared equitably and that productivity-enhancing work reorganization enhances rather than undermines employment security.

President Clinton was elected on a platform which emphasized key components of the high road path, including increased public investments, health care reform, federal stimulus to create jobs, and fair tax policies. However, budget gridlock, indiscriminate use of the filibuster by the Republicans in the Senate, and strong opposition from corporate and wealthy interests have blocked all but limited progress on this agenda.

In our global economy, sound trade policies are also an essential component of the high road path. International trade agreements such as the North American Free Trade Agreement and the Uruguay Round of the General Agreement on Tariffs and Trade do not include adequate worker and environmental protections. These agreements will only accelerate U.S. capital flight, international wage competition, and the loss of good jobs in this country with little progress to improve labor standards and living conditions in poor countries. In the meantime, the U.S. trade deficit continues to grow, increasing \$134.1 billion last year, causing a loss of 1.5 million jobs.

When economic opportunity evaporates for millions of Americans, social decay sets in and community ties unravel. Nowhere is this more evident than in the crime statistics. We must begin now the task of rebuilding our economic and social fabric if we are to provide safe, meaningful, secure lives for ourselves and for future generations.

RESOLVED: That the Communications Workers of America support equitable and

growth-oriented economic policies that will provide full employment, rising living standards, and jobs with Justice. Components of such a program include:

1. Strengthening the right of all workers to organize.
2. Increasing employment opportunities by reducing the standard workweek in this country without a loss of pay.
3. Increased public investment in our domestic needs, including an accelerated shift from military to domestic spending and a restoration of the federal government's responsibility to assist states and localities to meet social needs.
4. Fair and equitable tax policies at all levels of government, including closing corporate loopholes and raising rates on the wealthy and corporations.
5. Fair international trade policies which restore a reasonable trade balance and which include a social clause requiring respect for workers' rights and adherence to internationally recognized labor standards.
6. Labor market policies, including a revitalized worker training and assistance program, based on full employment with high-quality jobs for all workers.

Mr. Chairman, the committee moves the adoption of Resolution 56A-94-5, Economic Policy Resolution.

PRESIDENT BAHR: You heard the motion. Is it seconded?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. There are no delegates at the mikes.

All those in favor of Resolution No. 5 indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

CHAIR PETRINI: The Chair would like to recognize Delegate Larry Cave.

DELEGATE LARRY CAVE (Local 4900): If the delegates will please turn to page eight of the Resolutions Committee Report.

RESOLUTION NO. 6

RESPONSIBLE WELFARE REFORM POLICY

The CWA applauds the Clinton Administration's desire to reform the welfare system. The CWA shares the goal to assist families in getting off welfare and becoming self-sufficient.

A full employment economy with opportunity and good paying jobs for all men and women is one of the major goals of the labor movement. Work is important not only because it provides the means to earn a living but also because it confers dignity on the individual human being.

The last recession has had a particularly devastating effect on our economy, throwing millions of workers out of their jobs. Based on current economic forecasts, job growth will be extremely slow over the next several years and will not be strong enough to create jobs with livable wages for everyone.

The goal of redirecting the welfare system so that it assists people in becoming self-sufficient will be a difficult task given the current economy which is characterized predominantly by jobs with low wages and no benefits, less adequate housing, and few opportunities for career advancement.

The effect of downgrading the supply and quality of jobs has halted the traditional progression of a portion of welfare recipients into entry level jobs, as many of those jobs are now held by victims of the nation's eroding industrial base. This will make the goal of expanding the job market sufficiently to accommodate all welfare recipients within a two-year period particularly difficult.

The federal welfare policy during most of the 1980s turned welfare office employees into police officers searching for cheaters, while funding cutbacks and recession-induced caseload growth created impossible workloads for personnel. It has become a system which treats neither employees nor recipients with respect.

The negative politics of welfare and a lack of resources will lead to a rigid two-year time limit on collection of benefits and work fare formulation which will not help the poor, and will have an adverse impact on them and workers.

Requiring recipients of Aid To Families With Dependent Children (AFDC) to work at low pay is a dangerous economic experiment. More than one million AFDC recipients working at

undercutting wage rates are likely to be dumped into the job market if a two-year restriction on eligibility is enacted. This disappearance of the wage floor will convert low or skilled public and private sector jobs to lower-paid work, undermine collective bargaining and exert a downward pull on the entire low-wage market. This is the opposite direction of the high wage, high skills work force that the Clinton administration advocates.

Public sector jobs most likely to be converted into unpaid workfare positions are day care aides, school crossing guards, cafeteria workers, hospital orderlies, bus drivers, clerks, and janitors. These jobs are currently held by low wage workers with high concentrations of minorities and women.

Welfare casework should be performed by public employees. Contracting out casework to private companies is a delegation of sensitive functions that endangers the individual rights of AFDC recipients. The sensitive duties conducted by case workers include determination of eligibility, assessment of clients, referral to various human service programs and coordination of the client's participation in the program. We have great concern if the public interest were administered by a private company with a profit motive.

The politics and policies of national administrations during the 1980s dealt with welfare as a political football and a vehicle for partisan gain rather than as a serious structural issue with social and personal dimensions.

The American people in 1992 elected an administration committed to rewarding work and individual effort while undertaking to transform the structural causes of dependency.

RESOLVED: The CWA and its affiliates strongly urge the administration to focus as a top priority on job creation and expanding the economy as part of any reform effort.

RESOLVED: That the CWA work with the Clinton administration to assure that any proposed workfare options be carefully designed through consultation with public sector unions to prevent displacement of current workers.

RESOLVED: That the CWA support the Clinton administration's initiatives for universal health care, an increased minimum wage, adequate child care provisions, and a strengthened unemployment insurance system (instead of welfare) for unemployed, low wage workers as part of any proposal to make changes to the current system.

RESOLVED: That the CWA strongly support the administration's effort to improve child support enforcement.

RESOLVED: That the CWA urge the administration to use the National and Community Service Trust Act as a model for structuring community service work in a way that can empower participants and create useful community service without displacing paid work or duplicating regular public service.

RESOLVED: That the CWA support publicly-run and adequately staffed education, training and service programs to help people get off and stay off welfare including child care, health care, and legal services.

RESOLVED: That public employees, who have gained considerable knowledge and expertise through their years of on-the-job experience, be given the opportunity to improve the operation of the welfare system through involvement in worker participation committees, and the opportunity to receive training to better service their clients.

Mr. Chairman, the committee moves adoption of Resolution 56A-94-6, Responsible Welfare Reform Policy.

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It's been seconded from the floor.

On Microphone No. 3, Delegate Chandler.

DELEGATE WILLIAM L. CHANDLER (Local 3570): A large percentage of our members are workers in the so-called Welfare Department, doing eligibility work for the AFDC, food stamps, child support, child abuse, and other kinds of needs for the people in our state. Contrary to what has been projected in the media by such corporate panderers as Rush Limbaugh, there is relatively little welfare fraud. The vast majority of welfare recipients get off welfare in less than two years. We must not forget that welfare is for poor children and for those children to be nurtured by their mothers as full-time parents, especially in their early years of development.

However, the proponents of so-called welfare reform are actually committing welfare

fraud themselves when they characterize welfare recipients as lazy. In fact, they know nothing of children's needs. From President Clinton who should know better, to Governor Kirk-Fordic in Mississippi when they approve welfare to work schemes on mothers, they negate the very reason we have AFDC, and that is nurturing children in a mean-spirited bill signed into law by Governor Kirk-Fordic, a real boondoggle has been created for private sector employers.

If this so-called welfare reform program is granted and waivers by the United States Department of Health and Human Services are allowed to go into effect, Mississippi employers would be free to hire all AFDC recipients in a given county for a dollar an hour.

All of the AFDC and food stamp money that the mother has been receiving would be transferred to the employer to make up the difference between the dollar an hour and the federal minimum wage of \$4.35. For the worker with this so-called new job, eligibility for food stamps would be lost, and the mother would become a full-time minimum wage worker, her children shifted to day care, subsidized for a short period. If the mother is fired, she would lose eligibility altogether. What a windfall welfare-to-work is for Mississippi bosses. They pay only \$1 an hour for their employees. The rest comes from public funds.

When their regular employees leave their positions, those jobs can be shifted to welfare to work. What will become of the regular employee? What will become of the so-called welfare mother and her child? We must be very leery of these schemes, whether they emanate from right wing bigots like Kirk-Fordic, or the well-meaning, like Bill Clinton. All our children must come first. The real solution is real jobs at union wages for all, subsidized child care for all, and fully funded public education for all our children. We must end unemployment as we know it. We urge the adoption of the resolution. Thank you.

PRESIDENT BAHR: On Mike 3, Delegate Lawless.

DELEGATE ANNE E. LAWLESS (Local 1069): Brothers and Sisters, as a 15 year employee of Morris County Board of Social Services in New Jersey, I rise in support of Resolution 56A-94-6. CWA's effort through this resolution to insure a responsible welfare reform policy is commendable. It must be noted that a large majority of welfare recipients have not chosen to live in this manner, but because of any number of distressing circumstances, have been forced to rely on welfare as a means of existence for themselves and their children.

It is our responsibility as delegates to encourage the present administration to provide reform which, number one, creates jobs, not dead end jobs with minimum wages, but jobs which provide an opportunity for growth, unionized jobs.

Number two, the administration must make affordable child care available for those parents who are able to work those jobs.

Number three, it is also necessary that adequate transportation be provided, especially in those remote areas which do not have sufficient public transportation.

Number four, and finally, it must be realized that no welfare reform is possible without a national health care plan. Under the present welfare system, any AFDC family which become ineligible for benefits because of earned income receives a medical extension for a period of 12 months. Most of the jobs that those individuals have taken are low paying, and have no health benefits. Because money is short, these former clients cannot afford to purchase insurance after that one year extension, and so they again become reliant upon the system to provide health benefits.

Brothers and sisters of CWA, I urge your support of this resolution. Thank you.
(Applause)

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

DELEGATE TIMOTHY G. McDONALD (Local 1108): I would like to make a motion to close debate.

PRESIDENT BAHR: Motion has been made to close debate.

... The motion was duly seconded ...

PRESIDENT BAHR: All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is carried.

... The following remarks were given to the court reporters for inclusion in the Minutes as follows:

DELEGATE SYLVIA MEYER (Local 6186): I rise in support of Resolution 56A-94-6, "Responsible Tax Policy". There is a lot wrong with our current welfare systems. There is not much to like, whether you work in providing services or whether you are on the receiving end of

services. Taxpayers don't much like funding programs that just don't seem to work.

Welfare reform is needed. But not change for change's sake. Not reform to reaffirm that welfare recipients are bad people, worthy only of a two-year opportunity to make something of themselves. Not reform that pulls down the pool of jobs for all of us.

What gets lost in the debate on welfare is the simple fact that seven out of ten welfare recipients are children. What we owe them is support now with dignity, and a hope for a better future.

I urge you to support this resolution.

DELEGATE CLAIRE POOLE (Local 1084): I rise in support of Resolution 56A-94-6, "Responsible Welfare Reform Policy".

As an employee of a welfare board for 22 years, I can attest to our overburdened workload. I work in the Housing Department, where we are mandated to find affordable housing and a job for a client. Most clients have no training or skills.

This is in an economy where workers 30, 20, 15 years on a job are being laid off and are also bidding on these low-paying non-union jobs.

Clients need training, schooling, they need affordable housing, child care and training on life skills, how to manage a budget, and buy meals to last a month. They need a support system until they are independent and off of welfare.

We also have to address those clients with addiction problems and mental health problems. Due to budget cuts, there are too few programs to assist these clients.

I strongly support the last two "Resolves". Training is essential, and input from line people dealing with welfare day to day is essential to achieve meaningful and legitimate reform. Thank you. ...

PRESIDENT BAHR: Before us is Resolution No. 6, Responsible Welfare Reform Policy. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Before you go to Resolution 7, I have been handed a note that there is some confusion regarding the motion we passed on the Members Relief Fund. I know there was confusion. I was trying to clarify it. Some delegates think we increased the benefit to \$200, effective immediately.

The action we took was to increase it to \$100 a week immediately. The Oversight Committee and the Executive Board take future action at the next convention to determine whether it can go to \$200 at that convention.

Committee Chair.

CHAIR PETRINI: Thank you, Mr. President. The Chair would like to recognize Delegate Gary Woitena.

DELEGATE GARY WOITENA (Local 6143): Thank you, Mr. Chairman.

If the delegates will please turn to page ten of the Resolutions Committee Report for Resolution 56A-94-7.

RESOLUTION NO. 7

MOTHER JONES

Irish-born Mary Harris Jones was a champion of the country's weakest and neediest during the period of great industrial growth. Her flaming rhetoric and fearless campaigning helped the Mine Workers and brought her the nickname "Miner's Angel." Her tireless efforts for workplace safety and against child labor were legendary.

The Communications Workers of America recognizes the heroic actions of the legendary Mary Harris Jones, who was known as "Mother Jones." Mother Jones crisscrossed the country helping organize the unorganized into unions for their self protections. Mother Jones dodged bullets, thugs and death threats to help the downtrodden. She suffered unimaginable hardships, personal attacks and repeated jailing, but still she pressed on.

We recognize, admire and respect her courage and willingness to sacrifice herself on behalf of our people. Her recent elevation into the Labor Hall of Fame demonstrates a move to gain her the recognition and honors she deserves. She chose the State of Illinois as her final resting place and she sleeps beneath the clay in the Union Miners Cemetery in Mt. Olive.

RESOLVED: That the Communications Workers of America will ask the United States Postal Service to issue a postage stamp with the likeness of Mary Harris Jones who was known

as Mother Jones, and, that CWA will press all appropriate state and national labor organizations to ask the United States Postal Service to issue the stamp.

Mr. Chairman, the Committee moves the adoption of Resolution 56A-94-7, "Mother Jones."

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It's been seconded from the floor.

On Microphone No. 3, Delegate Perez.

DELEGATE JUDITH A. PEREZ (Local 9400): President Bahr, Fellow Delegates, Brothers and Sisters, I rise in support of this resolution honoring a woman who did so much for working men, women and children at a time when no one else seemed to care. This tiny Irish woman, who was once labeled "the most dangerous woman in America," was neither afraid to go into the bowels of the earth with the mine workers she so loved, or to jail for her beliefs that children deserve to be children with certain rights. Mother Jones is a testament to the fact that we can all make a difference.

Although she died many years ago, it is up to those of us in this room to continue her fight, not only for the rights of workers in our generation, but those of our children and grandchildren. As the memory reaches across generations, so should her epithet. "Pray for the dead and fight like hell for the living." I ask you to support this resolution. (Applause)

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

DELEGATE JOHN J. EBELING (Local 14616): Can you hear me?

PRESIDENT BAHR: We can hear you if you speak.

DELEGATE EBELING: Mr. President, I would like to direct my question to the Chairperson of the Resolutions Committee. Is it possible that we could have the name and address of the United States Postal Service so when the delegates write these letters, they can go back and get to it without any confusion or delay.

CHAIR PETRINI: We don't have the information at hand, but it will be printed in the record.

... The address is Postmaster General, 475 L'Enfant Plaza, Washington, D.C. 20260 ...

DELEGATE EBELING: Thank you.

PRESIDENT BAHR: You are entitled to a second question.

On Microphone No. 3, Delegate Sonnik.

DELEGATE GEORGE W. SONNIK, III (Local 2105): As a resident of western Virginia, I have long heard stories of Mother Jones and her struggles to help workers organize around the country. Wherever there was a labor struggle, Mother Jones was there. Whether in the coal fields of southern West Virginia or the hard scrap lower fields of the copper miners in the lower west, wherever her boys were trying to organize, she was there with her fiery rhetoric and her compassion. Her compassion for those toiling in the mines when fledgling United Mine Workers were trying mightily to organize the coal fields in southern West Virginia, she led the striking miners away from their homes in the company towns and into tent cities where the strikers endured unimaginable hardships just so they could organize a union.

Can any of us imagine leaving our homes, our TVs, our VCRs, to go out and campaign just to organize a union? When she was told by the county sheriff that she couldn't use the county roads to go to a strike meeting, she took off her shoes, hiked up her skirts, and waded through a freezing stream so that she could reach the strike meeting.

Jailed countless times and charged with treason and seduction or any other charges the labor bosses could think of, she endured personal hardships which would be unthinkable for most of us today. There could be no finer monument to Mother Jones than to pass 56A-94-7, and to have the U.S.P.S. issue a stamp in her honor.

An even more fitting tribute would be for each of us to go forth today with the seal that she displayed for her early mobilization and jobs with justice campaigns. There can be no finer tribute than for the delegates assembled here at CWA's 56th Annual Convention than to pass 56A-94-7, Mother Jones. (Applause)

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

DELEGATE WILFREDO A. PEREZ (Local 3107): Recognizing the merit of this motion, I would like to call for the question.

PRESIDENT BAHR: Motion has been made to close debate. All those in favor, indicate

by raising your hands. Down hands. Opposed by like sign. Debate is closed.

... The following remarks were given to the court reporters for inclusion in the Minutes as follows:

DELEGATE BARBARA L. HEATH (Local 3310): President Bahr, I rise in support of Resolution 56A-94-7, "Mother Jones".

Irish-born Mary Harris Jones, who fought hard and long for Mineworkers, is one of the true women labor leaders.

Her motto of "Remember the dead and fight like hell for the living" is one we carry on today on Workers Memorial Day.

This is a very small tribute, but one really deserved and can be used to help publicize labor and educate our young people.

I urge each and every delegate to support this resolution. Thank you.

DELEGATE CONNIE SMITH (Local 4108): I rise enthusiastically in support of Resolution 56A-94-7, "Mother Jones", honoring this dynamic woman of the Labor Movement, Mary Harris Mother Jones.

By recognizing her role, we recognize the sometimes overlooked role of so many strong and courageous women of the Labor Movement and CWA.

Sisters and brothers, on a personal note I would like to thank two such women from my own local. Both are retiring this year and have devoted much of their life to this union and the Labor Movement.

Betty Kruske is not at this Convention, but has attended numerous conventions and served as an officer of Local 4108, and is a real union builder of CWA.

And Teresa Ewbank, who you all have seen at this and many conventions, and as well, any rally or picket line she could get to.

In the spirit of Mother Jones, Teresa has often said that picketing is her favorite thing to do. She is the person who brought me into active participation in CWA, and I thank her for it.

I urge the adoption of this resolution. ...

PRESIDENT BAHR: Before us is Resolution No. 7, Mother Jones. All those in favor, indicate by raising your right hands. Down hands. Opposed by like sign. It is adopted.

I would just advise the Convention that I will submit a copy of this resolution to the AFL-CIO Executive Council when it meets in August. (Applause)

CHAIR PETRINI: The Chair would like to recognize Delegate Joanne Smith.

PRESIDENT BAHR: We are not hearing you.

CHAIR PETRINI: Okay. The Chair would like to recognize Delegate Joanne Smith.

DELEGATE JOANNE SMITH (Local 3310): If the delegates will please turn to page 12 of the Resolutions Committee Report for Resolution 56A-94-8.

RESOLUTION NO. 8

OSHA REFORM RESOLUTION

Twenty-four years ago, Congress enacted the Occupational Safety and Health Act (OSHA Act), a law that required the federal government to "assure as far as possible" a safe and health workplace for every American.

Yet, today an epidemic of work-related deaths and disabling injuries and illnesses is exacting an enormous toll on U.S. workers. For example, annually:

- 8,500 workers are killed on the job-- approximately one worker every hour of every workday;
- 100,000 workers die of diseases arising from exposure to toxic chemicals;
- 3,300,000 workers suffer disabling injuries;
- These work-related accidents and deaths cost \$116 billion;
- In addition, more than 1,700 public workers die on the job and nearly 500,000 are disabled.

Since OSHA was enacted, more than 250,000 workers have been killed on the job, over 100 million work-related injuries have occurred, and up to two million workers have died of

occupational diseases.

A major cause of illnesses and fatalities is the minuscule budget allocated to the Occupational Safety and Health Administration (OSHA). In 1993, OSHA was funded at \$289 million or \$1.16 per citizen. This contrasts with the 1993 funding of the Environmental Protection Agency at \$7 billion or \$28.00 per citizen and the Fish and Wildlife Protection Agency at \$1.1 billion or \$4.40 per citizen.

As a result of the Agency's limited budget, there are only 1,200 OSHA inspectors to ensure compliance of the 3.5 million workplaces covered by the OSHA Act. At current staffing levels, OSHA inspectors can examine each workplace once every 84 years.

An extremely disturbing aspect of the tragic fatalities and crippling injuries and illnesses is that many of these incidents could have been avoided if the OSHA Act had been vigorously enforced. The weak enforcement of the OSHA Act occurred, in large part, because Presidents Ronald Reagan and George Bush focused more on protecting businesses from government regulation rather than on protecting workers from safety and health abuses.

Clearly, it is time for a new commitment to make the promise of a safe and healthful job a reality. This can best be achieved by enactment of the Comprehensive Occupational Safety and Health Reform Act (H.R. 1280, S. 575). The legislation, sponsored by Representative Bill Ford (D-MI) and Senators Ted Kennedy (D-MA) and Howard Metzenbaum (D-OH), would require:

- employers to establish written safety and health programs to identify and correct hazards.
- the establishment of joint occupational safety and health committees for workplaces with 11 or more employees. Worker representatives would be selected by the union or by employees in non-union workplaces.
- the provision of occupational safety and health training to all workers before job assignments and retraining at least annually. OSHA and the National Institute for Occupational Safety and Health (NIOSH) would develop training materials and model training programs.
- the extension of coverage of the OSHA Act to state and local public employees who are now excluded from OSHA Act coverage except in the 23 states which operate their own OSHA programs. Separate legislation (H.R. 115) has been introduced to extend OSHA coverage to federal employees, who are now covered by an executive order that is weaker than the OSHA Act.
- the development and update of standards by OSHA on key hazards (e.g., ergonomics, chemical contaminant levels, indoor air quality and medical surveillance). This provision is of particular importance to CWA because it would address the growing number of repetitive motion illness cases associated, in part, with the use of visual display terminals (VDTs).
- that workers have the right to refuse to perform unsafe and unhealthy work that poses an imminent danger. Also, workers would be protected against discrimination from employers for making reports and complaints about injuries, illnesses, and unsafe/unhealthy working conditions.
- that criminal penalties be strengthened and expanded to include longer jail terms and increased fine upon employers.
- employers to correct serious hazards while legal proceedings over an OSHA citation are still pending as well as provide better proof that hazards were corrected, OSHA inspectors would be given the authority to immediately "tag out" and stop operations posing an imminent danger to workers, and workers and their representatives would be given the right to challenge weak OSHA citations and settlements.

Other provisions would improve OSHA recordkeeping and reporting procedures for occupational injuries and illnesses; establish a National Surveillance Program for work-related injuries, illnesses, and fatalities; strengthen federal oversight of state OSHA plans; establish an Office of Construction Safety, Health and Education; and give victims of workplace accidents or their families access to information and input regarding the OSHA enforcement process.

It is time for a new commitment to make the promise of a safe and healthful job for every American worker a reality. As a nation, we have made great progress in making sure that the air we breathe is clean, that the water we drink is safe, and that our natural resources are preserved. We need to make the same commitment to ensure that our work environments are safe and healthful.

CWA has made that commitment. We have joined with other labor, public health, environmental, civil rights, women's consumer, and religious organizations and formed the Coalition for Safe Jobs. The Coalition is committed to the passage of the Comprehensive Occupational Safety and Health Reform legislation.

RESOLVED: That CWA leaders be involved in educating and mobilizing the Union's members to work for passage of this legislation and together urge their senators and representatives to co-sponsor and vote for Comprehensive Occupational Safety and Health Reform (H.R. 1280, S. 575). Legislative action is essential because, with each workday, a worker will be killed on the job every hour and thousands of workers will suffer disabling injuries and illnesses if the present rate of slaughter at America's workplaces continues.

Mr. Chairman, the Committee moves the adoption of Resolution 56A-94-8, "OSHA Reform Resolution".

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It's been seconded from the floor.

Microphone No. 3, Delegate Hicks.

DELEGATE MARY HICKS (Local 9505): Mr. Chairman, Officers, Delegates, Members and Friends. I rise in vigorous support of Resolution 56A-94-8. As Safety Chair of my Local, I have seen firsthand that we need stronger legislation in OSHA. If we as safety activists don't have the law behind us, we will not succeed in our battle to provide a safe and healthy workplace for our members.

I have just attended our Fourth Annual CWA Occupational Safety and Health conference, where we discussed what we must do to pass OSHA Reform. I urge all of the members of every local in attendance today to go back to your local membership and ask them to write letters to their legislators urging them to pass HR-1280 and S-575. Just in case you do not think this is important, look around your work location and count the members you have with carpal tunnel, because they work with VDTs.

Do you know what that stands for? Very dangerous technology. (Applause)

Nothing will be done by our employer until the law tells them they must comply or be fined.

OSHA Reform is long overdue. It has been 24 years since the OSHA Act was passed. I urge all of my union brothers and sisters to not wait for someone else, but to get involved and educate our members, that as a union we have the power to get this bill passed.

I thank you very much for your time. (Applause)

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

DELEGATE JOAN MOORE (Local 9410): President Bahr, I move to amend the resolution on line 67 of the "Resolved", after the word "legislation", before the word "and", to add or insert the following language, "with the same diligence and effort as used on behalf of National Health Care Reform".

PRESIDENT BAHR: I assume there is a second from the floor.

... The motion was duly seconded ...

PRESIDENT BAHR: Joan, you may speak on your motion.

DELEGATE MOORE: Thank you. Brothers and Sisters and Friends. The right to a safe and healthy workplace is at the very heart and history of our Labor Movement. Before labor ever struggled for and won a single health and welfare benefit, workers formed themselves into unions to protect themselves from the hazards of the workplace.

Last week, CWA held its Fourth Annual National Safety and Health Convention, where local health and safety leaders gathered from around the nation to learn and work together to protect CWA members from the health and safety hazards of today's environment.

In our workshops we strategized how best to win passage of this OSHA Reform legislation. At the close of this year's conference, there was a clear consensus among our health and safety leaders that CWA should devote as much effort and resources on behalf of OSHA

Reform as we will on National Health Care Reform. We should all be pleased and proud that our own President, Morton Bahr, has a very special leadership role within the national AFL-CIO Occupational Health and Safety movement.

Morty, I can think of no one better suited for that task than you.

We will face fierce employer opposition to the OSHA Reform, perhaps even greater than the opposition to our Health Care Reform. But with your support and the support of this Convention on this amendment, this Union's efforts and dedication to OSHA Reform will be elevated. We will also be reinforcing Morty's important role in challenging tasks of improving the working conditions of the nation's working men and women.

Thank you. (Applause)

PRESIDENT BAHR: Thank you, Joan.

On Microphone No. 3, Delegate Berlin on the amendment.

DELEGATE HELEN L. BERLIN (Local 9421): Brothers and Sisters. I rise in support of this amendment, and encourage each of you to do the same.

Although we have made tremendous strides in the arena of safety, there remains much to be done. As labor leaders, we are charged not only with bargaining a good contract for our members, but also by having their health and safety at heart.

When examining our membership roles, we are met with figures representing the people we call our membership. But gaze a little closer with me and imagine the additional dependence our members represent: countless innocent children, spouses and elderly citizens are dependent on our members for their very existence.

As a responsible progressive labor organization, how can we look in the trusting face of a small child and explain that their one source of stability, their mom or their dad, will never be home again? And yet that happens over 8,500 times a year when a worker is killed on the job.

Imagine the pain when a middle aged mother and father are notified that their oldest son was rushed to the emergency room overcome by toxic chemicals and will not ever be returning home with them. This tragedy occurs 100,000 times annually.

How many of our members' lives have been lost to illnesses or on the job accidents, not yet determined to be a threat? What hope do we offer the forgotten casualties in the computer era; those victimized by tension neck syndrome, carpal tunnel or tendinitis; the young mothers who are penalized by not being able to lift up their babies in their crippled arms?

Innocent lives are being destroyed as our members are reduced to physical and emotional fatalities.

Yes, brothers and sisters, Health Care Reform is an urgent priority. But remember, an ounce of prevention is worth a pound of cure. Thank you. (Applause)

PRESIDENT BAHR: Are you ready for the amendment?

The amendment is, add on line 67, after the word "legislation", "with the same diligence and effort as used on behalf of National Health Care Reform."

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

On the main motion as amended, on Microphone No. 3, Delegate Zoccolillo.

DELEGATE RALPH A. ZOCOLILLO (Local 1103): Brother Bahr, Fellow Delegates: I enthusiastically rise in support of this resolution as amended. The wholesale slaughter of the American worker must stop. The reckless injuries suffered at the hands of corporate America in the name of profit must stop. The lack of concern regarding health and safety must stop.

For those reasons, and for the quarter million people who have died, and for the millions of others who have been injured on the job, I urge all locals to write your representatives in Washington.

There is a CWA OSHA booth set up with blank paper and envelopes in our exhibit on the second floor. Please use it.

Thank you for your support. (Applause)

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

DELEGATE JAMES P. O'HARE (Local 1118): I call the question.

... The motion was duly seconded ...

PRESIDENT BAHR: A motion has been made to close debate. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

... The following remarks were given to the court reporters for inclusion in the Minutes as

follows:

DELEGATE TOM STEWART (Local 9426): I rise in support of Resolution 56A-94-8, "OSHA Reform Resolution".

OSHA as it exists today is a faded guidepost on a lost back road on the information superhighway. As originally conceived, it pointed the way toward increasing participation by workers in safeguarding a long and productive career.

However, corporate America has discovered that the price for footdragging and noncompliance is negligible and affordable. The inroads that were begun have come to a screeching halt. Corporate lawyers have advised management on how to minimally comply with new, as well as existing laws; their real intent is to limit liability to the shareholder and themselves with far less regard for the human pain and suffering such sharpshooting causes.

So-called company-run safety committees ostensibly investigate accidents on behalf of their employees, their real purpose is to justify antiquated safety policies, eliminate expense, and through the responsibility back on the individual worker.

Rarely, if ever, in any investigation I have participated in, has any failure in policy or practice been found. Almost always, the employee is found to be at fault.

In passing this resolution, let's not forget we must urge voluntary compliance in the workplace. As has been proven by past practice, a law on the books is irrelevant if it is not empowered and enforced.

It is time to insist on living out the intent and spirit promised in the original OSHA legislation, and now possible with current OSHA reform before us.

DELEGATE WILLIAM L. DELOACH (Local 3106): President Bahr, Fellow Delegates, I come forward to speak for Resolution 56A-94-8, "OSHA Reform Resolution".

Though this issue is coming to us before our great Union Convention, this reform is not only a Union issue; this issue is a concern for all Americans in the workplace. All workers should have a guaranteed right to a safe workplace.

I speak for the 8,500 people who are killed on the job every year. I speak for the 7,500,000 brothers and sisters in the public sector who have no protection and who lose on average 1,600 lives per year. I speak for the 48 lives that will be lost during this Convention.

I urge you to do all you can to ensure the passage of this reform. I ask each of you to return to your homes and communities to demand a fair OSHA reform for all Americans.

Ladies and gentlemen, I come to you for OSHA reform, that you may never have to inform the wife or co-worker, a woman whose children played with your children, that you may never have to inform them that their father will never return from work again. Thank you.

DELEGATE CHRIS BAHN (Local 4998): President Bahr, I urge each and every delegate to support Resolution 56A-94-8, "OSHA Reform Resolution".

Far too many workers in all industries have paid with their health, sight, limbs and even lives because of corporate greed, inadequate laws and weak governmental enforcement of existing laws.

We must return to our locals and educate and mobilize our brothers and sisters in support of the House and Senate Bills.

We owe this much to the workers of America. Thank you all for your support on this resolution.

DELEGATE PATRICIA A. FEILNER (Local 6355): I rise in support of Resolution 56A-94-8, the "OSHA Reform Resolution".

All unions and their members should support legislation that is aimed at helping to ensure the safety of American workers. While I believe it is important to protect the environment, it is important to protect the environment, our water and waterways and the fish and wildlife of our great nation.

I find it ludicrous that OSHA, a worker safety agency, is funded far less than the agencies established to protect these other entities.

We, as union members, must actively support and work for passage of H.R.1280, S.575 and H.R.115. This legislation is crucial to making safe and healthy workplaces a reality for all working Americans, whether working in private or federal, state or local government workplaces.

As a state worker in Missouri, I have personally been told by OSHA representatives that they do not cover state employees or state buildings. Once again, Missouri state employees are treated as second-class citizens. We are working to change that; this legislation is one step to

changing that.

I urge all my brothers and sisters to write in support of this legislation.

DELEGATE TERRI KAMBEITZ (Local 9423): President Bahr, Executive Board and Fellow Delegates. I rise in support of Resolution 56A-94-8, "OSHA Reform Resolution" as amended. A history has been unconscionably established whereby reports of work-related injuries, illnesses and deaths have been swept under the rug.

Victims' reports have been stifled and inhibited. Injured employees have suffered retribution at the hands of angry employers. Complaints have been unilaterally reviewed. In addition to employees gaining the right to refuse to perform work believed to be unsafe or unhealthy, this Act will also protect victims from punitive action resulting from the filing of charges.

The Act would require OSHA to set standards not currently in place or enforced. State OSHAs will be required to put in place and monitor reporting procedures.

Injured workers and their families will be entitled to offer input and gain access to information regarding the OSHA enforcement process.

The Act provides for the closing of loopholes. Currently employers circumvent the process simply by filing an appeal which delays that process. An appeal hearing is then calendared at the end rather than at the beginning. This legislation escalates the process. Appeals are heard first, rather than last.

Workplace violence is the second greatest cause of injuries on the job, and is the primary cause of death of women, including domestic violence, on the job.

OSHA reform would instigate safeguards and standards in this area also.

Brothers and sisters, I urge you to join us in lobbying and supporting this long overdue effort. Thank you.

DELEGATE MARTHA FLAGGE (Local 1250): President Bahr, Members of the Executive Board, Fellow Brothers and Sisters. I rise to speak in favor of Resolution 56A-94-8, "OSHA Reform Resolution."

In October of 1991, Local 1250 filed a complaint with OSHA against AT&T. We did so because at the time the complaint was filed, approximately one-third of the clerical employees in the Farmington, CT office had been diagnosed with carpal tunnel syndrome. Three had had surgery on both wrists, and over a two-year period of time were out of work on Workers Compensation at least twice due to reinjury.

One of these employees is still collecting Workers Compensation benefits. The company has advised her that they are unable to accommodate her due to her current work restrictions. She is receiving one-half pay while attempting to support two children as a single parent, now permanently disabled.

Those affected employees who continue to work in Farmington are also permanently disabled and find their quality of life permanently diminished.

After a five-month investigation, OSHA handed down a \$25,000 citation-- \$24,000 for AT&T's failure to provide a safe workplace and \$1,000 for improper recordkeeping. The fine was ultimately reduced by OSHA in the interest of expediting the settlement to \$14,500 and \$500 respectively.

While this was indeed a victory, it did not come easily. The greatest difficulty lay in the lack of an ergonomic standard. Without it, we had to rely on the judgment of the OSHA officers and ergonomists who conducted the investigation.

The initial report from OSHA's office in Salt Lake City was not favorable, and under normal circumstances this may have signaled the end of the investigation.

However, the officer's belief in AT&T's negligence was so strong that he brought in an OSHA ergonomist to conduct her own on-site investigation, which culminated in the aforementioned citation. We were fortunate that these individuals truly had the workers' best interests at heart.

Unfortunately, this cannot necessarily be said throughout the country. The OSHA Reform Bill will ensure that ergonomic standards become a reality, as well as ensuring the establishment of local safety committees which will make sure those standards and others are adhered to.

It's time to once again take advantage of our collective voice. It's time for OSHA reform. Not only to curb the Cumulative Trauma Disorder epidemic, but to let our employees, as well as others throughout the country, know that we will not tolerate the disposable employee work ethic

they so obviously embrace.

If robots are what they want, then by all means, let them start at the top.

Since having no heart is a trait they already exhibit, they will hardly be missed, and the millions of dollars saved in salaries, bonuses and expense accounts could then be paid to those who truly contribute to their success.

It's time we let them know-- we just come to work, we don't come to die. Thank you. ...

PRESIDENT BAHR: Before us is Resolution 8 as amended, "OSHA Reform" Resolution. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

CHAIR PETRINI: The Chair would like to recognize Committee Member Ron Melzer.

RONALD MELZER: Mr. Chairman, if the delegates will turn to page 13 of the Resolutions Committee Report.

RESOLUTION NO. 9

THE INTERNATIONAL LABOR ORGANIZATION: 75 YEARS OF SERVICE

The International Labor Organization was established in 1919 to bring trade unions, employers, and governments together for united action in the cause of social justice and better living conditions everywhere. It is a tripartite organization with worker and employer representatives taking part in its work on equal status with those of governments. It was created by the League of Nations in 1919 and was the only League of Nations organization the United States was affiliated with. Since 1946 it has been associated with the United Nations. The number of ILO member countries now stands at 169.

Historically, the ILO is an outgrowth of the social thought of the nineteenth century. Conditions of workers in the wake of the industrial revolution were increasingly seen to be intolerable by economists and sociologists. Social reformers believed that any country or industry introducing measures to improve working conditions would raise the cost of labor, putting it at an economic disadvantage compared to other countries or industries. That is why the ILO labored with such persistence to persuade the powers around the world to make better working conditions and shorter hours the subject of international agreements.

In 1944 the ILO met in Philadelphia to reaffirm their fundamental principles and to state clearly their aims and goals. These Principles still direct the ILO today and they state that:

- a) labor is not a commodity;
- b) freedom of expression and of association are essential to sustained progress;
- c) poverty anywhere constitutes a danger to prosperity everywhere;
- d) the war against want requires to be carried on with unrelenting vigor within each nation, and by continuous and concerted international effort;
- e) all human beings, irrespective of race, creed, or sex have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity;
- f) the attainment of the conditions in which this shall be possible must constitute the central aim of national and international policy;
- g) all national and international policies and measures, in particular those of an economic and financial character, should be judged in this light and accepted only in so far as they may be held to promote and not to hinder the achievement of this fundamental objective;
- h) it is a responsibility of the ILO to examine and consider all international economic and financial policies and measures in the light of this fundamental objective

With these lofty goals the ILO has, for the past 75 years, collected information, analyzed data, established standards, issued reports and worked to improve the lives of working women and men throughout the world.

RESOLVED: That the Communications Workers of America's 56th Annual Convention salutes the fine work that the International Labor Organization has performed for the past 75 years and celebrates their tireless efforts to raise labor standards.

The ILO's belief that "labor is not a commodity" is fundamental to the development of a world that respects every person and does not seek to exploit them.

Mr. Chairman, the Committee moves adoption of Resolution 56A-94-9, "The International

Labor Organization: 75 Years of Service".

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

... The motion was duly seconded ...

PRESIDENT BAHR: Any delegate wishing to be heard?

Seeing no one-- a hand went up. The Chair recognizes Microphone No. 1, Delegate Henning.

DELEGATE WILLIAM HENNING JR. (Local 1180): I move to amend the resolution by adding after line 37 the following language, "BE IT FURTHER RESOLVED that this union urge the United States Congress to ratify the ILO Convention."

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

... The motion was duly seconded ...

PRESIDENT BAHR: It has been seconded. You may speak on your motion, Bill.

DELEGATE HENNING: I won't belabor the point. The ILO is an incredibly important organization, especially now with global competition, with NAFTA, with GATT, with the mischiefous being visited around the world by such organizations as the World Bank and the International Monetary Fund, with their structural adjustment programs, and with the kinds of lowering of labor standards that are taking place in the United States.

I think it is entirely appropriate that we support the ILO, and I think it is entirely appropriate that we get our Congress to adopt the ILO Convention.

Thank you. (Applause)

PRESIDENT BAHR: Are you ready for the amendment, to add after line 37, I have it, Bill, "Call on Congress to ratify the ILO Conventions".

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

On the resolution as amended. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

CHAIR PETRINI: The Chair would like to recognize Delegate Larry Cave.

DELEGATE LARRY CAVE (Local 4900): If the delegates will please turn to Page 14 of the Resolutions Committee Report, I will read the Resolved of 56A-94-10.

RESOLUTION NO. 10 MINIMUM LOCAL SIZE

The role of an effective local continues to change. Participation in the various aspects of our union's program and representation of our members covered by collective bargaining agreements are both crucial if we are to be an effective force for change. The discussions of a minimum local size at our convention this year can only benefit our union. There are many relatively small locals that do an outstanding job of representing their members not only on the job, but in the community. At the same time, most of our members in small locals work for much larger employers, multinational firms in telecommunications and publishing. We need to have a positive strategy to engage those firms, build public support in our communities and organize the unorganized.

Our union's education program stresses self-sufficiency for locals with the national union increasingly playing the role of supporting local programs and local members. Given the growing resistance by many employers to collective bargaining and traditional representation, we cannot afford a role for national staff that might more resemble that of a chief steward. When we organize smaller units, locals need to be involved and sometimes lead the bargaining. Employers in smaller units, particularly in publishing, will gladly spend huge sums wearing us down in the representation process.

About 400 of our 1200 locals have less than 50 members. Support for this question would still provide them with nearly five years to organize more members or develop their own merger possibilities. This is an important issue that demands the thorough discussion of this convention as we move toward a policy that best serves the members.

RESOLVED: That the Communications Workers of America 56th Annual Convention recommends a minimum size for local unions of fifty members, effective January 1, 1999.

Mr. Chairman, the Committee moves adoption of Resolution 56A-94-10, "Minimum Local Size."

PRESIDENT BAHR: While you are dividing the house, will you be quiet? (Laughter)
Come on, now. (Laughter)

On Microphone 4, Delegate Franken.

DELEGATE MARK FRANKEN (Local 6314): I respectfully rise to speak briefly against this resolution. This resolution does not affect my local directly or indirectly. However, Local 6314 strongly feels that the small locals should be allowed to maintain their independence and sovereignty (applause and cheers) unless the membership feels that a merger with another local would improve the overall representation of their members.

The members of these locals currently do enjoy an advantage over our larger locals in that it is easier to establish and maintain closer and more personal officer/member relationships. Keeping this in mind, that our true objective is the best possible representation for all members, we feel that the locals in question should make this decision and should not be mandated by this body into a merger. (Applause and cheers)

They should not go into any merger unless the membership of both locals involved mutually agree that such a merger would not only be acceptable but beneficial to both locals.

I respectfully ask that this body vote against the passage of this resolution. Thank you, Mr. President. (Applause)

PRESIDENT BAHR: Now, I want to introduce you to a delegate who has a lot of guts. (Laughter) Delegate Egan on Microphone No. 1.

DELEGATE JOHN EGAN (Local 4034): I move to amend it, on Line 20, to calendar year 1996.

PRESIDENT BAHR: Is there a second?

... The motion was duly seconded ...

PRESIDENT BAHR: I heard a couple of claps. Go ahead.

DELEGATE EGAN: Two things first, before I begin my remarks, Morty. Some friends of mine from Detroit please ask that no fresh vegetables be thrown. (Laughter)

I would like to apologize to my wife who always tries to convince me not to do this. (Laughter)

Fellow delegates, this amendment gives us the opportunity to acknowledge the structural changes that are necessary to reconfigure CWA now, just as previous delegates had the foresight to go from the National Federation of Telephone Workers to CWA, and from the former three-level structure to our current two-level structure.

We must begin the process of modifying our structure again. Our identity as CWA can no longer be associated with the former Bell System. We are NABET, PPMWS, Public Workers, Cable Television workers, as well as General Tel, United Tel and many other workers in this country. We are not agents of any employer. We are a free and independent labor union. We need to have the foresight to reconfigure CWA.

The question is not what kind of representation we have provided in the past, but what we need to accomplish in the future. Vice President Gore today indicated converging industries of broadcast, print and telephone will create 500,000 new jobs in the next two years. Does our current structure position CWA to be the union of choice in the new industry? I think not.

We don't have until 1999 to begin changing. Our locals must have the ability to not only represent our current membership, but organize the new workers in the information industry and, in many cases, bargain contracts at the local level. Locals must also become self sufficient in many other areas within the next two to three years.

Many of us here this year were also delegates to the Committee of the Future Special Convention in March of 1983 where we received their report. That report from eleven years ago spoke to minimum-sized locals then. Furthermore, at our 1991 Convention, a motion for minimum sized locals was defeated.

I would ask the delegates to this 1994 Convention to support this amendment and the main resolution so we can begin the process of finally restructuring CWA. Thank you. (Applause)

PRESIDENT BAHR: On the amendment, Delegate Fahrenholt.

DELEGATE MICHAEL FAHRENHOLT (Local 3410): Would this amendment take place before the next election of Executive Officers of CWA?

PRESIDENT BAHR: The answer is obvious. Whatever elections would be before January 1, 1999, would take place.

You are entitled to a second question.

DELEGATE FAHRENHOLT: Is this resolution necessary to do what the Executive Board would like to do?

PRESIDENT BAHR: If you would all review the letter that I personally sent out and deliberately put "1999," it was to engender a debate as is taking place here, as to how you, the people who own this union, the representatives of the local members, would want to give guidance to the Executive Board, who already has the authority to merge locals. This is the true exercise in democracy. You are making your views known.

Question on the amendment, Delegate Cox.

DELEGATE ERIC COX (Local 3519): Part of the problem, it seems to me here, was the question of how many of the larger locals are not participating in the programs, by percentage, versus the numbers of small locals under 50 that may be 100 percent organized in 100 percent union programs? Do you have that number?

PRESIDENT BAHR: No, I don't.

DELEGATE COX: Would the Executive Board be as concerned to take action on a large local that was not participating and doing its job as it would the small locals, and why do they not, if it is a problem?

PRESIDENT BAHR: I think the answer to that is the long-range view into the next century that your officers are trying to perceive. What would be an appropriate size of a local that has the capabilities not just to come to meetings and handle grievances, but to move the labor movement where it has to go, that has the arms and legs to do the mobilization? But I am getting-- I should not be in this debate. (Laughter and applause)

You are entitled to a second question.

DELEGATE COX: The concern then is not necessarily their performance at the local, given their good record, but it is their structure and their ability? You are saying the numbers of a small local don't have the ability to do the mobilization of a large local? I don't quite understand the point.

PRESIDENT BAHR: You are getting me into the debate, but let me just very briefly say: We have records of how many of the small locals don't participate in strike votes, in ratifications of contracts, in participation in bargaining unit meetings.

I am not suggesting all, but in very large numbers as compared to the larger locals they are. The records indicate that with few exceptions it is the larger locals that get the resources to be involved in organizing, to be involved in political action. It is just common sense. If you have 25 members, where are you going?

This is the idea that we had. And this debate is fine. This is what this union is all about. (Applause)

On Microphone 4, Delegate Jones.

DELEGATE ROY JONES (Local 3450): Morty, I rise to speak against the amendment simply because, as a member of the Committee of the Future that was referred to by the brother, there was much discussion given to that, but there was also equal discussion given to the maximum size of locals. And if we are here to generate debate, then that debate ought to be focused on the size of the local that is best for the membership, best for CWA, and best for the American Labor Movement, and not focused on the small locals that we have out there working hard to represent the members of this union. (Applause) Thank you. (Applause and cheers)

PRESIDENT BAHR: On Microphone 3, Delegate Riemer.

DELEGATE GREG RIEMER (Local 4309): I would like to speak on behalf of the amendment, but first commend my brother from Michigan for having the guts to get up and make it, because it is obvious which way this is going to go. He lives in Michigan, I do not. So when I go home, I do not think I will get quite as beat up as he may get.

The bottom line is this. I think the timing is right for us to begin discussing this whole issue. We would not be in this position, most of us, of even having to consider locals of 50 or even 100, if we would go out and do what the people on the stage did yesterday, which was organize and mobilize our members. (Applause)

So really, I think that while we can debate this question-- and there are some obvious strong feelings about this question-- that if we take anything away from this discussion, it is that the status quo should not be that we leave Detroit, Michigan, and we try to run our locals, whatever size they are, and not give a thought about organizing more members into CWA. I

hope that is what we end up doing as a result of all that. Thank you. (Applause)

PRESIDENT BAHR: On the amendment, all those in favor indicate by raising your hand. Down hands. Those opposed by a like sign. It is defeated. (Laughter and applause)

That is the fastest gavel in the west. (Laughter)

On Microphone 3, Delegate Rufo.

DELEGATE LUIS RUFO (Local 14000): Thank you, President Bahr.

Brother and sister delegates, many years ago our local was formed by a merger of five different locals. A distance of 400 to 500 miles separated them. There was a need for us to merge. It was done in a voluntary way, but if we wait, as many of you have waited, we will disappear on the wayside. We would not be able to do the many issues required by the Constitution which governs us, to have a Committee on Mobilization, to have a Committee on Education, to have a Committee on Communication Development, and community activities, to have a Committee on Bargaining.

How many locals in reality with 50 members or 20 members or 25 members can really play an active role, to participate truly in the Labor Movement. It is very difficult, brothers and sisters. Our local today, with over 200 members is still not big enough to have the impact in the communities where we live, and in our province, with a very right-wing attitude and activities. We need to have locals not 50, but in fact, 100 or 1,000 members.

This resolution states clearly that it will give us from 1994 to 1999, sufficient notice in a friendly way, to get locals with low membership to get acquainted with other locals beside you and merge. What is wrong with that when it is going to be to the benefit of the members you represent and to the benefit of the union. I think that is a step forward, not backwards. (Applause)

And yes, my brothers and sisters on Microphone 4, they have concerns. However, if you have a knowledge of what the Labor Movement should be, you would not be in this line right now. (Applause)

We can no longer afford to have the luxury to have the small local unions. You might start that way, but once you start you had better start looking for mergers. That is the only way that there is going to be a future for the members represented and to the communities where our brothers and sisters work. It is important. As the saying goes: United we stand, and divided we fall.

Management would like you to be small locals because then they can take you easier. (Applause) The majority of us, we work for corporations, large corporations, no longer family-owned businesses. Most of them are large corporations. We must be united and strong so we can handle those corporations and give them the message. Then they are not going to make us lay down and play dead. We are going to roll over on them. That is exactly what we should be doing.

It is important, brothers and sisters, that we start thinking very seriously about the mergers of the small locals. Some of the small locals I know in Canada, they do not have sufficient members, in my view, to be able to have a proper Executive Committee of that local union. So that says the message there.

I hope that you take serious consideration, and there is not a mandate to tell you that tomorrow you have to do it. Here is a resolution that says you have until 1999 to do it. That is more than plenty of time. Anyone with vision can get the job done. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 5, Delegate Unger.

DELEGATE LAURA UNGER (Local 1150): Doesn't Article XIII of the Constitution already provide a means to revoke the charter of a local that does not fulfill its duties?

PRESIDENT BAHR: Yes.

You are entitled to a second question.

DELEGATE UNGER: Wouldn't this require, if we pass this resolution, a change in the Constitution, Article XIII?

PRESIDENT BAHR: It might. We would deal with it in 1999, or later, whenever it was necessary. I don't know. If it required it, we would do it.

On Microphone 4, Delegate Foust.

DELEGATE ADRIAN T. FOUST (Local 3602): Thank you, Mr. President.

My brothers and sisters, I did not come to this convention to stand before you to make any kind of speech. I was not aware of Resolution 56A-94-10 until a few minutes ago.

I think it would be a disaster to our union and to the unity of our union to say that we all count for something, and then tell us that we cannot have equal representation in the towns we live in. We are going to drive 40 miles to the nearest place to find that representation, and I believe that is totally unfair. I do not believe anyone that is on the platform up there comes from a union that has less than 50 members. So I do not know how you can address how well we organize, or how well we do our jobs.

I came into the union hall here feeling pretty good about the way the union was run. I still feel pretty good about it, because I am allowed to express myself before my brothers and sisters. I do not believe that you have the right to determine how my union is running without coming to see how it runs. I do not believe that the person who first organized the union and thought of it had this in mind, that you are going to pick and choose how many have to be in a place to represent and give the representation that you feel needs to be given. (Applause and cheers)

I absolutely do not believe you have that right to do that. I do not think that just as a single group and body that sits there in judgment on how we work as a union and the small unions-- by the way, we had 92 percent of our members voted. We have almost 50 percent of our members come to the membership meetings, and I am wearing a pin to say that we have only one non-member in our town. (Applause and cheers) We do a good job where we are.

I think it is rather pitiful that we have to come and defend our right to representation. Next you will be determining that it is 100, and then 200, and 300. Where will it stop? I say let's stop it right here. (Applause and cheers)

PRESIDENT BAHR: On Microphone 3, Delegate Dill.

DELEGATE JOHN DILL (Local 4217): President Bahr, fellow delegates: I rise to ask that you reflect on all the storms we have weathered together since we met on the special convention on the future, held in Philadelphia.

At that convention, we stood on the edge of a great unknown ocean. We contemplated the future of our union. We received a report of the Committee on the Future. We assessed the strengths and the weaknesses of our union, such as we are doing today. I think most of us would agree that we have witnessed the truth of many of those predictions. The AT&T breakup, downsizing, deregulation, the electronic age, the information highway that Vice President Gore spoke of today. Many of the things that we saw today we never predicted at that time. We could not imagine them happening, but they have.

If in Philadelphia we stood on the edge of that ocean, today we are in the middle of it. We have already weathered many storms, and I fear the worst is yet to come. Today, we have an opportunity to make our union stronger, so that we can face the future together.

The Committee on the Future told us that one measure our union should take to ensure its strength was to establish effective local size. At that time, the committee pointed out the difficulty a local with less than 50 members faced. Also, the difficulty a local of that size faced in providing the high quality of services our members must be provided if our union is to survive the stormy ocean of deregulation.

A simple analogy might help to make this point clear. I come from Belleville, Illinois, a town of 35,000 people. How well would our country work if Belleville were a state in the union of the United States of America. And if all the Belleilles were states, each with a governor and a legislature and representatives in Congress, so that the USA would be hundreds or maybe thousands of states, how would the United States function.

I know you would agree, the country would not work very well that way. Well, in many cases, our union is in just such a condition, with loss in membership, at a time when our expenses are growing because of the stormy times we live in. It is no longer affordable or effective to have locals with less than 50 members. I know that this is a tough issue and an emotional issue. As we heard last night, we faced many of these together. I know we will face many of them in the future. But if Ameritech downsizing continues, my local will almost certainly be required to merge by 1999. That is unless it is able to grow by organizing, and believe me, we are striving mightily to do just that. Perhaps this resolution will provide an even greater incentive to do just that.

For the reasons I have given, I urge you to vote in favor of this resolution. Finally, please remember that our great International Union, CWA itself, began as a merger of unions, and just today I came from a rally where another Union of 10,000 members merged with our Union to make us even stronger.

For those reasons, I urge you to carefully consider this resolution and vote in favor of it. Thank you. (Applause)

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

DELEGATE FREDDIE R. GREEN (Local 3410): With all due respect to my Brothers and Sisters still waiting to go to speak on this motion, I wish to move the previous question.

... The motion was duly seconded ...

PRESIDENT BAHR: The motion was made to close debate. (Applause) All those in favor indicate by raising your hands. Opposed by a like sign. Debate is closed.

... The following remarks were given to the court reporters for inclusion in the Minutes as follows:

DELEGATE MARCEDES M. SPAIN (Local 7103): Mr. President, I rise in support of Resolution 56A-94-10, "Minimum Local Size".

I can't think of anything that would rile the local leadership more than to mention a level of members to accord a local.

To attest to this I recall many debates while serving on the COF which led to wild heated statements, even threats of reporting out a minority report. This makes the subject volatile.

There are two items facing us today: we mandate a minimum of 50 members for a local; or, exercise Article 13, Section 9 of our Constitution. Either way, it would seem we could lose members and contracts.

This is our system and what we are attempting to do, as Dr. Deming would say, "We are tampering with the system."

This probably sounds like I should be at the "Against" mike, but, size of locals are inevitable. In 1983 I felt this would take place in five or six years.

As I see this, there needs to be a structure in place that will ensure those dangling (for a better word) members who will be looking for even better service. So the support you are looking for would be stronger if this type of apparatus were in operation before mass mergers became a reality.

If this were established, I would support this resolution wholeheartedly.

DELEGATE LINDA AMAN (Local 2011): I urge all delegates to oppose Resolution 56A-94-10, "Minimum Local Size".

The small locals are and have been the backbone of this Union. We always come through for any activity request from the Union.

When we talk about mobilization, you will find no greater example than representation in small locals. If anything, perhaps this body should consider downsizing large locals to no more than 50 members.

Small locals are realistic, and we will be practical and exercise a merge if needed from the existing language in our Constitution. But only if needed, which will be determined by our membership, not this body.

What right does the National Executive Board or this body have to dictate to us of any minimum number of memberships.

Please vote against this resolution. Thank you.

DELEGATE DANIEL O. HARVEY (Local 3209): President Bahr, Delegates, Brothers and Sisters. My local was chartered in 1950. We have never been a large local.

In the 1970s we had 200 to 300 members. In early 1980s we dropped to 100. Now we have 56 members. We have maintained 55 to 65 members for the last seven or eight years.

Check our record; we attend all state, district and national meetings. With just 56 members, we are close to minimum local size.

With regard to Resolution 56A-94-10 we, Local 3209, oppose this resolution.

The Executive Board has the authority to merge locals now. Now is the time for the Executive Board to step up to the plate and bat.

The companies we are employed by shotgun everybody when they should rifle in on the problem. Now our union is going to do the same. When my local stops serving its members, its community district and national, they come help us.

Now, delegates, please help me to defeat this Resolution 56A-94-10.

DELEGATE THOMAS J. KOENIG (Local 3411): President Bahr, Fellow Delegates. I rise in opposition to Resolution 56A-94-10, "Minimum Local Size".

I, too, feel that placing a numerical size on locals diminishes representations.

Due to downsizing taking place all over the industry and the country, many locals may soon fall into this category.

Is bigger really better?

If locals within states do a good job of communicating and representing their membership, who are we to mandate them out of existence?

Respectfully, I urge the defeat of this resolution. ...

PRESIDENT BAHR: In front of you is Resolution No. 10. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is defeated. (Applause, cheers and whistles)

The Committee.

CHAIR PETRINI: If the delegates would please locate the Supplemental Resolution Report. If the delegates would please turn to the Supplemental Resolutions Report I will read the resolved of Resolution No. 56A-94-11.

RESOLUTION NO. 11

REGULATORY POLICY-- A CWA PRIORITY.

Deregulation, mergers and privatization are having a profound effect on the job security of our members and the future of our Union. The lack of funding for state and local governments translates into substandard wages and reductions in the number of already overburdened public workers.

Layoffs, downgrades, new unrepresented subsidiaries and contracting out are often a direct result of the decisions being made by local, state and federal legislative bodies and regulatory agencies. The decisions of public service commissions, the FCC, civil service commissions, health service agencies and local cable commissions have a profound effect on our members and those who seek union representation. The volume of these decisions is growing rapidly and we must re-order our priorities if we are to effectively represent our members.

Currently, the legislative committees have been very successful in supporting political candidates and mobilizing support for national issues. In some locations locals have been very successful in supporting political candidates and mobilizing support for national issues. In some locations locals have been particularly successful in affecting the regulatory and legislative process. We must now use this structure to help all locals play a role in the formulation of regulatory and legislative strategies and the implementation of the policies when they are developed.

The desires of employers for particular action by the regulatory agencies give us another weapon to use to win fairness for our members. We must use this tool at the city, state and federal level. The fact that the information is often complicated and voluminous cannot deter us from these efforts.

RESOLVED: That all levels of the Union-- local legislative committees, city councils, state councils-- will give priority attention to monitoring regulatory and legislative bodies and working to achieve an outcome that is in the best interest of our members.

RESOLVED: That state and local regulatory policy will be on the agenda of each state and district meeting as well as the National Legislative Conference.

RESOLVED: That the locals and districts will issue a combined summary of their activities to headquarters. Headquarters will serve as a clearing house for this information and will distribute it to the locals on a regular basis.

Mr. Chairman, the Committee moves adoption of Resolution 56A-94-11, Regulatory Policy-- a CWA Priority.

... The motion was duly seconded ...

PRESIDENT BAHR: You heard the resolution, seconded from the floor.

On Microphone No., 3, Delegate Franklin.

DELEGATE DEAN FRANKLIN (Local 6012): President Bahr, Fellow Delegates: I rise in support of Resolution No. 56A-94-11. Regulatory changes are occurring all across the country and are occurring so rapidly that many of us feel ill-informed on some of these regulatory issues, and I am unsure at times as to the best tools to use to influence specific regulatory changes.

We need a way to share information about these changes in a simple manner. CWA Locals in Oklahoma have been and will continue to be involved in working on regulatory issues

that affect our members. We were successful in Oklahoma in achieving legislation to keep our state regulatory bodies out of the free collective bargaining process. This legislation prevents that body from comparing our bargained-for wages and benefits to those employees of Wal-Mart, McDonalds and Kentucky Fried Chicken, and then punishing our employees by disallowing a large part of those wages and benefits as excessive.

We are proud of this accomplishment in Oklahoma, however, many times our efforts to influence regulation and the regulatory process are much less successful. I believe this resolution will help my Local, the Locals in Oklahoma and all CWA Locals to be more effective by giving us a way to share our methods, our successes, and our failures in the regulatory arena.

As young, bright and intelligent as we are in Oklahoma, we need your ideas. We need your successes. We need to know about your failures and about the methods that you use in order that we might all be more effective. Thank you. (Applause)

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

DELEGATE MICHAEL D. UPTON (Local 2202): On Resolve number one, "Resolved that all levels of the Union," is this meant to include national unions, specifically AT&T?

PRESIDENT BAHR: All levels. I would-- well, let me give it to the Committee.

CHAIR PETRINI: Yes, it is intended for all levels.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE UPTON: On resolve number 3, the last statement, "... will distribute it to the Locals on a regular basis," please define "regular basis."

PRESIDENT BAHR: I assume that Secretary-Treasurer Easterling will continue to put out "Capitol Comments" on a monthly basis that will include all the information available to her.

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

DELEGATE ARTHUR CHELIOTES (Local 1180): Every day, in the 50 states of this nation and in the provinces of Canada, regulatory bodies are meeting. Everyday hearing announcements appear in the public notices section of our newspapers. Every day these commissions, these boards are making decisions on whether our members will work, what jobs will look like, where our jobs will be, and what the pay and benefits will be for those jobs.

With all this going on at the state, the city, the county and the town level, it is hard to keep up. We are a union of locals throughout this nation and throughout this nation and throughout Canada. If we do not keep up we have ourselves to blame. If we do not have a plan, if we do not strategize, if we do not impact on these commissions, we are not doing our jobs as Local leaders.

Decisions made by these commissions create the bargaining climate and it is at the grass roots that we can exercise our political muscle so that locals can be empowered, so that locals can work on regulatory issues in a strategic way, in a systematic way and in a consistent way.

Whether it is in the public and health care sector, where state public worker relations boards determine whether workers in the public sector even have the right to organize and bargain collectively, or civil service commissions which determine what their jobs will look like, or in the health care workers, in the health care utilization boards that will determine the number of hospitals that will open in a region, these boards have to be addressed. In the private sector we see public utility commissions, cable commissions at every level of the government and telecommunications boards.

We must be there. We should all remember what we heard yesterday, those eloquent words of Joe Beirne, our first President. He said, "The boss will have to come to the Union to get an appointment at the White House." We should take these words and apply them as locals and districts to what we have to do. The boss will have to come to us to get anything approved at the regulatory body. (Applause)

In that way, we protect our members, we protect our union, we protect our community, we restore our members' faith in the political process and the foundation of our democracy.

Finally, the global village cannot offer palaces for a few and slums for the rest of us. We will not be the road kill of the information superhighway. That road must be built union wall-to-wall by CWA members (applause), by union members in the public and private sector, with access for all union families. As "Tip" O'Neill said, "All politics is local."

We, as Local leaders, must do our part and vote for this resolution and do our work when we get back home. It only begins here today. Thank you. (Applause and cheers)

PRESIDENT BAHR: Microphone No. 1, Delegate Pappas.

DELEGATE JAMES PAPPAS (Local 2336): I would like to move the question.

PRESIDENT BAHR: The motion has been made to close debate. All those in favor signify by raising your hands. Down hands. Opposed by like sign. The motion is carried. Debate is closed.

... The following remarks were given to the court reporters for inclusion in the Minutes as follows:

DELEGATE JAN COURTS STEELE (Local 2001): President Bahr, I rise in support of Resolution 56A-94-11, "Regulatory Policy-- A CWA Priority".

We need solidarity on the very important issues that affect all members throughout the country. We need all levels of the Union going in the same direction.

We need all states working on the same issues so it's not thrown up in the faces of the states who are working on issues at the Public Utility Commission and/or Public Service Commission. I know in some areas where local officers have been threatened with job losses if they fight them at the Public Utility Commission or Public Service Commission. That's why the National should be aware of all actions in every state and district and for the National to distribute the information to the locals on a regular basis.

The reason why I feel so strongly about this resolution is that in 1991 the legislative staff person in West Virginia had the locals to join with C & P of West Virginia to work on a deregulation bill for the company.

At the same time, the locals were working to get this legislation passed.

I attended the CWA National Legislative Political Conference in D.C. During the conference I attended a workshop that Leslie Lobel conducted on state regulatory issues, in which she stated, "All states should be opposing any form of deregulation."

It was brought to the staff person's attention, and at no time during 1991 or since 1991 has the staff in West Virginia intervened in any PSC hearings.

I believe this resolution will remedy this situation. I urge your support for Resolution No. 11. ...

PRESIDENT BAHR: In front of us is Resolution No. 11, "Regulatory Policy, A CWA Priority." All those in favor signify by raising your hands. Down hands. Opposed by like sign. It is adopted unanimously. (Applause and cheers)

Please join me in thanking the Resolutions Committee for a long, long week of hard work. (Applause)

On Microphone No. 1, Delegate Moss. Will Delegate Moss find his way to the microphone? Is he here?

VOICE FROM THE FLOOR: Which one did you want, Morty?

PRESIDENT BAHR: Steve Moss.

DELEGATE STEVE MOSS (Local 2001): I move that the International Union send out to all local unions a request for financial contributions for our brothers and sisters with the Brotherhood of Firemen and Oilers, and be it further

Resolved to actively support the boycott of Cook's Family Foods.

If I have a second to that, I would like to speak on this.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. You may speak on your motion.

DELEGATE MOSS:

In Support of International Brotherhood of Firemen & Oilers' Strike Against Cook Family Foods.

On November 29, 1993, approximately 400 members of the International Brotherhood of Firemen and Oilers struck their employer, Cook Family Foods, over the company's flagrant violations of federal law. These union brothers and sisters have visited most unions in West Virginia seeking our help.

These hard-working men and women in Grayson, Kentucky, the heart of Kentucky coal-mining country, voted for representation by the Firemen and Oilers in the summer of 1991. This was only months after the new state-of-the-art ham processing facility opened its doors, thanks to millions of subsidy dollars in the form of federal, state and local tax breaks. The employees were paid slightly above minimum wage, with few benefits and very hazardous working conditions by this ConAgra-owned company.

After two long years of legal delays, initiated by the company's union-busting law firm from Nebraska, the NLRB on September 13, 1993, officially certified the IBF&O as the

employees' representative and a demand to bargain was promptly sent. The company simply ignored federal law and refused to recognize or bargain with the union.

A complaint was issued by the Board and the employees voted to begin their unfair labor practice strike just weeks before Christmas, as this was one of the busiest times of the year for Cooks.

This fight for justice continues today. These members have no substantial income and are in dire need of help for food, utilities and other day-to-day assistance to survive. We need to send the CEO of Cook Foods a message that CWA decries the injustice to workers and to strongly urge that meaningful negotiations begin immediately. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Layman.

DELEGATE DAVID LAYMAN (Local 2204): President Bahr, Members of the Executive Board, and Fellow Delegates: I rise in support of this most important resolution, supporting the striking Brotherhood of Firemen and Oilers in Grayson, Kentucky.

Yesterday, Representative Bonior spoke on the shaft the employers were giving workers in today's environment of union-busting companies like Cook Family Foods. ConAgra, the parent company, has a list of labor violations as long as Frank Lorenzo's violations against workers at Eastern Air Lines.

Aside from these violations, the new plant located in the heart of Kentucky coal-miner country, has only two water fountains, no windows, and the best working conditions inside the plant range from 40 degrees and wet, to 30 degrees below zero.

ConAgra punishes, discriminates, harasses and exploits its workers' rights. Workers' safety equipment is purchased from the company store and deducted from the workers' checks. One worker who had his thumb cut off on a Saturday was told that since it was sewn back on he was to report to work the first thing Monday morning. Wages are so low, with a husband and a wife both drawing full-time wages they still collect food stamps.

These are some of the facts surrounding this strike that started in November of 1993 with only 40 scabs and 30 of them crossed the picket line within the first 30 days. Governor Jones of Kentucky has appealed for help from Secretary of Labor Reich. These strikers are in desperate need of money, food, rallies, and letter writing campaigns.

We, as delegates of this Convention, need to comply with this resolution to its fullest. We need to say "Solidarity Forever" to our striking brothers and sisters with the International Brotherhood of Firemen and Oilers. We need to boycott Cook hams, for they are on the official AFL-CIO boycott list. (Applause)

We need to send CEO Dick Monford a message, letting him know where he can stick those Cook Family hams. Thank you. (Laughter and applause)

PRESIDENT BAHR: All those in favor of the motion to recommend that CWA locals support financially the strike of the Firemen and Oilers against Cook Family Foods in Grayson, Kentucky signify by raising your hands. Down hands. Opposed by like sign. It is adopted.

We have received a request from Delegate Barbara Heath of Local 3310 that we pass the hat on this resolution. So I would ask the Sergeants-at-Arms to do the best they can at this late hour.

On Microphone No. 1, Delegate Noyce.

DELEGATE CALVIN NOYCE (Local 7704): I wish to make a motion to add a resolution to be brought before this body. The resolution is entitled "Pride At Work."

PRESIDENT BAHR: I think if you state the purpose of the resolution--

DELEGATE NOYCE: The resolved?

PRESIDENT BAHR: And you get a second, then this could be remarks on behalf of it.

DELEGATE NOYCE: All right, you want just the resolved?

PRESIDENT BAHR: Why don't you do the resolved.

DELEGATE NOYCE: The resolved is that the Executive Board of the Communications Workers of America encourage all CWA locals to participate in Pride at Work by sending delegates to the conference and/or making a financial contribution to help with the expenses. Resolved, that the Communications Workers of America assist the other participating unions in underwriting the conference with a donation of \$500 as an affirmation of CWA's continued commitment to ending discrimination whenever and wherever found. (Applause)

... The motion was duly seconded...

PRESIDENT BAHR: It has been seconded from the floor. You have three minutes to

Speak on your motion.

DELEGATE NOYCE: Thank you. I would like to read the entire resolution if I may.

PRIDE AT WORK

Brothers and sisters, CWA can be very proud of its continuing role in helping the world remember what must not be forgotten.

At the CWA Convention in 1991, delegates were honored to have President Emeritus Glenn Watts speak to us about the Holocaust Memorial Museum being built in Washington, D.C. President Watts also showed the delegates a short video about the Holocaust.

At the end of the war in Europe, the concentration camps were liberated and the prisoners set free, except for one group. That group was comprised of prisoners whose reason for internment was because of their sexual orientation. They were not set free. Instead, they were sent to regular prisons. For them, there was no liberation. The true liberation of gay, lesbian and bisexual people would not begin until a quarter century later.

On the night of June 27, 1969, the New York City Police Department targeted a local gay bar, The Stone Wall Inn, for another night of harassment. Many patrons left the bar feeling defeated, but a few lesbians and female impersonators who were tired of being harassed, belittled and brutalized refused to come with the police. They taunted the police by throwing pennies at them. This progressed to bottles and stones, forcing the police to barricade themselves inside the bar.

For the next two nights there were massive street demonstrations. The modern Gay Rights Movement was born and the start of their liberation had begun.

This year marks the twenty-fifth anniversary of what has become known as the "Stonewall Riots." Many activities commemorating this event will take place all across America and the world, with the largest being a march for equal rights at the United Nations in New York City.

On Friday, June 24, 1994, the Organizing Committee for a national Lesbian/Gay/Bi Labor Organization will sponsor Pride At Work, a National Lesbian, Gay, and Bi Labor Conference in New York City.

CWA can be proud of its continuing role as a leader within the Labor Movement as the fight for human rights and equal rights for all people continues.

RESOLVED: That the Executive Board of the Communications Workers of America encourage all CWA Locals to participate in PRIDE AT WORK by sending delegates to the conference and/or making a financial contribution to help with the expenses.

RESOLVED: That the communications Workers of America assist the other participating unions in underwriting the conference with a donation of \$500 as an affirmation of CWA's continued commitment to ending discrimination whenever and wherever found.

That is my resolution. Fellow delegates, I am here today as a Trade Unionist, and I am damn proud to be a Trade Unionist. I am also damn proud of the fact that I am a gay man. I do not have some of the legal rights in this country that the rest of you have. My brothers and sisters who are gay, lesbians and bisexual people also do not have those rights.

When we talk about the downsizing in our companies, and we talk about the reorganization of our unions and our locals, and the possible elimination of smaller locals, I think to the people who are yet to be organized, the gay/lesbian and bisexual people. We have those people within our own union right now.

We do not do enough to help them organize. And think of the number of people who work in other jobs besides the ones that we represent that do not have representation. People whose sexual orientation is causing them to be fired, to be mistreated at work by their supervisors, as well as their co-workers.

I urge you to help me work towards organizing that group of people and all workers across America and the world. Please support this resolution. Thank you. (Applause)

PRESIDENT BAHR: I would just call to the attention of the delegates that we have already complied with the second resolve and have weeks ago sent a check in from the National Union on behalf of Pride At Work. So I just call that to your attention. (Applause)

Delegate Falcone, on Microphone 3.

DELEGATE BART FALCONE (Local 1058): I am the Chief Steward with the local. I am a member of the Executive Board, and I am the Chair of the Committee on Equity.

I stand here before you, brothers and sisters, to speak on the motion, not because it supports gay and lesbian workers' rights, but it supports workers' rights. (Applause) In a union where we call each other brother and sister, all I have to say is if you cut one of my brothers, you cut me. If you hit one of my sisters, I bruise. We need to stand together (applause) against the enemy and judge each other on what we do, not on who we are.

A wise man, who happens to be sitting up on the dais, once said to me when we were sitting and the subject of domestic partner benefits came up, he said, "My job is to protect the rights of my members. I don't care if my members live with sheep. All I care about is that their rights are not damaged and the sheep get health care benefits." (Laughter and applause and cheers)

If there is anybody here who feels they have to vote against this motion, I just want to remind you, one in every ten people may be gay or lesbian, and you do not know who they are. They could be your local president. They could be one of your members. They could be a registered voter. They could be a family member. I urge you, vote for this motion and vote against discrimination at all times. (Applause and cheers)

PRESIDENT BAHR: On Microphone 3, Delegate Isreal.

DELEGATE STEVE ISREAL (Local 7037): President Bahr, fellow delegates and guests: I rise in support of the Pride At Work resolution on behalf of our gay, lesbian, bisexual, heterosexual members who understand the issue of discrimination.

You know the fight for equal rights has always been a hard one. We in CWA have always risen to that challenge, and I urge you to help in this fight for many of our members who currently are being discriminated against.

I personally do not know what it is like to be discriminated against for being a women. I personally do not know what it is like to be discriminated against because I am Hispanic, because I am native American, or because I am African-American. But I can tell you that discrimination has occurred for all of these reasons. I know because my brothers and sisters are feeling it daily. If it is their fight, it is our fight. We currently have members who are being discriminated against because of their sexual orientation, either actual or perceived.

Many of us will never experience this type of discrimination, but we must assist our brothers and sisters in the fight to end it. The issue of sexual orientation is not in itself a family values issue as some claim. It is, however, a challenge in our belief in the United States Constitution, which says "all people," and I repeat, "all people are created equal." (Applause)

Given the option, would you line up behind Rush Limbaugh and the ridiculous Right, or would you line up to fight for fairness, equality and respect for all people.

I love our CWA, and I am proud to be a member of the union that will fight for all people. Please join me in support for this resolution and help send participants to the March for Equality on June 24. Thank you. (Applause)

PRESIDENT BAHR: All right. Microphone No. 1, Delegate Allen.

DELEGATE EVELYN ALLEN (Local 1000): Yes, Mr. Chairman, I move the question, please.

... The motion was duly seconded ...

PRESIDENT BAHR: A motion has been made to close debate. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

... The following remarks were given to the court reporters for inclusion in the Minutes as follows:

DELEGATE MADELYN ELDER (Local 7901): Sisters and Brothers, I rise in support of the resolution entitled "Pride At Work". As an open lesbian, I have worked for many years in CWA as a shop steward and now as a local officer. I have been in the battle for better contracts against unfair employers, helped to negotiate contracts, assisted new members understand the Union and fought for the rights of all my Union brothers and sisters.

There are many gay/lesbian/bi activists in both CWA and the general labor movement. We work long and hard, sometimes at the expense of our own families. But many of the jobs we work at remain unorganized or undercompensated.

For example, in Portland, Oregon, the restaurant/hotel workers, HERE, have been trying to organize for better working conditions through forming unions and negotiating contracts.

The work of lesbians and gay men in their union, with the support of the larger gay/lesbian/bi community, has meant the difference between winning and losing contracts,

grievances and other workplace struggles.

In San Francisco, hotel and restaurant workers have won through coalition between labor and the gay community. The boycott of anti-union and anti-gay Coors Beer was the most significant example of the dynamism of this coalition.

Lesbians/gays/bi's have found each other in the Labor Movement, and will convene in New York City in order to enhance the Labor Movement, including CWA. We come before you now to ask for your full support in our efforts. This is the opening up of a new opportunity to organize, to get new members involved, and to prove once again the CWA is the union with a future. ...

PRESIDENT BAHR: In front of you is the resolution that was read to you, Pride At Work. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

Microphone No. 1, Delegate Tobias, Local 14901.

DELEGATE CHARLES TOBIAS (Local 14901): I would like to submit to the body a resolution that was passed unanimously at our printing sector conference on Saturday.

PRESIDENT BAHR: Would you state the substance of it?

DELEGATE TOBIAS: This has to do with the very serious situation in San Francisco, California in which members of our Local, along with another conference of newspaper unions, are being provoked into a strike situation.

We have not taken that action yet. We are trying to resist this provocation and I am here to offer a resolution on that issue.

PRESIDENT BAHR: Why don't you read the resolve as we did previously.

DELEGATE TOBIAS: Resolves are whereas, I will have to read the whereas before I get to the resolve.

SUPPORT TO BAY AREA TYPOGRAPHICAL UNION 21 AND SAN FRANCISCO CONFERENCE OF NEWSPAPER UNIONS

WHEREAS, the AFL-CIO is calling on all AFL-CIO affiliates to give the San Francisco workers vigorous support in their fight for justice and generous assistance in event of a strike; now, therefore,

BE IT RESOLVED that this convention recognize the severity of the situation in San Francisco by pledging full support and cooperation in the fight, and be it finally

RESOLVED: that CWA Locals across the United States and Canada pledge support to the Bay area Typographical Union 21 and the San Francisco Conference of Newspaper Unions in the event of a strike to rally public support for the workers involved.

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

... The motion was duly seconded ...

I don't know if there is any more that you want to add to it, but you have time to do it.

DELEGATE TOBIAS: Well, it speaks for itself. I would like to say that we are dealing with the notorious law firm of King and Ballow. We have had the dishonor of having this law firm in other areas throughout the country and now they have come all the way to the West Coast. We want to send these union busters home. Thanks. (Applause)

PRESIDENT BAHR: All those in favor of the motion indicate by raising your hands. Down hands. Opposed by like sign. It is adopted unanimously.

Microphone No. 2, Delegate Saunders.

DELEGATE ROBERT SAUNDERS (Local 6503): Mr. President, Brothers and Sisters, Southwestern Bell has been engaged in union busting in Hot Springs, Arkansas, the boyhood home of President Bill Clinton.

Southwestern Bell has violated certain labor laws, including but not limited to the one passed out this morning. Our local was virtually discipline free before they started last August.

First they held an alleged sexual harassment investigation of eight members. That turned out to be a wash for Southwestern Bell. They apologized in writing to all eight.

Then they placed Vice President Glisson on suspension. That was reversed and subsequently removed from his record.

Then they fired me. They will lose this one also. We will stop Southwestern Bell right where they started, in the home of President Clinton, Hot Springs, Arkansas.

To show all companies that CWA will not be intimidated in the representation of our membership, please make copies of the notice passed out this morning and put them everywhere you can that will clearly show how we as a union stand together strong in solidarity. Thank you very much. (Applause)

PRESIDENT BAHR: Microphone No. 2, Delegate Karabinus.

DELEGATE TED KARABINUS (District 4 Retiree): I would like to speak regarding the Dunlop Commission's position on mandatory bargaining for retirees. At the CWA Convention in 1993, the International agreed it would cooperate in a nationwide letter writing campaign by CWA retirees to the Dunlop Committee.

The letters to the Committee were for the purpose of urging the Committee to include in their recommendations a provision making mandatory bargaining for retirees a part of the revised National Labor Relations Act. CWA retirees joined by our brothers and sisters still in the workforce responded magnificently.

As a result, John Dunlop in his reply to our letters thanked us for bringing this issue to the attention of the Committee. He assured us that the Committee would include in its recommendations a provision making mandatory bargaining for retirees a part of labor law.

On behalf of all CWA retirees, I would like to thank the International for the splendid support in making it possible for us to bring this matter to the attention of the Dunlop Commission. Thank you. (Applause)

PRESIDENT BAHR: In the interest of never trying to stifle any delegate from speaking, I'm going to recognize at Microphone No. 2 a great trade unionist, but one who last year we let go on and on and on, exercise the privilege on Microphone No. 2. He has a lot to say that is worthwhile. Brother Mooney, I'm going to recognize you for two minutes.

Brother Mooney at Microphone No. 2. (Applause)

DELEGATE KENNETH MOONEY (Local 6171): Thank you, President Bahr. I will do my best. I would like to clear up a misconception. Since I arrived here on Sunday, I met a dear brother who was at the convention in Las Vegas. He indicated that he had a report that I had died. Well, I stand here as evidence that that was a false statement.

Like Mark Twain said, the report on his death was greatly exaggerated. It also calls me to think suppose the good Lord did call me home between now and the next convention. There is a lot of uncertainties. What would I say if this was my last convention? What would I say to you, the delegates? Very briefly in two minutes, I hope.

One of the things I would remind you of is that the Union Label is still very important to the Union. (Applause) "Echo en Mexico" is not a Union Label.

The enemy can be defeated. I'm going to refer back to the Bible to one man who made the difference. A little fellow named David facing great odds, faced the giant, and with the help of the good Lord and the faith that he had, he defeated the enemy.

You and I can be the little David today. In fact, we have no other choice. We have to accept the challenge. In politics remember only one party has ever stood for working people.

Another thing I would ask you to remember, to honor those who have served you faithfully in the Labor Movement. As I walk down the riverfront, stamped indelibly in my mind are pictures of Walter Reuther when he lead the auto workers in the 1930's in a great struggle.

Brothers and sisters, each one of you and myself are indebted to those folks. (Applause) Let's not forget those that sacrificed their lives on foreign fields in Vietnam, in Korea, in World War 2, in Europe, in the Pacific. Let's not forget that because of their supreme sacrifice, you and I are having the liberties and enjoy the freedoms that we have today. (Applause)

The only hope that the Labor Movement has is togetherness. I'm convinced the battle for the future is going to be to capture the minds of you and I through deception, through the media, through the tube, through the newspapers. We sit back as couch potatoes and we let the media bombard us with a bunch of garbage.

As I mentioned earlier, one of the greatest deceptions that has come down the pike lately is when the media tried to glorify the likes of a former President Richard Nixon. That is deception in its highest form. He never did anything for me or for you in the Labor Movement. Let's not forget that. Let's not be deceived. (Applause)

Some of the heroes, the heroes in my book are here today. (Applause)

PRESIDENT BAHR: Thank you very much, Ken.

On Microphone No 2, Delegate Henning.

DELEGATE WILLIAM HENNING, JR. (Local 1180): I want to address these remarks in the spirit of cooperation among the half million men and women which make up the Communications Workers of America.

I want to take issue with the logo which graces the stage, which graces our video production and all of your Convention materials. First of all, while I'm mindful of the critical role in our society of new technology, I know that that technology can never take the place of our human workforce in importance to this Union as an institution.

Equally troubling to me as a government worker is that we are not included at all in this graphic depiction of our Union. (Applause)

Where is the sensitivity to the public health care sector of our Union? In District 1, we are nearly 50 percent of the membership. We are the largest growth area in CWA, but where is that represented in our graphics describing ourselves?

Where are the nurses and the health care workers? Where are the people who provide services to the most vulnerable in our society, the poor, the elderly, the infirm, the homeless? Where are the people who work in the schools, direct traffic, fix our roads, maintain our sewers and water supply? Where are those who respond in a moments notice to emergencies, the earthquakes, the fires, the floods?

We do not hyphenate our CWA. We are CWA from top to bottom, inside and out. We have no other identity. (Applause)

I don't know who is charged in our organization with developing these logos, but I suggest in the future oversight by our national officers with a sensitivity to who makes up this union. If we want employers to treat us like more than machines, we better pay more tribute to the people that make up this Union, and that must include our public and health care workers. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 2, Delegate Fahrenholt.

DELEGATE MICHAEL FAHRENHOLT (Local 3410): From the home of great food, great entertainment and some of the best conventions facilities in this country. (Applause)

I have sat through this convention and listened very intently to various speakers. I listened with an open mind and an open heart to the discussion on organizing in Reno, Nevada.

I know that we have had good Conventions in the past, although I will humbly say the 1988 convention was probably in my 17 years the most fun, the best fun-- and no offense to my Brothers and Sisters in Detroit, but we had a good time. (Applause)

I know that as we go into the fledgling riverboat gambling industry along with some of the other industries that we are going into in the city and into a new political administration that is very pro union, that it has in its initial efforts appointed myself and other members of our local to their transition team that helped us stop for now, because nothing is permanent, but helped us now stop MCI from putting a network in downtown New Orleans. That administration has made a proposal to the Executive Board which I would hope that they consider seriously and bring the '98 convention to New Orleans. Thank you. (Applause)

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

DELEGATE ANDREA MONJOYA (Local 9510): Thank you, President Bahr. I am here to adjourn our Convention, but before I do so let me welcome all delegates and guests to Anaheim, California, the city of the 57th Annual CWA Convention, home of the Mighty Ducks, Disneyland and some of the best beaches you have ever seen. Thank you. (Applause)

I move to adjourn.

... The motion was duly seconded ...

PRESIDENT BAHR: The motion has been seconded. Before I take a vote, I would like you all to remain in your seats, first for a few announcements by Secretary-Treasurer Easterling, and then some closing remarks by me, and then, I think, a special presentation that you will enjoy. Barbara.

... Convention announcements by Secretary-Treasurer Easterling ...

SECRETARY-TREASURER EASTERLING: The CWA Retired Members Council had a COPE raffle. They want you to know that the Camcorder was won by Greg Brumfield, Local 4226. The TV was won by Robert Gaw, who is a CWA Health and Welfare Trust Director, and he going to give that back to the retirees so that they can raffle it off next year. (Applause)

The CWA Kansas City Council drawing was won by Cynthia Smith from Local 6326.

The winner of the Union Privilege drawing for the two USAir Airline tickets for anywhere

in the continental United States is Denise Durant, from Local 1110, New York. She will be contacted by the Union Privilege for the details. (Applause)

The Local 4008 COPE golf club raffle winner is Gail Doss-Allen, District 7, Local 7019, Phoenix, Arizona.

... Further convention announcements by Secretary-Treasurer Easterling regarding lost items ...

PRESIDENT BAHR: Thank you, Barbara.

I know from your reaction to Vice President Gore's remarks that for the first time in many, many years there is an administration that cares about working Americans. I think the Vice President left no doubt where the President of the United States stood on striker replacement. It was about as forthcoming as anyone could make it.

Now, we have met in convention at a time of transition and change for our Union. As I said in my opening remarks, CWA is a Union that is no stranger to change. All of us by now surely recognize that change will be a constant fact in our life and the life of the Union and our members.

The last delegate to speak on the resolution concerning a minimum of 50 members raised a question of pretty much what right do we as leaders have to put a question like this before the body. We do not have that right. We have that responsibility. (Applause) Our responsibility when you elect us is to look as far as possible into the future, taking everything we know and what we believe we know into consideration and recommend it to you and you make the final decision, and you did, at least for now.

You see, this was a challenge to you, and you know what you did? You circled the wagons. Not a single one of you got up and said, "I will accept the challenge of getting ten more members in my Union in the next five years." You do not want to disturb the status quo.

Well, this issue is going to be back because as a matter of rule, and I am not saying it applies to every single Local, five years from now, six years from now, seven years from now you will not as a tiny Local like that be able to be a forceful member of the Labor community. And the delegate was right that some years ahead we will be talking about a hundred, and two hundred, and maybe five hundred, but we will debate it here with the delegates who are here who have time to think about it as a result of the discussion here today, and then maybe take another look at it.

It is appropriate that we have held our convention in Detroit. This is a wonderful place to take courage from our trade union history and to help affirm our Union values, because Detroit is a city that runs deep in union tradition. It is a city where the blood of workers here literally ran in the streets as they fought for their unions against powerful corporations. And it is a city that now proudly displays its Union Label for the rest of the country to see, and I think it was evidenced by the actions and words of the Mayor of this city.

But when we leave Detroit, we must commit ourselves to raising the union banner over every city and community where we live.

Let us give our brothers and sisters from NABET another show of appreciation for the fine video production they have presented.

... The delegates arose and applauded and cheered in appreciation for NABET ...

PRESIDENT BAHR: We can look forward to your help in building a stronger union and raising the union banner throughout our nation.

I must tell you, we have one more surprise for you at the conclusion of my comments, so please remain in your seats.

In my opening remarks I also put forth a vision statement for our union. It is a vision and a statement of values to guide us through the challenging times ahead, and you have that vision statement in front of you. Please review it with me.

"Standard of Living"-- improve the standards of living. We negotiated a breakthrough contract with NYNEX. We recently reached a settlement at Time-Warner Cable in Birmingham and at Mercy Hospital in Buffalo. We are bargaining now in GTE to protect health care for retired members. We are mobilizing in New Jersey to spite the governor's attack on our members' pension system. Organize the unorganized.

We have a wide range of projects, such as cable TV all over the nation, NYNEX service reps, University of California technicians, health care workers and cellular workers around the nation.

As I said yesterday, and I believe firmly, the only way you can distribute the wealth of this nation fairly is through the collective bargaining process. It is our responsibility not only as trade unionists, but as caring people who listen to the Vice President of the United States talk about the poor, the working poor, working Americans. We have got to act on behalf of the unorganized to bring collective bargaining to them.

And on "Information Policy," I know I can speak for all of you that we accept Vice President Gore's challenge to build an Information Highway that benefits all Americans and creates high skilled and high wage jobs, and that we all look forward to working with him and the President to accomplish that.

"Political and Community Action." I don't think there is any question that when you go back and begin to get ready for the 1994 elections, every single one of us will be asked by a member, "Why don't you just take care of my contract and my grievance and get out of my face on politics?"

Well, I think Joe Beirne said it as simply and effectively as anyone could in that video excerpted yesterday. And what did he say? He says, "Politicians make laws. We elect the politicians. So therefore, the role of our Union is to educate our members on the record of those politicians so that our members can cast an educated vote."

The first thing I said from the day I was elected as I went around this country, in talking about political action, I said I wanted our members to give you and I the local leadership and the national leadership just as much credibility with our recommendations to them as they gave Dan Rather or Peter Jennings, or whoever else I left out.

Who cares more for the people we represent than we?

Now I think it's a lot better than it was nine years ago. I think more and more of our members recognize not only because of what we do in political action, on contracts, but so much of what was said here today, so much of our giving to the earthquake victims, the flood victims, people who are in trouble that didn't expect it from us. Because once the word spreads and is accepted that we are family, we can have disagreements like we had today. When this disagreement is over, the family is more solid and more stronger than ever.

But we need to work at it, because everywhere we are strong, and in many communities we do not have the numbers to determine an outcome of an election, and in those communities where we are small, we must build community coalitions in support of our goals.

We need to support local Jobs With Justice coalitions. I neglected, and I guess I didn't have the opportunity because the Vice President was here, John Conyers helped us develop the first Jobs With Justice coalition right here in Detroit. (Applause)

Our members of Detroit will remember in Southfield, a suburb of Detroit, we filed an election for approximately 400 MCI service reps. Virtually all minority workers, every one of them exploited, compared to our standards. The day before the NLRB was called to set the date of the election, MCI told those workers, "Don't report here," and gave them a different motel to report to. The next day they came to the appropriate motel and were told they were fired, that the company was closing down the operation and moving the work elsewhere. Then they were taken with guards to get their property.

John Conyers was the first one out of the box. That was the development of the first Jobs With Justice coalition that certainly wouldn't permit MCI to ever come back to that community. That's what we have to develop in every single city.

We can't fulfill our mission just with words. As we discussed last night at the Union Builders Rally, militancy is just a word. We must put action before our talk, and our feet ahead of our mouths. I believe we saw this afternoon during the appeals process that the democracy in our Union is alive and well.

You put the action into words of our appeals process. Now the Appeals Committee worked very hard on their report and very sincere and dedicated, and I know from listening to some of them up here that they feel the Convention was beating up on them. But the Convention is the final court of appeals in our union.

This is what democracy is all about. I know the members of the committee are quite philosophical about our decisions and proud of CWA's democratic processes. Now, they also know that next year they will be sitting out here and some of you will be sitting up here. (Laughter)

We adopted a number of resolutions covering a wide area of interest. Those resolutions

set out the policy of the Union during the next year. I have to be honest with you, that as I stand here and listen-- and I think you notice that I listen intently-- I continually am so amazed and proud of the eloquence and the knowledge that all of the speakers have about the issues. You make me and all of my colleagues up here proud. (Applause)

Now, we have also heard the importance of going all out in the fall elections, and I ask you to accept my challenge to raise the numbers of our members of CWA-COPE Checkoff. We have for the first time in years, a president and a vice president who are good friends, not only of our union, but of all unions and the people we represent. They are working hard with us on a common agenda. Won't it be a shame on the day after Election Day to have a friend in the White House only, only to lose to Congress? Now we simply can't allow that to happen.

You may recall with me the sounds that I uttered yesterday and to the Vice President today; Speaker of the House, Newt Gingrich; Senate Majority Leader, Bob Dole; Senate Labor Committee Chair, Orin Hatch. (Cries of boo)

I believe that if we put the political situation into its proper perspective, that virtually all of our members can relate to what was being talked about here, because Newt Gingrich, Bob Dole and Orin Hatch never have demonstrated one iota of concern in their entire records in the Congress of interest in any subject that concerns working men and women. (Applause)

So, what's important to us is to say to the members in California, for example, no. Newt Gingrich doesn't run here. He runs in Georgia. But you see, if you run, if you elect Republicans in California, you will help make Newt Gingrich the Speaker, and we have to say the same thing about the Senatorial candidates. I know there are three or four Senators that should be Republicans, but you see, on striker replacement, for example, 52 of the 56 Democrats in the Senate support us. (Applause)

So let's keep the Democrats in power and not allow this nightmare to happen. We have relegated the Reagan and Bush years to the dark pages of history, and let's keep them there. (Applause)

Now, this will be the last time that we all meet together before the 1995 major round of bargaining. I have to indicate to you that I was not disappointed by the brother who amended the defense fund Oversight Committee's report to make the \$100 available now, because we do have a very serious situation in GTE, and I think it sends a proper signal that all of us, by our vote, indicated support.

Now, the past two days, we have started what we stand for and how to take a stand. We have the energy to move forward against adversity, to negotiate despite the greed of most of our employers, to help organize the unorganized, despite the vicious attacks by the employers, to build the coalitions that we need to influence national and local policy debates, and most importantly, to elect those political candidates who share our beliefs and values.

If there is only one thought that I can leave with you as you leave this Convention, I hope it will be this-- and I have said it often enough that I believe each of you believes I am sincere when I say it-- CWA is a family, and each of you is an important part of our family circle. We stick together. We stand for each other. We believe in our union's family values, and these values unite us as CWA members keep that belief in your hearts as you watch this closing video that our NABET brothers and sisters have prepared for us. Would you roll the film?

... There was a showing of a video entitled, "CWA Union for the Multi-Media Age" during which the delegates arose and joined their hands and swayed as the video was playing "Solidarity Forever" and as it finished, there was prolonged applause ...

PRESIDENT BAHR: All those in favor of the motion to adjourn-- please sit down. (Laughter) All those in favor of the motion to adjourn, please raise your hand. Down hands. Opposed by like sign. The 56th Annual Convention is adjourned. (Applause)

... The 56th Annual Communication Workers of America Convention was adjourned sine die at six-fifty o'clock, p.m. ...

...The following communications were given to the reporters for inclusion in these proceedings, as follows: ...

Mr. Morton Bahr, President
Communication Workers of America
501 Third Street, N.W.
Washington, D.C. 20001-2797
U.S.A.

Dear Colleague Bahr:

On the occasion of the CWA 56th Annual Convention to be held in Detroit, Michigan on June 13-14, 1994, the PTTI through its inter-American Office hereby sends a fraternal message to the CWA Executive Council, Delegates, and Members of our affiliate in the United States of America.

During the history of our Organization, the CWA have been permanently on all sides of our fellow workers demonstrating real union solidarity, always characterized by their genuine actions towards the interest of the workers.

The new challenges presently occurring worldwide, mainly at the CTT areas will find us in alert and strength along with the CWA working for the permanent defense of the liberty, social justice and the improvement of conditions of all the workers within the Americas.

In solidarity,
S/Rodolfo Benitez
Inter-American Representative
Postal Telegraph and
Telephone International

Dear Morty,

The PTTI on behalf of 5 million workers, in 113 countries, in the postal and communications industries sends greetings and best wishes for a successful convention.

The PTTI is proud to count the CWA amongst its affiliates. You have spearheaded the fight to ensure justice for communications workers everywhere. Most recently your solidarity action with telecomm. workers in New Zealand employed by Ameritech and Bell Atlantic was an important demonstration to our employers that wherever they go in the World we are going to make sure they find a PTTI union. Again your work with CWA/NABET is showing the way to unions everywhere of how we must rise to the challenge of the convergence of industries in the multimedia age.

We look forward to facing those challenges together.

Best wishes,

S/Philip Bowyer,
General Secretary, PTTI

Mr. Morton Bahr, President
Communications Workers of America
501 3rd Street, N.W.
Washington, D.C. 20001-2797

Dear Brother Bahr:

On behalf of our 34 affiliated international unions representing some 4.5 million federal, postal, and state and local government workers, the AFL-CIO Public Employee Department extends warm fraternal greetings to the officers and delegates assembled in the 56th Annual Convention of the Communications Workers of America.

We are especially concerned over the threat to the economic security of all workers-- private and public-- who are faced with "down-sizing," part-time contingent employment and the contracting out of our unionized jobs to non-union employers.

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 hearty good wishes for a most successful convention.

Fraternally,

s/John F. Leyden
Secretary-Treasurer
Public Employee Department

Morton Bahr, President
Barbara J. Easterling, Secretary-Treasurer
Communications Workers of America
501 3rd Street, N.W.
Washington, D.C. 20001
Dear President Bahr and
Secretary-Treasurer Easterling:

Fraternal greetings to you, your officers and delegates attending your Convention. We appreciate your many years of affiliation, consistent support of our programs and loyalty to the principles of organized labor.

Our Department is rendered a valuable service by your bringing to the attention of your members the importance of purchasing products and patronizing services identified by union emblems, especially today with the destructive flood of imports threatening more and more union jobs.

Especially do we wish to commend and thank the Communication Workers of America for its outstanding exhibit in our annual Union-Industries Show and look forward to continued participation.

We are grateful for this overall support and want each of your members to know that our services and facilities are at their disposal.

Best wishes for a successful convention.

Sincerely and fraternally,

S/James E. Hatfield, President
S/Richard J. Perry, Sec-Treas
Union Label & Service Trades
Department, AFL-CIO

Morton Bahr, President
Communication Workers of America
501 Third Street, N.W.
Washington, D.C. 20001-2797

Dear President Bahr:

On behalf of the sixteen national and international unions affiliated with the Food and Allied Service Trades Department, AFL-CIO, the 3.5 million working men and women they represent, our Executive Board, Secretary-Treasurer Fielder and myself, let me extend FAST's warm wishes to you and the more than 3000 delegates, alternates and guests attending your convention this year in Detroit.

Your theme, "CWA, the Union for the Multi Media Age" is most appropriate in this era as American society moves from an industrial to a technological age. Focusing on organizing the workers in these industries will be challenging but so necessary.

We want to wish you the best of luck as you deal with important issues such as health care, trade, the economic security of workers and the growing need for protections for working families.

President Bahr, let me also extend my personal thanks to you for your good work as a member of the AFL-CIO's Community Services Committee and as the new chair of the Federation's Committee on Occupational Safety and Health. The work done by these committees is essential not only to the CWA's membership but to working men and women across the land.

Best of luck to you all.

In solidarity,

S/Robert F. Harbrant, Pres.
Food & Allied Service
Trades, AFL-CIO

Mr. Morton Bahr, President
Communications Workers of America
501 Third Street, NW
Washington, D.C. 20001-2797

Dear Brother Bahr:

As one of the most progressive voices in the labor movement, the CWA has been on the cutting edge of many important national economic and social developments. Previous CWA conventions have been used as forums to alert the nation about the crisis in our health care system, and about such insidious corporate practices as electronic monitoring and the growing use of prison labor to replace middle-income workers.

The theme of this year's convention, "CWA: The Union for the Multi Media Age," is particularly timely. For years, American workers were told that rapid technological advances in the communications and computer industries would create high-paying companies as AT&T have demonstrated, workers in the nation's most vibrant economic sector need strong unions like the CWA to protect them if they are to maintain a decent standard of living.

Without question this is a critical period for America's working men and women. Over the next few months, Congress will decide the fate of numerous labor-backed initiatives, including health care reform, workplace fairness and OSHA reform. The CWA has been and will continue to be in the forefront of these fights.

The Maritime Trades Department, AFL-CIO, wishes to extend its sincere wishes to all CWA delegates for a successful 56th annual convention.

Fraternally,

s/Michael Sacco, President
s/Frank Pecquex, Sec-Treas
Maritime Trades Department,
AFL-CIO

To the Communication Workers of America, AFL-CIO

On behalf of the Asian Pacific American Labor Alliance, AFL-CIO, the first national organization of Asian Pacific American union members and their supporters, we send our heartfelt greetings to the distinguished delegates, alternates and guests attending the CWA's 56th Annual Convention.

APALA joins CWA in its commitment to organize the unorganized, and to advance the civil rights of workers. We appreciate the support and participation of the CWA in building APALA, and pledge to work with you for health care reform, jobs with justice, and social and economic change.

CWA has long been a giant in the labor movement, ably defending the work place rights of its members and demonstrating to the community the importance of organized labor to the quality of life of all working people.

There is no more important topic than the theme you have chosen for your convention, especially as CWA has always been willing to grapple with the tough issues facing workers in our rapidly changing technological and information society.

We wish you great success at your convention. As an organization committed to organizing, civil rights, and economic justice, APALA and its members are proud to stand in solidarity with you.

In Unity,

s/Kent Wong
National President
Asian Pacific American
Labor Alliance

Morton Bahr, President
Communication Workers of America
501 Third Street, N.W.
Washington, D.C. 20001

Dear President Bahr:

"On behalf of the 20,000 members of the Coalition of Labor Union Women, I take this opportunity, the 56th Annual Convention of the Communication Workers of America, to applaud the commitment and work of CWA for the rights of women and minorities in your union and in the labor movement as a whole. I wish you success at your convention and in all that CWA does to create opportunities for workers' rights in the future."

Good luck and best wishes.

In solidarity,

s/Gloria T. Johnson,
President, Coalition of
Labor Union Women

My Dear Colleague, Morton Bahr,
and Fellow Colleagues,

The 56th CWA Congress is taking place at a time when the communications sector is once again confronted with radical change of historic significance. Throughout the world, employees and their respective trade unions are still fighting against the often bitter consequences of liberalization and deregulation.

Here, following the "multimedia" model, technical and economic structures in which we have represented employees interests up till now are undergoing a complete revolution. The results of the conversion of communication media for language, text and data, music, film and television to digital information highways are being realized with unprecedented speed.

This development will have far-reaching consequences. Multimedia will bring about long-lasting changes to both our private and professional lives. It will open up great economic growth prospects and tear down the barriers which formerly segregated branches. Strategic alliances between telecommunication companies, television companies and entertainment syndicates, just like those which have developed in your country during recent months, are a clear example of the tremendous radical changes which lie ahead of us.

All of this surely involves great risks. But powerful and innovative trade unions such as the CWA and the DPG will readily accept these challenges and know how to meet them successfully. We also recognize the great opportunities which a new, multi-media communication era can bring, both for people and for society as a whole.

When all is said and done, it is up to us, to our creativity and solidarity, whether these opportunities are actually used to make significant progress for the trade union.

There are, above all, three objectives which we must not lose sight of: First, we must ensure that multimedia does not develop into a privilege for the rich and geographically favored, but instead can be of benefit to everyone. The creation of a new split, dividing society into those who have access to information highways and those who are cut off from them, must be avoided. The well-worn but by no means old-fashioned topic of the "universal service" is presented here in another fashion.

Secondly, we must keep a watchful eye on the political and cultural dimensions of multimedia. Huge syndicates, operating across branches on a multinational basis and having access to millions of living rooms, must not be allowed to develop into centers of political power and manipulation which evade all forms of democratic control. In this case, the tasks confronting regulation are not only new, but also extremely difficult.

Our third objective is one which is at the very core of our trade union function and that is to ensure that the excellent growth prospects of the multimedia era give rise to equally excellent prospects for the employees within this sector-- namely our members.

More work, more skilled and humane work, higher income, and increased participation-- where is it possible to realize such goals any better than in a growth sector, where enormous turnover and profits are expected?

Fellow colleagues, the normal course of the market will not, however, ensure that all this happens totally automatically. Not at all. Powerful unions such as the CWA must fight to achieve these goals, not only in the interest of their members, but also in the interest of society as a whole.

The DPG has been fascinated as it followed the huge strides taken along the path to the new communication age in the USA during recent months. We congratulate you on your courage-- the courage to take up the "multimedia" challenge in a forceful manner. There is no doubt that the CWA will be the union for the new era. Your example will spread and give us courage, too. Multimedia is international. It doesn't stop at frontiers and can overcome even the greatest distances.

It is for this reason that the new era of multimedia communication must and will also initiate a new era of international trade union solidarity. We shall continue to intensify the friendship and cooperation which exists between CWA and DPG, to learn even more from each other and support each other with true solidarity.

Accordingly, may I at this point pass on sincere greetings to you on behalf of the 600,000 members of the communications union in Germany. May your Congress provide significant impulses for the CWA and the international trade union movement.

Kurt van Haaren DPG - Germany

A Message for Congratulation:

Since 1990, when the Puerto Rican government intended to privatize the telephone system, the friendship ties of CWA and our syndicate were narrowing more and more. The experience obtained by means of that struggle has had the effect of strengthening our mutual solidarity and putting our strategic cleverness to face privatizing policies on trial. The support from the CWA to our struggle in Puerto Rico was an important factor to success.

The time has given us the reason. We were correct at that time when we said that privatization of a monopolic essential service of telephone in a little island like Puerto Rico should be in government hands. We were and we still are correct now when we say that efficiency is not only a goodness of a private system and could not be a synonym of government effort. That fallacy was contradicted by our own experience in Puerto Rico.

Since the Puerto Rican government nationalized the IT&T in the '70s decade, the quality of the telephone service in Puerto Rico has increased extraordinarily. This experience three down the myth that private enterprise is a synonym of efficiency. We know by our experience that efficiency could be either a virtue of private enterprise as well as government. In both cases, success will depend on management cleverness, and it is not an exclusive privilege of private enterprise.

Nevertheless, the ghost of privatization in Puerto Rico has not been totally dissipated. Even though this matter is not in public discussion now, we know that plans to privatize segments of the telephone system, such as Telephonic Cellulares, could still exist in the Puerto Rican government agenda. Being Telephonic Cellulares are the economic backbone of the Puerto Rico Telephone Company, this sectional privatization would represent its bankruptcy. This is why "no privatization at all" is our slogan.

Knowing that we share similar problems, the Independent Telephone Workers Union of Puerto Rico hopes that this national assembly will be a successful answer to the working class expectations. In the measure that this Assembly will be a success, as we are sure that it is going to be, equally the Puerto Rican telephonic workers will get benefits too. The successfulness of the telephonic workers of the United States is also the successfulness of the telephonic workers of Puerto Rico. Let this be a hope of success to this Assembly from the Independent Telephone Workers Union of Puerto.

S/Felix Negron Rivera,
President, U.I.E.T.

Washington, D.C.

Dear President Bahr:

Welcome to Detroit.

I've worked with the Communications Workers of America on many issues to improve the lives of working people in the 30 years I have served in Congress. I appreciate the support that the union has given me over the years.

I would like to personally be here to welcome you, but these days I am spending all of my time fighting for the Democratic agenda in Congress. One of the great benefits of my decision to retire is that it freed me from a demanding campaign and I have been able to focus my energies on the President's program to help working people in the Nation.

The most important part of that program is the President's bill to guarantee health insurance coverage for all Americans. The Education and Labor Committee intends to pass a bill that will make health insurance a right: something a worker won't lose if he or she loses their job or gets sick. This week, the Committee starts its markup of the President's proposal. The Committee will meet every day that Congress is in session until we report a bill. When we consider health care reform on the floor of the House, we'll need the effort of everyone in the labor movement to ensure that we pass a good bill.

In addition to health care reform, the Committee hopes to pass other legislation to improve the lives of working people. We have already reported a bill to reform the Occupational Health and Safety Act which will make workplaces safer in virtually every industry in the Nation. We'll need to work hard to move our bill to the floor and pass it out of the House.

Passing legislation to help workers is never easy. If we can mobilize our members and supporters to send a message to their elected representatives, we can get the job done.

Good luck.

In Solidarity,

William D. Ford, Chairman,
Committee on Education and Labor
U.S. House of Representatives

Dear Brother Bahr:

APRI supports the objectives and goals of the CWA Convention and has worked in solidarity with CWA for many years on similar issues. CWA is a pioneering union in establishing cooperative relationships with management to confront challenges posed by technology.

Recently, the Clinton Administration and Congress have been discussing the development of a national "information highway" which would carry telecommunications products into homes, business, and institutions such as schools and hospitals. This appears to be promising for the country, however, we join you in supporting measures that should be taken to protect the workers whose creative product will be disseminated over the "information highway."

In the future, APRI looks forward to working with CWA on communication issues and guaranteeing communications workers rights.

Fraternally yours,

S/Norman Hill, President
APRI, Washington, D.C.

Dear Brother Bahr:

On behalf of the 52 affiliates and four and a half million members of the Industrial Union Department, we extend our fraternal greetings to you and your colleagues on the occasion of your 56th Annual Convention.

The Communications Workers of America has been a highly valued affiliate of the IUD since the founding of the Department in 1956 when the CWA was led by the eminent Joseph A. Beirne. The IUD shares your commitment to the critical issues, such as universal health care, labor law reform, and labor's role on the "Information Highway," that are now before the labor movement. I know the CWA will face these issues, and the fascinating challenges of the "Multimedia Age," with enthusiasm and dedication under your leadership.

We wish you and your fellow delegates a most successful Convention and continued progress for your members in the period ahead.

Fraternally yours,

S/Elmer Chatak, President
Industrial Union Department,
AFL-CIO

ZENDENTSU

Dear Brother Morton Bahr,

On behalf of ZENDENTSU National Executive Committee with its 240,000 membership, we extend cordial and fraternal greetings to your union 56th Annual Convention to be held in Detroit, on June 13th to 14th, 1994.

We are convinced that discussion of this important congress will lead to a great success to make your union even stronger and more viable in the new situation, in particular, to cope with the overall and major transformation of the telecommunications industries throughout the world that gives serious impacts on all the workforce in the industries concerned.

We believe friendship and solidarity between CWA and ZENDENTSU Top Leaders Dialogue and Joint Program recently held in Manila, the Philippines, will serve for further development of international trade union movement especially through the PTTI activities in which two unions are to play an important role.

Yours fraternally,

S/Hisaji Sonogi, President,
ZENDENTSU

Dear Morty:

Let me wish you and the men and women of the Communications Workers of America the very best for your 56th annual convention. I am pleased that CWA has come again to Detroit for your annual business meeting.

Your union was born in the dramatic years of struggle during the 1930s and tempered by years of growth and the greatest progress of technology in history. I thank all of you for your years of support.

With every good wish,

Sincerely yours,

S/John D. Dingell,
Member of Congress

Dear President Bahr:

On behalf of the AFL-CIO, I am delighted to extend best wishes and warmest fraternal greetings to the officers, delegates and guests of the Communications Workers of America's 56th Annual Convention.

As you well know, the ever-increasing advance of technology poses considerable challenges for working Americans and their unions. How the CWA responds to these challenges is of critical importance to the entire labor movement and to our common effort to humanize industrial progress and faithfully represent the interests of the working men and women who are affected by it.

The AFL-CIO applauds your efforts to meet these challenges and to forge new strategies for union members in the information age. In addition, we stand with you in the struggle for decent health care for every American, for the creation of more high-wage jobs, and for economic and social justice for all working Americans.

I wish you the very best of luck in your convention deliberations.

Sincerely and fraternally,

S/Lane Kirkland, President
AFL-CIO

Morton Bahr
President, CWA
501 Third Street, N.W.
Washington, DC 20001

Dear President Bahr:

On behalf of the Board, officers and staff of the Department for Professional Employees, I send greetings and best wishes for a successful convention.

Recognizing the need for recognition within the labor movement for professional, technical and office employees, CWA became one of the founding members of this Department seventeen years ago. Since that time, the American workforce has seen major changes not the least of which is the rapid rise in the number of such workers so that, today, they constitute a solid majority and CWA has been a leader in reach out, organizing and serving this new workforce.

The Department and CWA are now embarked on traveling the "Information Highway," the Administration's term for the technology which will carry a fantastic array of information and entertainment into our homes, cars, hospitals, schools and businesses. The "Information Highway" embraces many sectors of work represented by the affiliates of our Department. CWA itself reaches into many of these same sectors. Working together we will ensure that the "Information Highway" is a job provider, not a job destroyer; and a true benefit to all Americans, not just a profit machine for the few.

On the occasion of its 56th 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,

S/Jack Golodner, President
Department of Professional
Employees, AFL-CIO

Mr. Morton Bahr, President
Communications Workers of America, AFL-CIO
501 Third Street, N.W.
Washington, D.C. 20001-2797

Dear Sir and Brother:

On behalf of the millions of members of the international and national unions affiliated with the Building and Construction Trades Department, AFL-CIO, we send you our heartiest greetings and best wishes as you meet in your 56th Annual Convention.

No part of our social, political, or economic structure is more important than communication. In this era of exploding information, fast, reliable, clear communication is absolutely vital to the status and aspirations of all working men and women. And so we vigorously applaud the efforts of the Communication Workers of America's officers and convention delegates to assure that this critical communication work remains in the able hands of organized workers.

We in the building trades, as all in the labor movement, look forward with high expectations to the actions of your convention and pledge our support to your mission.

With kind personal regards, we are

Sincerely and fraternally,

S/Robert A. Georgine, President
Building and Construction
Trades Department

Appendix A

Report of the Finance Committee to the 56th Annual Convention

NOTICE! NOTICE! NOTICE!

The Committee urges that questions, comments or recommendations be written and forwarded to the Chairperson of the Finance Committee prior to the Committee's meeting in Detroit, Michigan.

Address communications to:

**Nancy Biagini, Chairperson
c/o CWA/ Barbara Easterling, Sec-Treas.
501 Third Street, N.W.
Washington, DC 20001**

The Committee is also available to meet with you prior to the start of the Convention. Open sessions are scheduled for Saturday, June 11, and Sunday, June 12, 1994, from 2:00 p.m. until 6:00 p.m.

The room location will be posted on the bulletin boards in the lobby of the Westin Hotel-Renaissance Center.

April 25, 1994

Dear Colleagues:

The Finance Committee met in Washington, D.C., April 21, 1994 through April 25, 1994, to review and recommend the 1994-95 budget. The Committee reviewed the Strategic Planning and Budget Review Committee Report adopted by the Executive Board, along with other supporting documentation.

All of the financial books, records, and reports of the Union were made available to the Committee. The Committee reviewed the audit report prepared by the certified public accounting firm of Thomas Havey & Co. The Auditors conduct examinations in accordance with generally accepted accounting standards. In the Accountants' opinion, their statements present fairly the financial position of the Union.

The 1988 Convention directed Finance Committees to review the expenditures of each Administrative Unit and require any unit(s) which is over spent at the end of the previous budget year to give an explanation to the Finance Committee. Therefore, the Committee directed those Administrative heads who exceeded their 1992-1993 budgets to provide a written explanation and document the reasons why they exceeded their budget. After reviewing the explanations, the Committee, as directed by Convention action, may recommend that the Administrative heads make an accounting to the Convention.

Future membership losses are inevitable in most of our larger bargaining units as employers inform us of their intentions to downsize workforces. Fortunately, CWA continues to organize new units. These new units generate income, yet there are additional costs as we provide services to the newly organized units.

Consequently, cost containment is now more important than ever. The Committee recognizes that each year controlling costs becomes a great challenge for international and local leaders. It is a struggle to reduce expenses and still maintain the high levels of representation and service our members now enjoy. This problem will continue. Local and international leaders must cope with this problem daily as our members will continue to demand and expect us to effectively respond to the problems caused by an ever-changing work environment

In light of this, the Committee recommends all CWA budgets be scrutinized to insure fiscal responsibility. Our entire Union, at every level, must be educated in order to develop a mindset that will address current and future financial problems.

This Finance Committee feels that it has fulfilled the charge given to it in recommending a budget that shows fiscal restraint while maintaining the services that every CWA member deserves.

The Committee congratulates the Strategic Planning and Budget Review Committee for its leadership in demonstrating fiscal responsibility and accountability. In addition, we commend those Administrative Units which performed within their budget.

Further credit should also be given to a number of Administrative Units that have operated within their budget for several years.

The Finance Committee would like to thank the Secretary-Treasurer's Office (Staff and Clerical support) for their time and patience in assisting us in the preparing of this report.

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. In Unity,

9423

Treasurer/Local 7019

Nancy Biagini, Chair/President Local

Tony Dorado, President Local 3107
Rhoda V. Halley, Secretary-

George Welker, President Local 1108

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**REPORT OF THE
FINANCE COMMITTEE
to the
56TH ANNUAL CONVENTION
COMMUNICATIONS WORKERS OF AMERICA**

GENERAL FUND

The General Fund provides for the ongoing operation of the Union. As of March 31, 1994, the General Fund has a cash basis fund balance of \$13,385,026.

OTHER FUNDS

In addition to the General Fund, other designated funds are set aside for special purposes. As of March 31, 1994, the cash basis fund balances for these funds are:

Building -----	\$1,038,552
Operating Reserve -----	4,839,114
District Organizing Allocation Fund. -----	778,003
Defense Fund . -----	5,990,167
Members' Relief Fund. -----	59,472,276
Plant Fund—Fixed Assets. -----	8,991,279

The cash basis fund balances for the general fund and other funds are determined by adjusting the June 30, 1993, audited financial statement balances with income and expense through March 31, 1994.

CWA PENSION AND DEATH BENEFIT TRUST FUND

The General and Other Funds listed above are all included in the statement of assets, liabilities and fund balances of CWA at June 30, 1993.

In addition, CWA has established, in a separate trust, the assets and benefit obligations of the CWA Pension and Death Benefit Trust Fund. The net value of plan assets after subtracting the actuarially determined value of benefits obligations and other liabilities at June 30, 1993, per the auditor's report was \$30,796,500.

AUDITORS REPORT

The certified public accounting firm of Thomas Havey & Company currently performs the annual audit of the Union's financial records. The Union's budget year and fiscal year run concurrently from July 1 through June 30.

The Committee reviewed the audited financial reports. 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, generally, to accept the Strategic Planning and Budget Review Committee Report as adopted by the Executive Board.

ORGANIZING

In views of Corporate America's obsession with downsizing, organizing has never been more important. The CWA Organizing Department must be funded to provide support for the Locals by providing expertise, experience and information.

It is important to mention that Locals should expect to share some of the expenses

associated with organizing campaigns.

CWA must remain financially stable. The main path involves educating our members so they understand the importance of increasing our membership through organizing and affiliations. This education is essential if we are to organize new bargaining units—which is the best answer to downsizing.

This allocation has been increased from last year. The Committee recommends that, if additional funds become available, this allocation be increased.

THE COMMITTEE RECOMMENDS \$2,500,000.

LEGAL SERVICES

CWA's Legal expense continues to rise. In today's environment it is impossible to ignore the Legal responsibility to our members.

The Legal Department continues to be monitored and a better tracking system of our costs has been instituted.

THE COMMITTEE RECOMMENDS \$5,170,000.

CONVENTION

This year's Finance Committee continued to review the costs, to the Locals and International, associated with the annual Convention.

Last year's cost was reduced, as it was less expensive to hold a Convention in Las Vegas. This year, due to the abbreviated Convention, the cost was held at the same level as the previous Convention.

THE COMMITTEES RECOMMENDS \$700,000.

PENSION FUND

Each year the Pension Fund is actuarially reviewed to determine that it is properly funded. A percentage is established which is applied to our full-time payroll to derive the amount required to be paid to the Fund. The allocation also includes the funding required for our Sector staff and employees who remain under the CWA/ITU Negotiated Pension Plan. The fund covers a partial amount of the related administrative costs.

THE COMMITTEE RECOMMENDS \$1,410,481.

FOREIGN AFFAIRS

As the corporate world continues to exploit the work-force on a worldwide scale, it is more important today than ever before that our Union become intricately involved in the free world trade union movement. This is demonstrated by our continued close cooperation with other communications unions throughout the world. This cooperation can yield tremendous dividends, and is of growing importance in future bargaining.

We must work toward a level playing field across all borders if we are to compete for good jobs and maintain or improve our standard of living. This year's budget includes funding of activities with labor colleges from a number of countries.

THE COMMITTEE RECOMMENDS \$125,000.

AUTOMOBILE

The Committee recommends CWA's administrative heads continue to monitor and fine tune our Automobile Policy to ensure the efficient use of the Union's fleet of vehicles. Current policies require all new Staff be put on allowance. This budget has been reduced from last year's allocation.

This Committee agrees that the use of vehicles should be in compliance with the Automobile Policy and used in an efficient manner consistent with any applicable collective bargaining agreement.

THE COMMITTEE RECOMMENDS \$780,650.

INFORMATION MANAGEMENT SYSTEM

The Union will continue to update and improve its computer and communications hardware and software.

This year we will complete the transition from a mainframe system to a PC based system. This will further enhance our ability to serve our members and reduce cost.

This budget reflects the cost of prior commitments and improvements to our Information Management Systems.

THE COMMITTEE RECOMMENDS \$1,126,400.

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 for non-represented CWA employees 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 all unanticipated expenses.

THE COMMITTEE RECOMMENDS \$1,259,169.

SALARIES—ELECTED OFFICIALS

Part of this Committee's responsibility is to recommend any salary changes we feel are proper for our elected officials' salaries. While we do not believe it is necessary that our officers receive exactly what is being paid to officers in other unions, it is our belief that the current salaries of our elected officials should be increased. Consequently, it is our recommendation that the officers' salary adjustment be consistent with the percentage increase received by the majority of our members during 1994. It is further recommended this adjustment be effective July 1, 1994.

501 THIRD STREET

The 54th Annual CWA Convention gave the Executive Board the authority to exercise the purchase rights incorporated in our lease-purchase agreement to buy the 501 Third Street building.

Prior to April 1992, the partnership owning the building filed bankruptcy. Citicorp, the holder of the partnership's construction loan, became the owner of the building. At that time it was anticipated that CWA could purchase the building at a deep discount compared to the price stated in our lease-purchase agreement with the partnership-now owned by Citicorp.

Unfortunately, Citicorp chose not to negotiate with CWA and sold the building to a group headed by the General Electric Pension fund.

CWA retains the right to purchase the property with the price adjusting upward at certain intervals. The current long-term interest rates prompts CWA to look into the feasibility of exercising the purchase option in the near future. CWA currently receives some rent abatement adjustments which will expire in April 1995. The purchase price will also go up next year.

Given these facts, the Executive Board is reviewing proposals and if the conditions are favorable, will exercise the CWA purchase option. The Board will consider a combination of financing from internal sources and various commercial financing methods. Given the escalations in the lease agreement, CWA ownership will reduce overall costs to CWA if adequate financing

can be secured at favorable rates.

FINANCIAL STATE OF THE UNION

We continue to experience loss of membership and our projected membership levels reflect this fact. Our average per capita and dues income continues to be adversely affected as most of our losses involve higher paid members and our membership gain in newly organized units are generally paid less.

We also continue to have difficulty in controlling increases in our overall cost. Some increases are beyond our immediate control, such as taxes and medical coverage for all our retired and active employees. Some administrative units continue to overrun their budget on a regular basis. In view of this fact, better tracking systems have been instituted to focus on larger expense items such as legal costs.

We present a balanced budget which requires all administrative units to operate within their authorized budgets. The Committee directs the Secretary -Treasurer to continue monitoring the budget performance of all units in order to control rising costs. The Committee expects each administrative unit to operate within their allotted budget.

THE FUTURE

It is obvious to the Committee that we must continue budgetary restraints. The reality of our financial situation remains that if we do not increase the number of paid dues units we will face difficult decisions.

Tough choices have been made in order to live within our budgets. We must be creative in searching out all possible ways to reduce costs without cutting services to our members.

The Committee recognizes we live in changing times. There is a crucial need for us to do more to protect the welfare of our members and others in society who do not have the ability or resources to fend for themselves. As our major employers continue to reorganize, it is vital that CWA's leadership continue to monitor how the employer changes will affect our Union.

It is important to note that the challenges facing CWA are the same as those facing virtually all trade unions in the U.S. and Canada. Organizationally and financially, despite the economic difficulties in the two nations, CWA stands out as a leader in the world trade union movement.

The Committee believes everyone at all levels of our great Union must continue to be dedicated and committed to building CWA into an even greater organization for our members and their families. This can only be accomplished through successful organizing that will result in substantial growth. The growth of CWA and the labor movement in general will require the personal commitment of every member of the Executive Board, all of our professional Staff and Local Union officers and members.

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 1994-1995 Budget Year.

In calculating our projected income, the Committee built this budget based on our estimate of what our revenue will be in June 1994. We projected the average members' income will increase by 3.5% during the budget year. Our projection is based on losing 6,000 members by July 1, 1994, and an additional 10,000 members over the 12-month period July 1994 through June 1995. After adjusting gross income for affiliation fees and reductions, \$65,065,380 was available for budgeting.

The National Association of Broadcast Employees and Technicians (NABET) affiliated with CWA effective January 1, 1994. NABET's financial reporting and budgeting procedures will be phased into CWA's operations. The Committee expects NABET's financial procedures to be fully integrated by the end of the next budget period.

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 Explanation of Exhibit A, pages 169 thru 171.

**TOTAL UNION BUDGET
EXHIBIT A
1994-1995**

DIST & NATL UNITS	DIST 1	DIST 2	DIST 3	DIST 4	DIST 6	DIST 7	DIST 9	DIST 13	COM & TECH.	PUBLIC WRKRS	TELECOM
1. Salaries - O & S	2,219,518	779,765	1,604,054	1,161,103	1,414,336	1,280,971	1,105,512	602,121	606,464	163,593	163,593
2. Salaries - Ft-Other	535,303	280,160	721,765	404,954	449,812	463,144	413,935	209,929	192,809	37,405	62,697
3. Salaries - PT	157,735	30,530	82,174	82,636	64,676	69,709	56,904	20,110	40,000	0	0
4. Expenses - FT	283,500	89,100	194,400	137,700	170,100	153,900	129,600	64,800	89,100	32,400	32,400
5. Expenses - PT	157,736	30,530	82,174	82,636	64,675	69,709	56,904	20,110	40,000	0	0
6. Supplies & Printing	104,384	21,791	54,410	45,763	41,685	39,738	44,219	13,501	0	38,000	8,000
7. Postage - Freight	104,384	21,791	54,410	45,763	41,685	39,738	44,219	13,501	0	0	7,000
8. Rental of Equipment	68,992	14,775	62,861	56,184	44,761	48,210	68,812	8,045	44,825	0	3,571
9. Mtc. of Equipment	17,363	5,160	10,203	9,866	2,688	8,716	3,081	6,299	4,034	0	426
10. Contract Service	79,925	5,384	43,387	18,390	30,176	8,825	19,198	16,577	0	0	0
11. Electronic Comm.	153,847	35,642	89,273	73,896	68,714	68,871	66,662	22,266	0	0	8,085
12. Rent Off Occupancy	670,690	261,626	442,993	250,392	141,554	127,885	365,850	107,774	244,884	52,475	15,879
13. Meeting Rooms	7,800	1,620	4,080	3,420	3,120	2,940	3,300	960	2,000	2,000	2,000
14. All Other	39,144	8,172	20,404	17,161	15,632	34,902	16,582	5,063	15,000	6,500	5,000
TOTAL	4,600,321	1,586,046	3,466,588	2,389,864	2,553,614	2,397,258	2,394,778	1,111,056	1,279,116	332,373	308,652

GENERAL FUNDS

1994-1995

029	Organizing Fund	2,500,000
030	Citizenship Fund	50,000
031	Legal	5,170,000
032	Convention (Incl. Com.)	700,000
033	Executive Board	230,000
034	Committees and Conferences	270,000
035	CWA News	1,260,000
036	Contract and Reporting	0
038	Taxes	2,240,173
040	Contingency Fund	1,259,169
041	Equipment Additions	156,012
043	Information Systems	1,126,400
044	Building Maintenance	145,000
045	Public Relations	530,000
046	Professional	460,000
047	Foreign Affairs	125,000
048	Education	361,000
060	Pension	1,410,481
061	Hospitalization (Medical, Dental, Vision, Life)	
	Active	4,595,090
	Retired	2,785,589
	Insurance (Other than Hosp.)	650,735
063	Automobile Fund	780,650
065	Staff—Illness Absence	150,000
	Total General Budget	\$27,187,499
	Total Lines 1 - 14 above	<u>37,877,881</u>
	Grand Total	\$65,065,380

EXPLANATION OF EXHIBIT A

1) SALARIES—OFFICERS & STAFF

This item reflects the salary cost by District and administrative units of all officers and Staff and professional employees.

2) SALARIES-FULL-TIME-OTHER

This item reflects the salary cost of all full-time clerical employees and salaried supervisors in the Headquarters, District and area offices.

3) SALARIES—PART-TIME

This item reflects the salary cost of all part-time employees. (Examples: bargaining committees and arbitration witnesses.)

4) EXPENSES—FULL-TIME

This item shows the travel and related expenses incurred by officers, Staff and full-time employees.

5) EXPENSE-PART-TIME

This item covers the travel and related expenses incurred by part-time employees. (Examples: bargaining committees and arbitration witness.)

6) SUPPLIES AND PRINTING

This item reflects the cost of all office supplies and printing. (Examples: Local officers' and stewards' mailing, District newsletters, educational information, etc.)

7) POSTAGE—FREIGHT

This item covers the cost of all mailings, except postage for the CWA News.

8) RENTAL EQUIPMENT

This item reflects the cost of renting and leasing such items as photocopying machines and miscellaneous equipment when it is more cost effective to rent or lease rather than purchase. This cost does not include the cost of computers.

9) MAINTENANCE OF EQUIPMENT

This item shows the cost of maintaining equipment owned by CWA such as typewriters, mailing equipment and copy machines, etc. It does not include computer maintenance.

10) CONTRACT SERVICES

This item reflects the cost of contract services for such items as payroll dues deductions costs, janitorial service, trash removal service, etc.

11) ELECTRONIC COMMUNICATIONS

This item shows the telephone and electronic communications expense incurred by officers, staff full-time and part-time employees on behalf of the Union.

12) RENT & OFFICE OCCUPANCY

This item reflects the cost of renting or leasing office space in District and administrative units. Also included in this item are mortgage payments for buildings we own.

13) RENT—MEETING ROOMS

This item covers the cost of renting meeting rooms for District and bargaining unit caucuses, organizing meetings, educational institutes, etc.

14) ALL OTHER

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

TOTALS

This reflects the total amount of the budget (all Items 1 through 14) allocated to each District and Administrative unit.

29) ORGANIZING

This item covers the cost of organizing programs for the Union.

30) CITIZENSHIP

This item provides funds for the Union to participate in and make contributions to programs and activities which relate to community "good citizenship" and "civic affairs"

31) LEGAL

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

32) CONVENTION

This item reflects the total general cost of our annual Convention. This cost includes auditorium and meeting room rental, printing of verbatim reports and other Convention

materials, postage, wages and expenses of Convention committees, etc.

33) EXECUTIVE BOARD

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

34) COMMITTEES AND CONFERENCE

This item includes committee and conference expenses for meetings. This does not cover expenses of attendees unless authorized by the President of the Union.

35) 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) TRACT AND REPORTING

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.

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 provides for replacement and additional once machines, equipment and furniture, except computers.

42) BUILDING FUND

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

43) INFORMATION MANAGEMENT SYSTEMS

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

44) BUILDING MAINTENANCE

This item includes the cost of maintaining and operating Union-owned buildings, as well as minor repairs to leased offices.

45) PUBLIC RELATIONS

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

46) PROFESSIONAL

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

47) FOREIGN AFFAIRS

This item includes the Cost of CWA's participation and cooperation within the Worldwide Free Trade Union Movement.

48) EDUCATION

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

60) PENSION FUND

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

61) INSURANCE AND HOSPITALIZATION

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

63) AUTOMOBILE FUND

This item includes cost of operation and purchase of fleet automobiles. This item also covers the Automobile allowance.

64) STAFF MOVES

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

65) STAFF ILLNESS ABSENCE

This item includes necessary expenses to fill in for Staff members who are ill for extended periods of time.

TOTAL GENERAL BUDGET

Total of Items 29 through 65.

TOTAL BUDGET

Total of all Administrative Units and Headquarters (items 1 through 14) as General Budgets.

COMPARISON—DUES PAYERS VS. INCOME VS. EXPENSE

(District budget items excluding general account expenses)

July 1, 1992 - June 30, 1993

EXHIBIT B

District	Dues Payers	% of Total	Dues Income	% of Total	Expenses	% of Total	Exp. Average Per Dues Payer	Pt
1	133,501	27.14%	22,525,957	25.70%	4,720,280	22.16%	\$35.36	
2	28,793	5.85%	5,369,908	6.13%	1,586,743	7.45%	\$55.11	
3	74,211	15.09%	13,802,404	15.75%	3,695,350	17.35%	\$49.80	
4	59,724	12.14%	11,001,401	12.55%	2,600,288	12.21%	\$43.54	
6	64,571	13.13%	10,133,758	11.56%	2,683,535	12.60%	\$41.56	
7	54,441	11.07%	9,126,235	10.41%	2,332,229	10.95%	\$42.84	
9	59,671	12.13%	12,202,841	13.92%	2,507,835	11.77%	\$42.03	
13	16,982	3.45%	3,488,452	3.98%	1,170,634	5.50%	\$68.93	
Total	491,894	100.00%	87,650,955	100.00%	21,296,894	100.00%		

* MRF = Members Relief Fund

Above figures do not include PPMW Sector members

Dues Income figures include Defense Fund payments

Dues Payers are all non PPMWS Members and Agency Fee Payers as reported on the June 30, 1993 Memt

EXPLANATION OF CWA FUNDS

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.

GENERAL FUND

The General Fund is the Fund from which International operates. All the income—money which comes to CWA—is handled through the General Fund. The status of this Fund is reported

quarterly to Local Presidents.

The General Fund contains what the Auditors have identified as "Unallocated Receipts." Dues money received by CWA is labeled in this manner until the Secretary-Treasurer's Office can channel or allocate it. As an example: a dues check from an employer is received in the Secretary-Treasurer's office; it is immediately deposited in the General Fund as unallocated money. Upon 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 Fund and Members' Relief Fund. The International's portion remains in the General Fund available for use by the International.

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. Income is deposited in the Defense Fund account as dues reports are processed.

The Defense Fund is administered within the Defense Fund Rules established by Convention action.

As reflected earlier in this report, the Fund balance as of March 31, 1994, was \$5,990,167.

MEMBERS' RELIEF FUND

The Members' Relief Fund was established by 1990 Convention action to pay striker expenses. As reflected earlier in this report, the fund balance as of March 31, 1994, was \$59,472,276.

Income to the Members' Relief Fund is derived from membership dues and equivalent payers in an amount equal to (1/4 hour) .15% per month of minimum dues of those eligible to strike. Income is deposited in the Members' Relief Fund account as dues reports are processed. The Fund is administered according to the rules established by Convention action.

PENSION FUND

This Fund provides for CWA employees' retirement benefits. A periodic actuarial review is made of the CWA Pension Fund, and our contribution is adjusted to meet our obligations.

BUILDING FUND

This Fund has been used to accumulate funds 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 reserve to operate the Union should income be reduced or expenses unexpectedly increase.

This is a restricted Fund, requiring a two-thirds vote of the Executive Board before expenditures are made. This Fund is used to cover operating expenses when our income is interrupted as a result of strikes in our major bargaining units.

DISTRICT ORGANIZING ALLOCATION FUND

The District Organizing Allocation Fund was established a number of years ago to earmark additional money for organizing within the Districts and to provide incentive for organizing. Planning for its use and control of its administration is solely within the respective Districts.

If the District experiences a membership increase from the preceding year, based on January 1 st membership figures, the District's Fund will receive credit equal to four months per capita (not including Defense Fund) times the membership increase.

PLANT FUND—FIXED ASSETS

The Plant Fund has no cash or money connected with it. The reporting of fixed assets as a fund is intended as a description and evaluation of money which has been expended for land, buildings 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.

1994 CWA FINANCE COMMITTEE

Nancy Biagini, President
Halley, Secretary-Treasurer
CWA Local 9423
7019
902 Newhall St.
Street
San Jose, CA 95126
85020
Office: 408 243-8442
7019
Home: 408 241 -2432
6400
Fax: 408 243-3011
41 71
Pager: 408 999-3670

George Welker, President

CWA Local 1108
242 Waverly Ave.
Patchogue, NY 11779
Office: 516 654-1108
Home: 516 585-6990
Fax: 516 654-1057
Pager: 516 548-0039

Rhoda V.

CWA Local
9224 N. 5th
Phoenix AZ
Office: 602 331-
Home: 602 788-
Fax: 602 861 -

Tony Dorado, President
Easterling, Secretary-Treasurer
CWA Local 3107
Headquarters
7910 N.W. 25th Street, Suite 204
N.W.
Miami, FL 33122
20001
Office: 305 599-7060
1410
Home: 305 221 -1340
8064
Fax: 305 599-2557
1481
Pager: 305 381-0314

Barbara J.

CWA
501 Third St.,
Washington DC
Office: 202 434-
Home: 703 370-
Fax: 202 434-

Supplemental Report of the Finance Committee to the 56th Annual Convention Communications Workers of America

Previous supplemental reports included an exhibit showing comparisons of dues payers vs income vs expenses. This year, we were able to furnish this exhibit as part of the Committee's report received by the delegates last month.

The Finance Committee wishes to add the following item to its report:

Accounting of overspending for budget year 1992-93

The Finance Committee received written explanations and supporting documents from those administrative heads whose units exceeded their budget for the 1992-93 year. All 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.