

**Proceedings and Index
of the
68th Annual Convention**

**Communications Workers
of America**

Las Vegas Hilton Hotel

Las Vegas, Nevada

July 10-11, 2006

MONDAY MORNING SESSION

July 10, 2006

The Opening Session of the Sixty-Eighth Annual Convention of the Communications Workers of America, held in the Conrad Ballroom of the Las Vegas Hilton Hotel and Casino, Las Vegas, Nevada, July 10-11, 2006, convened at 9:00 a.m., Louie Rocha, President, CWA Local 9423, Chair of the Northern California/Nevada Council, Temporary Chair, presiding.

TEMPORARY CHAIR ROCHA: Good Morning! Buenos dias! We have a very full agenda this morning, so I ask all of you to take your seats. Will all of the delegates please take their seats.

The official clock of the Northern California Council indicates that it is now 9:00 a.m. I would ask that everyone please be seated as I call the 68th Annual Convention of the Communications Workers of America to order. We have a busy schedule this morning and a very full two-day schedule, so would everyone please be seated so we can begin.

I am Louie Rocha, President of the Northern California and Nevada Council and President of CWA Local 9423. Today I have the honor of serving as the Temporary Chair. On behalf of the officers and members of District 9, welcome to Las Vegas and the 68th Annual Convention of the Communications Workers of America. (Applause)

As is our custom, we will open our Convention with a prayer. For the invocation, I would like to call upon Reverend Peter Romeo, Judicial Vicar of the Diocese of Las Vegas, Nevada. After the invocation, please remain standing for the presentation of the Colors and the singing of the National Anthems.

Now please join me in welcoming Father Romeo. (Applause)

REVEREND PETER A. ROMEO (Diocese of Las Vegas): Would you all please be seated.

Never let it be said that a priest comes up and gives just a short, simple blessing. (Laughter) I would like to welcome you to Las Vegas. I always tell my friends when they come into town, "I hope you win a lot of money. But if you don't win a lot of money, please make sure you don't lose a lot of money, so it will be the same thing."

Before I begin, I want to do a meditation. It will be, first of all, on communications. The second part of the meditation will be on contracts. And it will conclude with a blessing. But before I begin, can I ask all of us to just bow our heads for a moment and put ourselves in the presence of God.

As I begin, the longest, long distance, person-to-person communication that ever happened traveled a distance more than a city, more than a state, more than a country, more than a continent, indeed, more than the world itself. As a matter of fact, this communication traveled the distance more than the universe, many millions upon millions of light years. It came from God himself to a man named Moses.

The longest-lasting contract that was ever established is almost 3,500 years old, and is still in effect. It's called the Ten Commandments between God and Moses on Mt. Sinai. The reason this contract is so long-lasting is because it was established on two critical principles:

The first principle is truth. God is truth. He cannot lie. And Moses was open to truth. The second principle was honesty. God is honest. He cannot deceive and he has no hidden agenda. And Moses was open to honesty. No good and effective contract can exist without these two essential elements of truth and honesty.

You are here to discuss union business. May all the contracts you do always be truthful and honest and

for the betterment of the union, for the good of the workers, for the good of the companies and corporations, and for the good of the consumer to have a fair price for a good product.

These goals deserve a blessing. I will paraphrase the words of Mary which she spoke when the Angel Gabriel informed her that she would be the mother of God, the mother of Jesus, as recorded in the Gospel of St. Luke. And those words are: "My soul proclaims the greatness of the Lord. My spirit rejoices in God, my Savior, for He has looked with favor on his lowly servant. The Almighty has done great things for me and Holy is his name.

"He has mercy on those who love him in every generation. He has shown the strength of His arm. He has lifted up the lowly. He has filled the hungry with good things. He has come to the aid of His servant Israel, for He has remembered his promises of mercy, the promises He made to our fathers, to Abraham, and to His children forever."

So I give you this blessing: May the blessing of Almighty God, the Father, the Son and the Holy Spirit, be set upon you and remain with you throughout all your deliberations during this Convention. God bless you. (Applause)

TEMPORARY CHAIR ROCHA: Thank you, Father Peter. Will you all please stand and remain standing as we prepare for the presentation of the Colors and the singing of the U.S., Canada and Puerto Rico National Anthems.

Our Colors this morning will be presented by our very own members of the Henderson Police Department of Henderson, Nevada.

Yolanda Mitchell, President of CWA Local 1181, will sing the National Anthem of the United States. Silvia Barden, Chair of the TNG-CWA Interpreter Unit and Local 39521 Representative, will sing the National Anthems of Canada and Puerto Rico.

. . . Presentation of Colors, followed by Yolanda Mitchell singing of the Star-Spangled Banner, and Silvia Barden singing a National Anthems of Canada and Puerto Rico . . .

I would like to thank the Color Guard and our singers for their wonderful renditions of the national anthems. Please give them another round of applause. (Applause)

. . . The Colors were retired . . .

TEMPORARY CHAIR ROCHA: I'm very pleased to introduce our next speaker. He's a committed activist who has dedicated his working life to making things better for working families.

Danny Thompson was born in 1951 in Henderson, Nevada, where he still resides today. He joined the United Steel Workers of America just after high school while working at Stauffer Chemicals, and at age 25 he was elected President of his Steelworkers Local. That marked the beginning of many years of service to his fellow workers, his community and his state.

In 1980, Danny was elected to the Nevada State Assembly, where he served through the 1989 session. He also has served on many committees and commissions, representing workers and their families.

In 1991, Danny became the Nevada State AFL-CIO's first Political Director and worked on many important campaigns including the re-election campaign of Senate Democratic Leader Harry Reid in 1998.

In 1999, Danny was elected Executive Secretary-Treasurer of the Nevada State AFL-CIO. In addition to these awesome accomplishments, Danny, in his spare time, is a member of the Board of Directors for the United Way of Southern Nevada. He is very involved in renewable energy issues and serves on the Board of

Directors of the National Renewable Energy Policy Project.

We're very pleased to have him with us today. Please join me in giving Danny Thompson a big CWA welcome. (Applause)

DANNY THOMPSON (Executive Secretary-Treasurer, Nevada State AFL-CIO): Good morning. You know, I have to apologize. I was here Saturday for the Print and Media Group and welcomed them, so if you were there and you have heard part of this before, don't worry.

First of all, welcome to Las Vegas. Welcome to Nevada. You are in a union town, and you are in a great union hotel, and you have everybody in this town as a union member-- a police officer, a fire fighter, a nurse, a city worker, a county worker, a steelworker, an ironworker, an electrician, a plumber, the stagehands in this hotel, the cocktail waitresses, the bartenders. This is a union town. This is a union state.

You know, there are only two states in the West that grew in their membership last year, and Nevada was one of them. If you consider-- I told the group on Saturday that every 20 seconds, but it's not every 20 seconds-- a new home is completed in southern Nevada every 20 minutes. Every 20 minutes a new home is built here, so you can well imagine what kind of growth that is, and to understand that we have grown our membership along with that growth is a significant incident.

There is something I have to tell you, though. The Las Vegas Strip is union. Those properties out there are all union, and I would urge you to patronize them. And I hope you all are gamblers. "Listen, if you lose," the father said, "try not to lose too much; but if you do, feel good that you helped my kids with their education." And that's important. (Laughter)

But there is something I have to tell you about one important property on the Las Vegas Strip. That is the Las Vegas Venetian Hotel. That hotel was built 100 percent union. It's a beautiful hotel. It was built under the terms of a project labor agreement, which means that everybody on the job was a union member. (Applause)

It's the site of the old Sands Hotel, and for those of you who remember the old Sands, it was a very small property. Sheldon Adelson bought the hotel, blew it up, laid off the employees that had been there 40 years, and never hired a single one of them back. To this day, he operates that hotel non-union. In 1998 he financed and helped the group that tried to put "paycheck protection" on Nevada's workers here, a move that we defeated.

So, you know, don't go to that hotel. Don't spend any money at that hotel. Spend your money at this hotel. It's a great property. Elvis lived here, for goodness sake, when he was alive.

There is one other thing I want to tell you about, and this is probably coming to your state. I know a lot of you are Public Employees. This started in Colorado in 1997. It was called TABOR, the Taxpayer Bill of Rights. The Taxpayer Bill of Rights was something that they amended into their constitution. Now, you know, the play on words of the ultra-right wing, conservative movement that hates our guts is always a play on words, you know, like "Right to Work," "Paycheck Protection." With the Taxpayer Bill of Rights, they promised those people rebates and that they would get the vote on every tax increase that was put before them. Colorado, as a result of that action, they went from one of the finest school systems in America to one of the worst in America today; from one of the finest road systems to one of the worst road systems in America today. You can go down the list of problems that that state has and you can point right back to the Taxpayer Bill of Rights.

Now, let me tell you that Nevada is always first. I don't know why we are always first but we are always first with the right thing. So they showed up here and slipped us a bill through the legislature, or it was an idea that you do away with the Public Employees' defined benefit plan and in its place have a defined contribution plan. A defined contribution plan is a 401(k). You cannot retire off of a 401(k). A defined benefit plan is what we all have. It is what everyone I represent has. It is called retirement.

Corporate America today is trying to do away with a retirement, not because they cannot afford it but because they can save money. And I have seen it in the airline industry and in some of the phone companies and the newspapers where they are taking it away from their supervisors because they are easy. They do not have a contract.

In Nevada this is how it started. They said, "Look, let's replace the defined benefit with a defined contribution." Well, you know, we killed that. But today it is back and it is called "tax and spending controls." It is introduced as an initiative petition.

Let me tell you something, brothers and sisters. It is not about tax and spending controls. It is about your pensions. That's what it's about. That's what they carried around on their fliers. They said, "The Public Employees have these pensions and they are trying to stop you from having the pensions. Sign this petition." And they got a sufficient number of signatures to put this on the ballot, and we are in court fighting that today.

Let me tell you, whenever you hear about the "Taxpayer Bill of Rights," it is not about a bill of rights. It's about doing away with Public Employees' pensions; it's about doing away with Public Employees' benefits—you know, as if Public Employees are not servants and workers and do good things, and deserve pensions and benefits just like everyone does. But that is what it is really about.

Here is the problem. You know, I have got a seven-year-old child who lost a tooth last week and I put away a Sacagawea dollar and I put it under his pillow at night. He got up in the morning and he was crying his eyes out because he had moved the pillow around and the dollar fell behind the bed, and the tooth fairy didn't come and give him his dollar like he always does. I think he's doing a lot of this because right now he's losing a lot of teeth. He believes in the tooth fairy. I can tell you I did.

Brothers and sisters, a lot of our members believe in the political fairy. If we don't get off our butts and pay attention to what this right-wing movement is doing, and do something about it, there is no tooth fairy out there. There is not a political fairy. It takes you to get up and stand up. Get up! Stand up!

. . . The delegates arose and applauded . . .

That's what it takes. It takes you to get off your butts and do something about it. (Applause) It takes you to tell your brothers and sisters in your home locals to do something about it. It takes you to tell your families. If you don't, they will win. (Applause and cheers)

I'll tell you, there is no political fairy, just like there is really no tooth fairy. Let me tell you, 2,000 people standing up is an awesome sight. I'll tell you what: The right wing doesn't like that because they know what that is. That is power. You have the power, but you have to use the power.

So listen, I hope you have a good time in Las Vegas. Like I told the group on Saturday, if you can't have a good time here, you might as well go home. Good luck in your deliberations, and thank you very much. (Applause)

TEMPORARY CHAIR ROCHA: All right, let's give Danny another round of applause. Thank you, Danny. (Applause)

On behalf of CWA Local 9413 of Reno, Nevada especially, it is now my pleasure to present to you the leader and Vice President of District 9, our own Tony Bixler. Tony was first elected as District 9 Vice President in 1996, and has been a member of CWA for 45 years. (Applause) That is quite a record. He is a dynamic leader and a determined organizer, always ready to succeed in the challenges that come our way. His leadership has improved the lives of countless working families in District 9 because we so effectively use the CWA Triangle to make things happen, whether in organizing, political action, or bargaining.

Tony was first elected in his home local 9400, in 1968, and if any of you wonder what he looked like back

then, he still has a picture up on his website.

Tony served as President of CWA Local 9400 for nearly 24 years, until his election to District Vice President. He is a great leader, and a great activist. Please join me in welcoming the Vice President of District 9, "Mr. Union."

We are family! We are proud! Tony Bixler. (Applause and cheers)

VICE PRESIDENT TONY BIXLER (District 9): Thank you, Louie. I want to welcome all of you. I know it's a pleasure for you to see me. (Laughter) Especially in a suit. (Laughter)

Well, I have the honor of introducing to you our International President. And as Vice President of District 9, it is my honor and pleasure this morning to be able to introduce to you CWA's President, Larry Cohen.

Larry is only the fourth President in our union's history. I have had the privilege to work for CWA under all four: Joe Beirne, Glenn Watts, Morty Bahr, and now Larry Cohen. We in CWA have been very fortunate over the years in having these exceptional leaders in the top job. Each of our presidents has brought unique personal qualities-- qualities that matched the challenges in our history.

And certainly this is true today. These are difficult times for CWA and our union movement. These are times that require bold, visionary, and dynamic leadership. We must become stronger. And as you have all heard before, "stronger together" has been President Cohen's battle cry since the 1970's.

I don't need to tell you that labor today is under siege from powerful, unethical corporate and right-wing political forces that want to see us fade away to nothing. We now are less than 9 percent organized in the private sector, largely due to the erosion of workers' rights to organize and bargain collectively because of a corporate anti-worker government.

I've been a union officer for a long time, and you know that bargaining is tougher than we have ever seen it before. Employers are coming after our health benefits and trying to freeze or do away with our pensions. They are attacking our jobs through outsourcing, subcontracting and privatizing. We see these challenges and pressures everywhere-- whether it's in telecommunications, media, manufacturing, airlines, or the public sector. And today, when the power of united action is needed more than ever in our labor movement, unfortunately some unions have opted to drop out or resign from the AFL-CIO.

Sisters and Brothers, this is not an easy time to be President of CWA or any other union. But rest assured that we have elected the right person for the job. Larry Cohen brings tremendous intelligence, vision and integrity to our top leadership position. He works tirelessly. And every hour, he has the interests of our rank and file members in his mind and, most importantly, in his heart.

In his first year on the job, Larry Cohen has emerged as one of the most respected members of the AFL-CIO Executive Council. President Sweeney has often turned to Larry for counsel and assistance on a variety of matters and he has also appointed Larry to the chair of the AFL-CIO Organizing Committee, which is critical.

Our President is well known in the halls of Congress and by political figures around the country for his in-depth knowledge on economic matters, global trade and issues that impact each of the industries and sectors where our members work. Larry is global outreach

Let me end by speaking what makes me proudest about our President. It is his sincere belief in the principles of union democracy, not just in his talk but in his actions. What other union president in his first year would throw open to the entire membership a discussion of the union's future? What other leader would have the conviction and courage to embrace the kind of debate we will have here during the next couple of days as he chairs his first Convention?

I am proud to introduce to you an extraordinary leader, your President, Larry Cohen. Thank you.

. . . The delegates arose and applauded as CWA President Larry Cohen approached the podium . . .

CWA PRESIDENT LARRY COHEN: Wow! Thank you, Tony. Thank you, CWA.

The past ten months have been challenging, but every day I wake up proud and honored to be the President of CWA. Much of my pride comes from serving with an amazing Executive Board and staff.

First, Barbara and Jeff. Barbara is an incredible global leader. (Applause) She is just as much at ease solving problems in Tel Aviv or Budapest as she is in reaching out to key leaders in the United States or running our largest departments. Barbara, every day I am proud to serve with you. (Applause)

And Jeff, a wonderful colleague and leader, not only on Ready for the Future but also our telecom issues, politics, legislation, and human rights. Jeff, every minute has been terrific working together with you. (Applause)

Now, as I introduce our Executive Board, use our tradition of one clap.

. . . As The Executive Board was introduced, the delegates responded with a single clap of recognition . . .

PRESIDENT COHEN: Beginning with Pete Catucci, District 2, senior Vice President and member of the Executive Committee, Chair of the Benefits Committee, taking on every challenge every day.

In front of us is a booklet, "What We Do Well," in the spirit of ready-for-the-future, it is about looking at what do we do well across this union and figuring out how we learn from each other. So in many of these introductions, I have an example from the booklet. In the case of District 2, leading labor in the election of Tim Kaine, an incredible victory as Governor of Virginia, District 2, Pete Catucci. (Applause)

Bill Boarman, Printing, Publishing and Media Workers Sector, Chair of the Building Committee. We highlight our sector members at New Era Cap, well known for producing major league baseball hats, but also a labor relations turn-around story with several hundred new members after a bitter strike only three years ago. (Applause)

Brooks Sunkett, Public, Healthcare & Education Workers and a leader in fighting for public workers' bargaining rights around the country. Among our highlights is the recent recognition in organizing 1,200 city workers in Jackson, Mississippi. (Applause)

John Clark, NABET-CWA, bargaining with NBC and Disney to maintain union technician jobs and standards at both companies, and setting a goal to also expand our representation into the growth areas at our employers. (Applause)

And Tony Bixler, District 9, where we also highlight incredible political work, including last year's defeat of Schwarzenegger's referendum attempt to silence the political voice of public workers. (Applause and cheers)

Linda Foley, TNG-CWA, from global leader in the campaign for media diversity and quality journalism, to Guild highlights where last fall's lockout at Canadian Broadcasting took place. Our members turned it into a victory against outsourcing and mounted a coast-to-coast campaign last spring on the sale of Knight-Ridder. (Applause)

Andy Milburn, District 6, where once again a highlight has been the incredible organizing record at Cingular Wireless, which began in District 6 and was the largest single organizing drive in 2005 with 17,000 technicians, customer service reps and retail store employees joining CWA. (Applause)

Ralph Maly, Communications and Technologies, with an incredible bargaining record last fall at AT&T and most recently at Avaya, contending with management health care demands in both cases. (Applause)

Jimmy Gurganus, Telecommunications, also moving from one crisis negotiation to the next, including strikes at Sprint in four states fighting give-back demands. (Applause)

Pat Friend, AFA-CWA, and a Vice President of the AFL-CIO. Just last Thursday, celebrating the largest private sector organizing victory this year in the United States at Northwest Airlines, where today we welcome leaders of that campaign for 9,000 new flight attendant members. (Applause and cheers)

So much for my one clap. (Laughter)

Annie Hill, District 7, where highlights include tough bargaining and mobilization at Qwest, and a contract for 3,000 New Mexico state workers who only recently regained collective bargaining rights. (Applause)

Noah Savant, District 3, where highlights include district-wide mobilization to support victims of last year's repeated hurricanes, as well as memorializing District 3's Norma Powell with our new organizing apprenticeship program, and also organizing thousands of Cingular members across the south. (Applause)

Chris Shelton, District 1, where highlights include New Jersey statewide political mobilization, first in the gubernatorial and legislative elections last year, and just last week an amazing mobilization of a little over 30,000 state worker members to win a fair budget that preserves public worker jobs and contractual benefits. (Applause)

Jim Short, District 13 (applause) with whom we celebrate incredible first contracts for hundreds of Comcast technicians in Western Pennsylvania, after more than five years of negotiations and five deceit attempts, bringing new meaning to the cry, "We will fight one day longer." (Applause)

Jim Clark, IUE-CWA, and already a veteran of critical negotiations, including ongoing talks at Delphi Electronics, also in bankruptcy, where our 8,000 members have unified and mobilized like never before. (Applause)

Seth Rosen, District 4 (applause) who may be junior in Board seniority, but has already made his mark in bargaining and building unity in District 4, preparing for critical November elections and chairing the Executive Board's Organizing Committee.

The Executive Board of CWA, thank you, Executive Board of CWA, stronger together, working together every day, we are all together. (Applause) It is an amazing record for just 10 months, and this is only part of it.

And join me in welcoming back our retired leader President Emeritus Morton Bahr.

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

PRESIDENT COHEN: Morty is fully recovered and never stopped building CWA-- organizing at Verizon Wireless, promoting "Buy Union" at Cingular, volunteering at the National Labor College, working for health care reform, and giving me and others wonderful advice every single day.

And there are many other people who make me proud to lead this great union. We have an amazing staff. And it has been difficult for all of us in the past year, as we have had to freeze new hiring to help balance the budget. I think everyone here knows that last September we had a short-term debt of \$27 million, and we were headed for a budget year-end deficit of \$7 million. But we plugged that gap and balanced this budget, and we will hear more about that from the Finance Committee.

But the people who have been bearing much of the brunt are the men and women who work for our union.

They have stepped into the breach because they view working for CWA as a calling, as building their union, building CWA. And I want all our staff to know how much all of us appreciate what the staff members do for our union. (Applause)

I also want to acknowledge, to personally acknowledge, the staff and administrative secretaries in our office that Jeff and I work with every day. Thank you for all you do. (Applause)

And, of course, all of you in this room are the vital lifeblood of CWA. The energy and power of our union, of our entire labor movement, lies at the grassroots, in the workplace, with the people on the front lines-- our local unions, officers, stewards, mobilizers and members. You are the hope for the future. You are the reason why we are "Ready for the Future," and together we will be ready for the future. (Applause)

Sixty years ago, CWA, at our birth, was helped by the giants of that era-- the mineworkers, UE/IUE, the auto workers, steel workers. These great CIO unions led our movement. Now, today, in many ways it is up to us. In September we posed the question, "Are we ready for the future?" What kind of future is it? Is it just about markets and consumer choices, a view held by most management, most elected officials, even some of our own members?

Let's look at some of these choices our corporate and political leaders have in store for us. When it comes to the nation's health care crisis with soaring costs, our government believes that by making us pay more for health care we will be more involved in our choices. They call this an "ownership society." No need for us to have a national health care program like those in every other democracy. Their view is we just need more skin in the game while they have less skin in the game. (Applause)

We know about the kind of choices that this administration would like to give us for retirement security-- choices about how to gamble with our retirement in a privatized social security system. Again they say to us, "trust the marketplace, not a time-tested program."

Likewise, when it comes to communications they tell us there are plenty of choices, since consumers can choose between a wireline telecom or cable company for voice service, or they can pick a long distance carrier and choose among wireless companies. But what we can't choose is the kind of universal high-speed digital network that other countries are building to fuel their economies for the 21st Century.

We invented the internet here. The internet started here. But now the United States has fallen from first to sixteenth in the world in providing high-speed internet. Japan, Taiwan, Sweden and Korea all will have at least 10 megabits-per-second high-speed service by 2010. Yet in the United States we still define high-speed broadband as a pathetic 200 kilobits a second, or less than one-half of one megabits. All the countries that are racing ahead of us have public policies-- not just markets-- to promote high-speed roll-out, urban and rural. But not us.

Another example is trade. Almost alone, the United States has no policy to promote U.S. manufacturing. China, where most factory jobs are going, has a clear policy to promote jobs-- of course, with no workers' rights-- but our government will reward companies for off-shoring. These leaders say, "Let the forces of the global marketplace play out, and we will all be fine." "Trust in the markets and consumer choice," they tell us.

And, most importantly, when it comes to bargaining and organizing rights, our own employers are saying workers have plenty of choices today if they want a union. Of course, what they don't say is that employers like Verizon Wireless, T-Mobile, General Electric, Delta Airlines, Comcast, the list goes on and on, campaign every day against CWA representation. Sure, the workers there have a choice: organize the union and risk losing your jobs and wrecking your career. That is the kind of choice we have. We have other ideas in mind when we think of choices! (Applause)

Compare this with the global democracy movement where in the past ten years workers in Chile, Uruguay, Bolivia, Brazil, South Africa, Taiwan, and Korea have joined those in Europe, Japan and Canada to improve their collective bargaining and organizing rights.

So this is not inevitable. Workers around the world are fighting back. And many of our own challenges here today and the questions at this Convention are: How do we join them? How do we build the kind of stronger bargaining power that's being built around the world?

This is our reality, as we prepare to get Ready for the Future. We confront a virtual political state that offers phony choices and no real leadership on the vital issues that affect our lives today and tomorrow.

We have to ask these employers, our own employers, the non-union employers, "You talk about leadership. What does leadership mean for you? We ask you this at the beginning of every bargaining session. What does leadership mean? Do you join us to bring about health care for all in the richest country in the world, or do you begin to lead us in a race to the bottom to ruin the health care for the people of this country? What does leadership mean?" (Applause) And we challenge every one of you today when we march out of this hall. (Applause)

We have just begun to undertake in the last ten months a remarkable process of self-review. As Tony said in the introduction, it's a tough process. It is tough when you open things up. It is tough when you ask, "What do we do well? What could we do better?" People's feelings are hurt in that process. That's clearly not the intent. The old way, the safe way, is you have a committee and you give it to the committee. And then you attack what the committee does.

Seriously, this has been an incredible process. Our union has done it, and as a colleague of mine, a Canadian colleague said, probably no other union would. But we do it because we believe in grassroots democracy. It's not lip service. We believe that every member's voice counts. We believe that we need to build unity, inside and outside, just like the wristbands that some of us wear.

There is an inside and there is an outside. The inside is the internal unity that we build here today, that we work on as we talk about issues like diversity in our structure. The outside is stronger bargaining power-- why members join unions, why unorganized workers try to join unions. So keep this in mind throughout the process. It is the inside and the outside; not one or the other.

But when we march out of here we are focused on the outside, focused on changing what is going on in North America, focused on bringing back workers' rights, establishing the fact that every working family has dignity-- not just dignity for the rich and powerful; but dignity for every working family in this country. (Applause)

In "Ready for the Future," we have identified four basic issues. And as I travel around the U.S. and Canada, these four issues come up everywhere. They come up at every negotiations we do, every organizing drive. They come up for the new members at Northwest Airlines, from our oldest members from AT&T, from Western Electric. Same four issues:

Jobs-- fighting outsourcing, fighting for the jobs of the future.

Health care - maintaining health care for ourselves, our retirees, our families.

And our retirement. We are determined to fight for the retirement security that our members and retirees have earned through years of hard work. (Applause)

And, number four, as I mentioned, collective bargaining and organizing rights. And Tony mentioned it also. We all know the numbers about bargaining rights falling, but it is not falling because people don't want to join unions. Ask those workers when you see them at Northwest Airlines. Ask those workers at Cingular Wireless. Ask the workers in Jackson, Mississippi, about the organizing drives, some of the organizing drives that we have highlighted in the booklet and we will highlight again tomorrow. It is the worst repression in the world now in any democracy. The worst repression in terms of what it takes for workers to join unions.

This Thursday, July 13th, there will be demonstrations across the United States at the National Labor Relations Board. The NLRB is about to make a decision on a case called Kentucky River, and the nurses among us know this case already. This is a case where they will likely decide that all registered nurses are supervisors and therefore are not covered by the National Labor Relations Act; I repeat-- that all registered nurses are supervisors and are not covered under the National Labor Relations Act.

. . . Cries of "Boooo" . . .

PRESIDENT COHEN: They are posed to make this decision, and so we are posed on Thursday to shut them down across the country.

This is not a Labor Relations Board. People before us fought Jim Crow. That was the law of the land. People before us, in South Africa and around the world, fought Apartheid. That was the law of South Africa. And people like us will fight the National Labor Relations Board. Even though this is the law of the United States, it ranks with Jim Crow and Apartheid and we will take them down. (Applause)

For CWA to help light the fire of a resurgent labor movement means energizing and educating our members. Some leaders of our unions say we can change to win and do it mainly from the top down. They took their unions out of the AFL-CIO. We in CWA have the opposite view. We believe real change means mobilizing more of us. It's simple. We need a more unified movement, not more splitting.

All of us here need to work to build unity, as tough as that is, on every front-- from our workplaces; from this Convention Hall to the labor councils. We can help lead, each of us here, but not alone, not without resources, and it will not be easy.

A key to our strategy for the future is building a trained and motivated army of stewards and mobilizers-- 50,000 strong. We need a grassroots force ready to defend our members and join with stewards in other unions to create a union for fundamental change, a steward's army to help get the message out.

That means ongoing discussion and education about the forces of change that are happening across each industry, not just at each workplace or employer. The old meaning of steward training with its training on contracts will still be our bedrock and our foundation. It will still be most of what we do. But every steward needs to have a vision about their industry, about their company, as well as about their workplace and their employer.

Building agreement among our members about our health care system in crisis, threatening every worker's family, and that we just can't wait for bargaining. These fights must be carried on every week, every month-- not just when we are in bargaining. (Applause)

Educating our members and working together to fight bankruptcy laws that can help employers break their pension commitments and not waiting until it happens to each one of us. It's happened to enough of us already. We can't wait until it happens to each one of us.

Our strategy does not stop there. Our army of stewards and mobilizers needs to help build a political movement.

This is not a hopeless mission. Far from it. There is much evidence that a turning point is at hand. Bush continues to fall in the polls. Every week he falls in the polls. (Applause) So this is not hopeless. You can see it and feel it in states like Ohio, a key political swing state that narrowly gave Bush the last election-- or he stole it. For example, our members at Delphi are working to make Ohio a turning point as locals like IUE-CWA Local 84717 mobilize the valley surrounding the plant in Warren-- Packard Electric-- once the heart of the auto industry and still the heart of Warren.

Imagine what I saw in Warren this past February. A local union with 2,000 members mobilizing 8,000

friends and neighbors to stand with them on a freezing winter day to declare that “Enough is enough,” with 10,000 yard signs for miles around, and a mayor shouting that if you go on strike, we will all be with you. (Applause)

And there were two members of Congress there, Sherrod Brown and Ted Strickland, now running for the U.S. Senate and Governor of Ohio. (Applause) They talked about our four issues-- health care, jobs, retirement, collective bargaining rights-- and committed to run their campaigns in Ohio on those issues. Imagine the message that this will send in November when Brown and Strickland win and Ohio tells us, “Don’t give up. Aim higher. Trust in each other. We can do it.” (Applause)

Imagine a turning point in Mississippi where CWA keeps growing. As I said, only two weeks ago Local 3570 won recognition for more than 1,000 Jackson city workers. That local, despite having no public worker bargaining law, is now 4,000 members strong. That local, along with Local 3511, won the President’s Award last year for their joint union-building efforts. Working together, members in telecom, manufacturing and public workers across Mississippi are building CWA into the state’s largest union, creating-- not just imagining-- a new Mississippi. (Applause)

We accomplish so much when we work together, when we set high goals like those described in Ready for the Future. We have eleven action points, all focused on stronger bargaining power; action points like doubling retiree membership, increased commitment for local union organizing, nearly doubling COPE fundraising, continued work on our structure and Executive Board diversity.

The strategy is to build greater unity internally, working through our differences, moving resources to meet the challenges coming at us from the outside. Just as importantly, there is the issue of diversity. The Executive Board has adopted a proposal for a committee, chaired by Secretary-Treasurer Easterling, that includes both Executive Board members and local leaders working together to report back at next year’s Convention, an approach for Executive Board diversity. (Applause)

It doesn’t stop there. We are creating a Canadian Region, recognizing national diversity. Public workers with no right to strike have begun their own process to develop their own campaign funds to fund joint efforts. So we are building unity on the inside.

As we focus on “Stronger Bargaining Power,” we all begin to see more clearly how much of what we are doing is now defense and how we have to move from just defense-- and that will be our bedrock-- to offense, to be on the attack as well. (Applause)

Yesterday, the World Cup ended, and even there, with low-scoring games, it’s amazing. You watch these games for an hour, hour and a half. Maybe they get one goal. Maybe they don’t get any. But even with low-scoring games, it’s obvious you need more than defense. Players have to run down the field with a ball and try to shoot. With health care, jobs, retirement, and our bargaining rights on the line, we have much at stake. But we can’t just defend. Defense alone has never worked. You end up with less and less to defend.

As we begin to take these bold steps working together, we build on solidarity and trust. That is our bedrock. The other side teaches us not to trust anyone. Republican strategists since Kevin Phillips and the Southern Strategy of 1968 have been telling us that you can’t trust in government; that people of different color and different cultures can never trust each other; that John Kerry lied about the Swift Boat episode; that each of us should just depend on ourselves-- no one can be trusted.

We aren’t going to be able to change that attitude unless we come out of here trusting each other and trusting that we can work together. And we’re not talking about blind trust. We have complicated, different agendas. We are trying to find common ground and build the trust necessary to accomplish great things. I am talking about trusting that we have the same goals and that we can only reach those goals together.

CWA districts or sectors or locals and members, different occupational groups, trusting that we have the same goals, the same four basic goals, and working together to do things that we cannot do on our own. We

cannot do in one district or in one sector or in one local or with one member, that we don't do alone. We have to look for the things that we must do together. We have to trust. Even though it won't be easy, we can stick together, working together, marching together, planning together, and do something together that will make a difference. (Applause)

Our steward army cannot march on air. We need to fund the campaigns that we fight for. Offense-- not just defense-- that is the point of this strategy. Those campaigns will involve local unions at every stage, leading the campaigns, planning the campaigns, implementing the campaigns, and the DFOC for oversight.

Many, if not most of these campaigns, will be big, lengthy, and not a sure thing. But right now we are back trying to guard the goal. We need to play offense, too. We need to imagine that we can lead. And when CWA leads this labor movement, we can imagine and do amazing things together. (Applause)

The Strategic Industry Fund is a bold plan that is of such importance to our future that I would put it on a par with other path-breaking steps we have taken in decades past, going back to the creation of a two-level structure and the original Defense Fund in the early '50, and the Members' Relief Fund of 1990. The Strategic Industry Fund will give us the means for major long-range action programs to change the terms of engagement with our employers, and to reshape the economic landscape in which we bargain.

We have real enemies. They are not in this room. We have real enemies who right now are engaged in planning to take out all of us. We all know about the "Union Facts-dot-com" crowd, bankrolled by the Chamber of Commerce and other corporate groups that are mobilizing against the Employee Free Choice Act. In the last round of bargaining with Verizon, we know that they planned and plotted for two years, hiring consultants to devise a campaign to force us out on strike and then smash us.

We didn't fall into that trap, but you can be sure that Verizon and others right now are drawing up their strategies for the future. The question is, do we have the faith and trust that we can draw up these strategies for the future and fight for them every day-- not just wait. (Applause)

This contract (holding it up) is in my office. I see it every day right next to pictures of my family. It was given to me 20 years ago by a Western Electric leader who himself received it from an officer in his local. It's the contract between the Association of Communication Equipment Workers and Western Electric from 1947 to 1949. By the end of this contract, that independent union joined with others to help form CWA-CIO, making this our first national agreement.

The contract is simple, as you can see-- only 37 pages. But the recognition agreement on page 2 designates the union as "the exclusive agent on behalf of all communication equipment workers" in the field organization. Wall-to-wall recognition was attainable then. But today it typically is only possible for rail and airline workers.

I keep this contract out where I can see it every day for many reasons, in addition to national recognition. First, it's 60 years of our history. It's our legacy. Second, a union that was independent joined with others to help form CWA. Third, installers-- always nearly 100 percent organized, north and south.

Today, installers have a contract at Lucent that expires in 2012. We are united and still 1,500 strong, but no longer the 15,000 that helped form CWA. Lucent is being acquired by Alcatel. And by 2012 when our next bargaining talks begin, most of the work in this area that was once wall-to-wall could be non-union because Alcatel in the United States is a non-union company. And the question, not for the 1,500 installers but for all of us, is this a tradition we honor? We honor the tradition of solidarity, not a tradition that says we fight by certain rules. We will fight out of the box, not just in the box, to do whatever it takes, and to do it one day longer. (Applause)

Sixty years later, even though our strategies and tactics change, our hopes and dreams, our beliefs that every family deserves to live in dignity, remain just as strong.

This is from our first Steward's Manual. I will read from it. "Our membership extends into every state of the United States and into Canada, into giant industrial cities and small rural areas. These workers all have one thing in common. They are determined, through united efforts, to achieve a better life for themselves and their children. In taking their place in the ranks of trade unionists, communications workers have demonstrated their appreciation of the past, and their responsibility for the future."

Those words, "appreciation of the past. . . responsibility for the future," those values, have not changed in six decades. In one way or another, each of us is standing on the shoulders of those men and women who carried this Steward's Manual. We are all inheritors of what they built. Now it is up to us-- this Convention-- to decide what kind of legacy we will leave the next generation of CWA members. This Convention will be a turning point.

We can aim higher.

Offense, not just defense.

Building an army of stewards.

Organizing new members and retirees.

Building a political movement.

And staying focused on our mission of "stronger bargaining power," we will stand together and demonstrate that CWA is "Ready for the Future."

Thank you very much.

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

TEMPORARY CHAIR ROCHA: Before I turn the gavel over to President Cohen, I want to thank all of the delegates for the honor and opportunity to serve as your Temporary Chair. We are never alone in our union, and I could not be here without the tremendous work of the officers and the "kick butt" rank and file members of CWA Local 9423, and the officers and the mobilizing delegates of the NCNC.

Furthermore, I would be remiss if I did not do a chant and make some noise while I'm here, and what better way to segue into our President. So please stand up. CWA members, please stand up.

When I say "Union," you say "Power."

Union!

. . . The delegates shouted "Power!" . . .

ROCHA: Union!

. . . "Power!" . . .

ROCHA: Union!

. . . "Power!" . . .

ROCHA: And when I say "Si Se," you say "Puede."

Si Se!

. . . "Puedel!" . . .

ROCHA: Si Se!

. . . "Puedel!" . . .

ROCHA: This is the last one. When I say "Sit Back," you say "Fight Back."

Sit Back!

. . . "Fight Back!" . . .

ROCHA: Sit Back!

. . . "Fight Back!" . . .

ROCHA: All right, I will now turn over the gavel to President Cohen who will assume the position of Permanent Chair under the Rules of the Convention. President Cohen.

. . . The delegates arose and applauded as President Larry Cohen assumed the Chair . . .

PRESIDENT COHEN: Thank you, Louie. Thanks for the chant. Thanks for the welcome and for all you do every day, not only for 9423 but for all of us in CWA.

I would now like to ask the Credentials Committee to come to the platform. And while they do, I will explain the use of the microphones, particularly for the new delegates, and how to get recognized to speak, make motions, or ask questions.

Microphone No. 1, in front of me, labeled "Motions," is for delegates to make motions. The telephone is connected directly to our parliamentarians for that particular microphone. They are seated right over there. Will the parliamentarians stand as I call their names.

Richard Rosenblatt, District 7 Counsel and Printing Sector Counsel. (Applause)

Peter Mitchell, Managing General Counsel. (Applause)

I'm supposed to explain again the one-clap tradition. We're beginning to get it, right?

Patricia Shea, Headquarters Counsel.

This year, for the first time, we have a bar code reader at each microphone. Please swipe your badge before picking up the phone. This will allow those on the other end of the phone to see your name and Local.

So to get it right, when you pick up the telephone, advise the parliamentarians of the motion you wish to make. They will give you a preliminary parliamentary ruling. If your motion 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 Chair's ruling.

There is a microphone designated as the "Privilege Microphone," Microphone No. 2. Use this to raise a point of order or raise a point of personal privilege. It, too, is connected to the parliamentarians, and has a bar code scanner.

Microphone No. 3 is the "For" microphone. Use it to be recognized to speak for any motion or issue before the Convention.

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

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

We rotate these microphones under our rules.

The maker of a motion may speak for their motion from Microphone No. 1. Under our rules, there is a five-minute limit on any speech. There is a red light here on the platform up to my left that has just been turned on which will give you a four-minute warning. Also, a small red light at the microphone telephones. The Chair will also endeavor to tap the gavel lightly after four minutes to indicate to you that you have one more minute to speak, after which the microphone will be automatically turned off.

The Chair shall rotate between the "For" microphone, the "Against" microphone and "Questions" microphone, in that order. The rotation continues until at least two people have had an opportunity to speak for and against, after which a motion to close debate is in order.

As you go to the "For" and "Against" and "Questions" microphones, swipe your badge, lift the telephone, and give the switchboard attendant your name, local number and state or province. You will be recognized in the order called for under our rules. Start off with your name and local number.

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

. . . As each name was called, the delegates responded with a single clap of recognition . . .

Linda Hinton, CWA Representative, District 4; Sylvia Ramos, CWA Representative, District 6; Marian Needham, TNG-CWA Sector Representative; Linda Banas-Crawford, CWA Representative, District 3, Chair.

On the Five-Minute Rule: Velvet Hawthorne, CWA Representative, District 3; Ann Crump, CWA Representative, District 4.

During the course of our Convention, a verbatim record is kept. The record is carefully prepared by our editing group-seated on my right.

The individuals who are doing the editing and indexing are: Kris Raab, Research Economist; Paul Bouchard, CWA Representative, District 1; Carrie Biggs-Adams, Executive Secretary-Contracts Committee, TNG-CWA; Donna Dolan, CWA Representative, District 1, Chair.

To help us with who is to be recognized and to be sure that we follow procedures as provided in the Constitution, each day we have two delegates come from the floor. These delegates sit with the people who operate our telephones and keep track of who is asking to be recognized.

For that purpose today, we have two delegates, and I will introduce them at this time: Christopher Rossie, President, Local 7019; and Christine Martinez, President, Local 6229.

Okay, we got through that okay.

Now, I would like to introduce the Chair of the Credentials Committee, Marjorie Krueger. And here she is. (Applause)

MARJORIE KRUEGER (District 13, Chair, Credentials Committee): Good morning. President Cohen, delegates and guests: I am pleased to announce on behalf of the Credentials Committee that the Committee has registered over 2,593 delegates, alternates and guests to the 68th CWA Annual Convention.

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

The Committee also wishes to thank the staff 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. Those locals are: 23083, 4123 and 7776. Let's welcome these locals. (Applause)

We shall be reporting on credentials in the following categories:

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

Category 2: Credentials properly executed, but late.

Category 3: Improperly executed.

Category 4A: Proxy credentials properly executed, but late.

Category 4B: Proxy credentials improperly executed.

Category 5: Unusual circumstances.

Category 1: Credentials properly executed and on time, 1473. The Committee moves that these delegates be seated.

PRESIDENT COHEN: It has been moved. Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Seeing no discussion, all those in favor of the motion please signify by raising your hands. Opposed by like sign. It is adopted.

CHAIR KRUEGER: The following locals have received dues for new bargaining units after the 12- month averaging period. There are none.

Category 2, there are no properly executed but late credentials.

Category 3, there are no credentials improperly executed.

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

Category 4B, there are no proxy credentials improperly executed.

Category 5, there are no unusual circumstances.

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

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

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

PRESIDENT COHEN: The motion is on the floor. Is there a second?

. . . The motion was duly seconded ..

PRESIDENT COHEN: All those in favor please signify by raising their hand. Those opposed by like sign. The motion is carried.

There are two motions now we need to amend. Actually I should have taken those before what we just did. Is that right?

Okay. Sorry. We will do that again. The Chair recognizes, at Microphone 1, Delegate Glynne Stanley.

DELEGATE GLYNNE STANLEY (Local 6214): I would like to amend the Credentials report to give 90 vote proxies from Local 6118 to Local 6214, Glynne Stanley. If I get a second, I would like to speak on it.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: It is seconded. You may speak on it.

DELEGATE STANLEY: When I came to register yesterday, I had a copy of the proxy from Local 6118, Longview, Texas, with a total vote of 90. I registered myself, and they said there was a problem with the proxy. I went to the Credentials Committee and presented my proxy. I was told that the National had not received their copy of the proxy.

What happened is that Sandra Montgomery, who is the local president, had sent in a delegate registration. After that time, her husband was diagnosed with cancer, so she was unable to come because of the treatment, radiation treatments for her husband. After that, she sent in a proxy form to give to Local 6214.

The Credentials Committee said yesterday that it did not receive a copy of the proxy. They had received the copy of the delegate registration. Last night, I called Sandy's house, the President of Local 6118, and asked her if she did, in fact, mail in a proxy statement because they had mailed me my copy. She said she did. They thought it was strange because she received a phone call from the Washington headquarters questioning why she sent in a delegate registration and a proxy.

So then, that got my attention after I was told someone from the Washington office questioned her about sending in a proxy and a delegate registration. I don't know what happened to the copy of the original proxy statement. All I have is her word. I asked if she would send in or fax me a letter stating the fact that I was supposed to get her proxy.

I received the fax this morning. I went back to the Credentials Committee and presented the letter that she had given me or faxed me stating that, yes, she would be not attending, and that she would be with her husband, and she intended for Local 6214 to have those 90 proxy votes.

So I ask that because of the unfortunate circumstances of Mrs. Montgomery with her family, and also in fairness, that Local 6214 be given that 90-vote proxy.

PRESIDENT COHEN: Thank you for the explanation.

The Chair of the Credentials Committee.

CHAIR KRUEGER: The Credentials Committee did talk to Delegate Stanley, and yesterday when he went to register he was told there was not a proxy, that there was a problem and to come back to the committee. He came back to us for the problem. We explained to him that, number one, we did not have a copy of-- well, we did not have the original proxy. Mr. Stanley had the duplicate copy that the delegate received, but that does not indicate that it was on file with the Secretary-Treasurer's office.

We also informed Mr. Stanley that you have to register your proxy at the time you register as a delegate because we cannot go back and give it to you. Mr. Stanley again came in this morning and presented me again with his copy of the proxy and a letter from the president, Sandra Montgomery, of Local 6118, that explained what Mr. Stanley had said. There is no duplicate there.

The problem is that we do not have the original proxy on file. When we do the credentials, we make a motion to use the files that are at the Secretary-Treasurer's office. We can only work with the documents that we have at the time that the proxy and the delegates present themselves. We do have on file a check in the computer system, as I told Mr. Stanley we would. There is no proxy in the computer system.

However, there is a delegate credential on file for Sandra Montgomery, the President of Local 6118. Unfortunately, I agree, because of the strange circumstances. However, we have to follow the rules that are in the Constitution, and I believe that the Credentials Committee did a good job and followed those rules.

PRESIDENT COHEN: Before I recognize J.D. Williams at Microphone 1, I just want to mention again, with this system you pick up the phone, then swipe, and then we will be able to move along. It's a little bit different than we did in the past.

Microphone 1, Delegate Williams-- sorry, Microphone 3, Delegate Williams.

DELEGATE J. D. WILLIAMS (Local 6215): Thank you, Mr. President.

President Cohen, delegates, I want to amend the motion made by Brother Stanley. We are only talking about 90 votes here. Now, I guess we can all obey what the rules say and whether or not they were followed, but our District President has served on the Credentials Committee more than once, and he has a different recollection of how this was handled in the past. I doubt that any issues on the floor of this great Convention will be decided by those 90 votes.

I urge the delegates to support the amendment by Brother Glynn Stanley. Thank you. (Applause)

PRESIDENT COHEN: I think there is another delegate that wants to be recognized on this at the Questions mike, Delegate Evans.

DELEGATE DAVID EVANS (Local 7270): Thank you very much. My question for the committee is: Is there any question in your mind that the letter you received from the President of 6118 is, in fact, authentic?

PRESIDENT COHEN: There is no reason to doubt the authenticity of the letter.

DELEGATE EVANS: Thank you.

PRESIDENT COHEN: Is that it? Okay. Since no other delegate wishes to speak, the question is before us to recognize this proxy for Local 6214. All those in favor of the motion indicate by raising their hands. Opposed by like sign. It is adopted. (Applause)

At Microphone 1, Delegate Hardy.

DELEGATE VONDA HARDY (Local 3640): I am here on behalf of Shelly Oberholser from Local 3641. I was just advised this morning that her credentials credibility was taken away this morning, and on behalf of Local 3641, I looked up the word "union" this morning, and I think everybody knows that a union stands as one, one voice. We have 600 members that are not going to have a voice today. I think it is a shame if they cannot be heard. I feel that it is important--

. . . Cries of "Point of order" . . .

DELEGATE HARDY: I would like to make a motion to overturn the Credentials Committee's decision taking away Shelly Oberholser's credentials so she may be allowed to have her voice heard this morning.

PRESIDENT COHEN: Would you state your local number?

DELEGATE HARDY: I am Local 3640, and I am speaking on behalf of Shelly Oberholser from Local 3641.

PRESIDENT COHEN: All right. Is there a second from the floor?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Thank you.

CHAIR KRUEGER: I think some of the facts may be in dispute here. There was a challenge and we did talk to the delegate. We did not take her credentials from her. We advised her that there was a challenge. We advised her what the Constitution said about the election of officers and delegates: that every delegate needed to be elected. And the President of the local who had the credentials surrendered her credentials. It was totally her choice to do that. Recognizing that she was not an elected delegate, we gave her a guest badge. The Credentials Committee did not take her credentials from her.

DELEGATE HARDY: If I may speak.

PRESIDENT COHEN: Wait. On the "Against" mike, Delegate Hanson.

DELEGATE JOHN HANSON (Local 1171): Mr. Cohen, Fellow Delegates: We understand that we have a Constitution. We tend to follow the rules of the Constitution. The Committee has done what they were supposed to do at this point. This young lady was advised to check with Legal to make sure that she did everything correctly.

We are in the middle of a major decision in the Airline Division. We have some serious voting going on. I am not going into great lengths to discuss what has happened during this period-- the misconceptions, the innuendoes, the back phone calling and so on. We disagree. We feel that the Constitution should be followed and the Committee did the appropriate thing.

The challenge was made. It was correctly done, and we feel that no exceptions should be made to this constitutional right of every delegate. We should not change it. We should not make allowances. It should be followed. It is critical at this point in the Airline Sector, and I have people behind me who would say the same

thing. (Applause)

PRESIDENT COHEN: All right, no other delegate wishes to be recognized on this-- oh, on the "Against" mike somebody wants to speak? Yes, they do.

DELEGATE DEBORAH ROBINSON (Local 13301): I have a copy of the form that we all had to turn in showing that we were elected officials in order to be a delegate at this Convention. I think Shelly did the right thing in rescinding being a delegate because she is absolutely not eligible to be here if she was not an elected official. So I appreciate what Shelly did. I think she did the right thing.

PRESIDENT COHEN: Is there anyone wishing to speak at the "For" mike? Pick up the phone, and swipe the card if you do, please. Swipe the card.

At Microphone No. 3, Delegate Hardy.

DELEGATE VONDA HARDY (Local 3640): Yes, thank you. I apologize for trying to speak at the "Motions" podium, but I am new here, as a lot of us here are.

One thing I do want to say is that CWA to me stands for everything good and honest and moral. Local 3641 is operating now without a President, without an Executive Vice President. They have resigned. The Secretary-Treasurer resigned. Shelly Oberholser was voted in unanimously by her local Executive Board. By all means, she came here to bring the voice of 600 members to this Convention.

I think I blame the Credentials Committee. They knew well in advance what has happened to Local 3641. She has picked up the ball. She has run with it. She has single-handedly run this local. I think it would be a shame, shame on us, if we let this happen. She came out here to voice their views on this. And with the good faith that she came out here with, I think that it is absolutely a travesty if she cannot do it.

I really feel like there is no political gain for Shelly. She came out here to speak for her members, and it is as simple as that. Our brothers and sisters, 600 of them, will not have a voice today if Shelly is excluded from this.

So, at this time, I believe in unity. I believe in CWA. And I believe that all of you will make the right decision. (Applause)

PRESIDENT COHEN: Microphone No. 4, Delegate Rowland.

DELEGATE ROBERT A. ROWLAND (Local 13301): I am speaking on behalf of the Airline Division. I am an airline employee. On this challenge that was issued, it has been challenged according to the Constitution. This challenge was issued on Article XV, Section 4(e) of the Constitution. It is a valid challenge. I believe she withdrew. She was not forced. She made her own decision on this.

CHAIR KRUEGER: Yes, you are correct. The delegate volunteered to give up the credential. We did not take it from her.

DELEGATE ROWLAND: Thank you.

PRESIDENT COHEN: On Microphone No. 1, Delegate Lewis.

DELEGATE JEFFREY LEWIS (Local 2003): Mr. President, I make a motion to call the question. (Applause)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: The motion has been duly seconded. The question has been called for. It is not debatable. We are now voting on closing debate. All those in favor of closing debate raise their hands. Down hands. Against by like sign. Debate is closed.

We are now voting on the motion. The motion is to seat this delegate from Local 3641. All those in favor of the motion to seat that delegate please indicate by raising their hands. Opposed by like sign. The motion is defeated.

We are now back at Microphone No. 1. Delegate Hawkins.

DELEGATE JUSTIN A. HAWKINS (Local 4818): Mr. President, I move to amend the Credentials Committee report to accept 42 proxy votes from Local 4802. The Local President, Ed Bonczynski, had requested that he proxy his votes to my local. I was not in personal possession of his proxy until this morning. There is no question, I don't believe, as to the Credentials Committee having their copy, but due to my registration in my local prior, the head of the committee said I could not take these proxy votes.

PRESIDENT COHEN: The question is when did you register?

DELEGATE HAWKINS: I actually came in and registered yesterday morning, and I brought the proxy statement in this morning. And they said that since I had registered my local yesterday, I could not take the proxy votes today.

. . . The motion was duly seconded . . .

CHAIR KRUEGER: The policy is that at the time you register in as a delegate that you must pick up your proxies. Since you registered yesterday, you could not, according to the rules, pick it up today. That is why you were denied the proxy vote.

PRESIDENT COHEN: Anyone desiring to speak on this motion? I am giving people a chance here.

All right, seeing no one seeking to speak on this motion, the question is called. All those in favor of the motion to accept the proxy signify by raising their hand. All those opposed by like sign. It is adopted. (Applause)

No other delegate wishes to speak on the Credentials Committee report. We are now voting to accept the Credentials Committee report as amended. All those in favor of accepting the Credentials Committee report as amended signify by raising your hand. Opposed by like sign. It is adopted. (Applause)

Before they leave, I want to introduce the Credentials Committee and I have to add that the people are seated differently this year. I have to look around better.

I want to introduce the Credentials Committee and thank them for their hard work. This is one of the committees that works for several days before we start here to enable us to do our business. It is hard work. It is tedious. And I want to recognize the committee.

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

PRESIDENT COHEN: Linda Smith, President, CWA Local 1082; Giovanni Gomez, President, CWA Local 81475; Jose Endara, Vice President, CWA Local 51011; Mark Balsamo, Executive Vice President, CWA Local 2100; Lois Breece, President, CWA Local 22021; Ellis Ryan, President, CWA Local 3140; Kim Kennedy Sadler, President, CWA Local 3511; Jim Charbonneau, President, CWA Local 4008; Pamela Rogers, President, CWA Local 4998; Gerardo Alonzo, President, CWA Local 6110; Yolanda Reid, Secretary-Treasurer, CWA Local 6139; Lisa Bolton, Executive Vice President, CWA Local 7777; Yvonne Winther, President, CWA

Local 7170; Rocio Blanco, President, CWA Local 9505; Amelia Sanborn, President, CWA Local 9509; Barbara Tobin, President, CWA Local 13301; Donald R. Rice, CWA Representative, District 1, Co-Chair; Betty Witte, Administrative Assistant to Vice President, District 3, Co-Chair; and Marjorie Ann Krueger, Administrative Assistant to Vice President, District 13, Chair.

Thank you for all your great work. (Applause)

As they exit, I would like to ask the Resolutions and Rules Committee to come to the platform. And while they are coming up, I just wanted to announce that our procedure is to report resolutions in numerical order. Exceptions will be only to accommodate our schedule of events. It may be necessary to change the order in which resolutions are reported out. And we will wait for a minute as we get this committee up here.

It is a great pleasure to introduce the committee.

. . . As the members of the Resolutions and Rules committee were introduced, the delegates responded with a single clap of recognition . . .

Denise Burns, President, CWA Local 2107; Luther Jackson, Executive Officer, CWA Local 39098; Robert Keith Bailey, Shop Chairman, CWA Local 84755; Robert Huss, President, CWA Local 6350; Ken Saether, President, CWA Local 7906, Chair. (Applause)

I recognize the Chair.

DELEGATE KEN SAETHER (Local 7906, Chair, Resolutions and Rules Committee): The Resolutions and Rules Committee met in the City of Las Vegas, Nevada, beginning on July 6, 2006, for the purpose of reviewing and considering any proposed amendments to the Permanent Rules Governing Conduct of CWA Conventions, which can be found printed in your CWA Constitution beginning on page 24 and ending on page 27.

There were no proposed amendments received by the Committee. It is the opinion of the Committee that the Permanent Rules adequately assure the democratic functioning of the Union's Convention. Therefore, the Resolutions and Rules Committee of the 68th Annual CWA Convention recommends no changes be made in the Permanent Rules.

HOURS OF THE CONVENTION

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

BE IT RESOLVED: That the regular sessions of the 68th Annual CWA Convention shall be as follows:

On Monday, July 10, 2006, the Convention shall be called to order at 9:00 a.m. The Convention will be in recess for one and one-half hours beginning at approximately 12 noon and shall continue until the business of the day has been concluded, subject to a half hour recess at 5:00 p.m., if necessary.

On Tuesday, July 11, 2006, the Convention shall reconvene at 8:30 a.m. The Convention will be in recess for one and one-half hours beginning at approximately 12:00 noon and shall continue until all business has been concluded.

Respectfully submitted,

Kenneth Saether, President, CWA Local 7906, Chair; Denise Burns, President, CWA Local 2107; Robert K. Huss, President, CWA Local 6350; Robert Keith Bailey, Shop Chairman, IUE-CWA, Local 84755; Luther

Jackson, Executive Officer, TNG-CWA Local 39098.

PRESIDENT COHEN: Thank you, Ken. The resolution has been moved. Is there a second.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Discussion on the motion?

Seeing no discussion, all those in favor of the motion signify by raising their hand. Opposed by like sign. It is adopted.

Thank you, Resolutions and Rules Committee. We will see you back again.

Now, for the purpose of an introduction, the chair recognizes Vice President Linda Foley. (Applause)

VICE PRESIDENT LINDA FOLEY (TNG-CWA): Good morning, sisters and brothers.

The official biography of CWA Secretary-Treasurer Barbara J. Easterling states that she has made "shattering the glass ceiling a rally cry" throughout her career.

The truth is, shattering the glass ceiling has been Barbara Easterling's career. And in her case it took a lot more than a window scraper and a few razor blades to see her way clear to her accomplishments.

Before becoming the first woman secretary-treasurer of the AFL-CIO in 1995, before being elected the first-- and so far the only-- woman secretary-treasurer of the CWA, before she was an assistant to the CWA President Glenn Watts, before she was elected CWA Executive Vice President in 1985, before she was a CWA Staff Representative, and even before she accepted Ohio Governor John Gilligan's appointment as head of the Ohio Labor Division in 1970, Barbara Easterling began her career as one of the highest-ranking women in the North American Labor Movement like many of you began your involvement in CWA: She was a shop steward for CWA Local 4302 in Akron, Ohio.

Barbara Easterling, then as well as now, stands out among CWA leaders and among union leaders throughout the U.S. and Canada, as well as around the world, not just because she is an accomplished woman, but more importantly because she is an accomplished woman who never forgets where she came from.

Even though she was inducted into the Ohio Women's Hall of Fame and has received the Women's Equity Action League Award and the Midwest Labor Press Association's Eugene V. Debs Award, as well as the International Women's Democracy Center's Global Democracy Award, Barbara is more likely to brag about her roots as a coal miner's daughter than touting her many accolades and achievements.

By the way, whenever she speaks to a Newspaper Guild gathering, like she did so eloquently on Friday here in Las Vegas, she always makes a point of reminding us of her loyalty to her hometown newspaper, the Akron Beacon Journal.

She constantly reminds all of us that she is the first telephone operator to serve as CWA Secretary-Treasurer. Anyone who knows Barbara knows of her pride in her immigrant family's roots, ties that she maintains with frequent visits to her relatives in Poland.

Barbara is proud of her heritage. She's proud of her important work on behalf of working women and men throughout North America. And she's proud of the CWA traditions and values she has fought for over the years.

But Barbara also is passionate about fighting for the future of our union. She knows it is not enough to

revel in our past.

I'm sure today you will hear her, as many of you already have at district, sector and other meetings throughout this year, tell us how important it is that we make sure our great union is ready for the future.

In addition to being a key architect and leader on the "Ready for the Future" proposal and Strategic Industry Fund, Barbara also recognizes, as she told TNG-CWA delegates, that our union's leadership must reflect the diversity that is the membership of CWA.

That's why the Executive Board has appointed her Chair of a special committee to develop a plan by next year's Convention which will ensure we have a leadership structure in CWA that promotes diversity and encourages all points of view.

I personally first met Barbara in 1993. I had just been elected Secretary-Treasurer of my own union, The Newspaper Guild. At that time, we did not have the "dash CWA" on the end. I was attending my first meeting of AFL-CIO union secretary-treasurers. I won't embarrass our movement by pointing out how few women were at that meeting in 1993, but let's just say there were three of us who brought bathing suits instead of golf clubs.

Needless to say, Barbara and I immediately became friends. Most important, she became a role model and a symbol for me and other Guild leaders about what was possible in CWA.

Her pioneering role, shattering CWA's own glass ceiling at the top rung of leadership in our great union, played no small part in the Guild's decision to choose CWA as a permanent home for our union of media workers.

Barbara's work, especially over this past year as we on the Executive Board have grappled with our tight finances and major threats to workers' rights, continues to be an inspiration to me and all the women of CWA. That's why it is a great pleasure, and honor, for me to introduce Secretary-Treasurer Barbara J. Easterling for her address to the 2006 Convention.

. . . The delegates arose and applauded and cheered . . .

CWA SECRETARY-TREASURER BARBARA EASTERLING: Thank you. If I was really smart, I would say "Thank you" and sit down because I don't want to screw up an introduction like that. That was fantastic, Linda, and thank you so much for it.

Sisters and brothers, one year ago, I stood before you and proclaimed that our 67th CWA Convention was historic. And that was certainly true, as we elected a new leadership team with Larry Cohen as President and Jeff Rechenbach as Executive Vice President.

The past year has proven what I predicted at the time: That Larry would be the model of a labor leader for the 21st century, a great president in the tradition of Joe Beirne, Glenn Watts and Morty Bahr, and that Jeff would similarly propel our union forward with his energy, vision and leadership. I could not be more proud to serve with them.

Nevertheless, I believe that this Convention is even more historic, perhaps the single most important Convention in our proud 68 years of existence. That's because your decisions here this week will determine the direction, shape and effectiveness of CWA 25 years from now. You will choose what our union looks like and what it is capable of doing for the generations that follow us.

As important as it is that we choose the right leaders, as I may humbly say you did last year, it is even more critical that we implement the right strategies and take the right path.

When I say this is the most pivotal moment facing CWA in a generation, that may sound like a bit of hyperbole. But please take a moment to consider where this judgment comes from.

I have personally seen all four CWA presidents in action. I attended my first convention when Joe Beirne was President. I moved from Ohio to Washington, D.C., to serve in Glenn Watts' administration. And, of course, I have been privileged to serve as Secretary-Treasurer in the administrations of Morty Bahr and now Larry Cohen. Consider me, if you will, a bridge across multiple CWA generations.

For those of you who were just toddlers back then, in 1981 CWA became the first union in North America to establish a Committee on the Future to reexamine every aspect of how we operate, from top to bottom, to reshape ourselves for the unique challenges we faced at the time, which included the union-busting of the Reagan years and the breakup of AT&T.

In 1983, delegates to a special CWA Convention in Philadelphia approved the recommendations of the Committee on the Future. And today, all of us are in their debt. Their decision is the single greatest reason why CWA is today on the cutting edge of the labor movement.

It set the stage for our union's transformation from a so-called telephone union to the Union for the Information Age as we broadened the CWA family to include public employees, the International Typographical Union, NABET, The Newspaper Guild, the IUE, the Association of Flight Attendants and many others. It positioned us to be the powerful and dynamic force, the labor movement's leader that we are today.

Today we are poised to make decisions just as critical, just as momentous, in determining the CWA of 2030 and beyond.

As you know, last year, delegates voted to create CWA: Ready for the Future, our commitment to develop a strategic plan to build bargaining power long into the future. This has been our number one priority for the past twelve months.

CWA: Ready for the Future extends our union's 25-year-old tradition of reexamination, reevaluation and no-holds barred, out-of-the-box strategic planning into the new century. It will set the stage for our continued dynamic leadership for decades to come.

That's why approving Resolution No. 1 could not be more important for the challenges we face, which today are even greater than they were in the early 1980s when we formed the Committee on the Future.

For one thing, we face a President who makes Ronald Reagan look like a moderate. In short, today we are confronting the worst combination of presidential and congressional rule in our lifetimes and perhaps in the entire history of our country.

We face economic trends that pose greater threats than any that existed 20 years ago, including far more globalization, a more belligerent private sector that has relentlessly eroded government's power to regulate it, levels of greed that make the 1980s look like an era of altruism, and rampant outsourcing in industries once considered immune to this pandemic.

We face shrinking union density in many key industries, at a time when the labor movement has tragically and wrong-headedly been divided.

There's no beating around the bush, so to speak, that we face a threat to our very survival. Resolution No. 1 is how we not only meet these challenges head-on, but how we grow and thrive in the years to come.

You have already heard considerable discussion about "CWA: Ready for the Future," and you have had plenty of time to read the details of our report and the recommendations before this Convention. So I'm not going to say a great deal about it, but let me just add a few things.

First, Resolution No. 1 reflects the unparalleled wisdom of CWA members who generously contributed their time, thoughts and ideas in an exhaustive and inclusive process that shows our union at its finest. And most important, when you pass Resolution No. 1, the next generation of CWA members will be as much in your debt as every one of us is to the delegates who passed the Committee on the Future recommendations 23 years ago.

A major focus of the report is restructuring our union to meet the challenges before us, and a key element in this process is bringing more diversity to the CWA Executive Board, and I want to just spend a few minutes discussing this aspect of the report as well as the other key recommendations we are bringing before the convention.

Throughout my entire career in the labor movement, I have been devoted to breaking new ground in diversity and equity, from my work rising through the ranks as an operator in Ohio, to my service as the first woman to hold the position of Secretary-Treasurer of CWA and the AFL-CIO, to my presence here today.

All of us know that simple equity demands that we shatter glass ceilings wherever they exist, advance affirmation action, and go the extra mile to ensure that our governing body reflects our membership. (Applause)

This is a matter of morality, of fairness, of justice, of democracy. That's true of any organization. But it's all the more important in a labor union, because inclusion and diversity are what we are supposed to be all about.

Diversity is critically important not only for principle, but also for a practical reason-- it makes us stronger, more effective and more powerful. The broader the perspectives we bring to the Executive Board room, the smarter the decisions that emerge from it will be. The more our leaders reflect our members, the more responsive to their needs we will be, and the greater the range of backgrounds and experiences we use to guide our union, the swifter we will move toward our destination.

Diversity at the highest levels of our leadership is the right thing to do, the smart thing to do, it is the only thing to do. And believe me, we will achieve it, even if it's the last thing that I do in this great union.

We are going to achieve it because we're going to fight for it, and because the need for greater diversity is recognized throughout CWA. That's why CWA Ready for the Future includes language pledging to, and I quote: "Bring to the 2007 convention a proposal on Executive Board structure that includes specific proposals on increasing Board diversity," and that is exactly what we are going to do.

I chair the Executive Board Committee on adding more diversity to the Board. In the next few weeks, three additional members of the Executive Board will be appointed to serve on this committee. The National Women's Committee and the Committee on Equity will each appoint two members, but we won't stop there. I call on all of you to submit ideas, suggestions, programs you might have in place that have helped you to become more diversified and that will help us as well.

Over the next year, this committee will meet regularly, will develop options aimed at increasing Executive Board diversity and submit a report, with proposals, for consideration by the 2007 Convention. Together, we will make it happen, and on that you absolutely have my word. (Applause)

Well, this is not only a pivotal Convention but a pivotal year for us, because coming up on November 7th is what may be the most critical mid-term election in decades. The stage has been set.

This fall has the potential to be a lot like 1974, when Democrats gained dozens of seats as the public expressed its outrage at the scandals of Watergate and President Ford's pardon of Richard Nixon. It also has the potential to be the polar opposite of 1994, when the Republicans took control of Congress for the first time in 40 years.

One reason is that President Bush's popularity has plummeted to historic lows. Even though it's rebounded a little in recent weeks, Bush's ratings are still at a level that does not bode well for a Republican Congress that has spent the last six years acting like his lapdog. (Applause)

A clear majority of the American people has seen through the strutting and preening, the Karl Rove-produced smokescreens of fear and lies. They now see clearly that the emperor has no clothes. They have seen the scandalous incompetence and callousness of this administration's response to Hurricane Katrina. They have seen the pervasive cronyism and corruption embodied everywhere from Jack Abramoff to Halliburton.

They have seen how the Bush tax cuts for millionaires are destroying the American dream by creating insurmountable inequities, starving government of its power to help working families, and creating catastrophic deficits that will impose crushing burdens on generations to come.

They have seen how the Bush-Republican Congress giveaways to multinational corporations in global trade are destroying our economy, shrinking the middle class, and causing even good-paying jobs to be outsourced to India, China and elsewhere.

They have seen how Bush's and Congress' love affair with privatization, ranging from Social Security to contracting out government services, is just another way to loot the public purse for private gain.

They have seen how the Medicare prescription drug giveaway has only served to increase costs for most senior citizens, cause massive confusion, and line the already-bulging pockets of the big drug makers and the insurance industry. (Applause)

They have seen an executive branch that has gone far beyond anything Richard Nixon dared to try in asserting its right to do whatever it wants, no matter what Congress and the courts say-- abusing its power in ways that threaten our democracy.

They have seen how the Bush-Cheney approach to government is always the same-- government of, by and for the corporation. And they-- and we-- are tired of it. In short, they have seen a regime that may well go down as the worst in American history, but I think the American people are poised to send this crowd of corporate lackeys and political hacks packing. But this doesn't mean that's what will happen come November.

For one thing, there is no guarantee the Democrats will be able to capitalize on the current state of affairs. Anyone who sits back and waits for this part to run a dynamic, competent campaign would be making a huge mistake.

For another thing, redistricting means it will be difficult to take back the House even if Democratic congressional candidates across the country get more votes combined than their Republican counterparts.

Then there is the matter of the Republicans' despicable, unlawful efforts to suppress the vote in African-American, Latino, and other Democratic-leaning communities.

But, of course, four months in politics can be an eternity. Any number of unpredictable and unforeseen events can change the landscape. In short, sisters and brothers, my message to you about the upcoming elections and about Resolution No. 1 is exactly the same: It's up to us. There is no excuse, no excuse at all, for not fighting for our future with everything we've got; no excuse for relying on others to do what we must do ourselves; no excuse for hoping the fates intervene in our direction or expecting to get a lucky break.

When I spoke to the Newspaper Guild last week, I referenced a quote from Guild founder, Heywood Broun, that I believe is apropos for where we are today. I quote: "The strength of the labor group remains within its own hands." End of quote.

Sisters and brothers, we do hold the future in our own hands. We will build a better future for our union with our own hands by passing Resolution No. 1, and we will build a better future for our country by retaking control of Congress for working families on November 7th. And if we do, just imagine how much the climate will improve for CWA, for the labor movement, and for our members.

We can summon the votes to pass the Employee Free Choice Act and mandate card check and good-faith bargaining in every workplace. We can raise the minimum wage and help lift the working poor out of poverty. We can take action to help the 46 million Americans without health insurance, put a lid on skyrocketing costs for everyone else, and take health care off the bargaining table.

We can turn the Medicare prescription drug giveaways into a real benefit that reduces drug prices and helps senior citizens get the medication they need. We can stop the tax giveaways to millionaires and billionaires and use the funds to invest in working families, invest in education, invest in our infrastructure, and invest in our future.

We can preserve retirement security by stopping pensions from being raided by corporate rogues and ending the trend of defined benefit plans being switched to defined contribution plans. We can put a stop to privatization and restore a government that is accountable to the American people.

We can change an energy policy written by and run on behalf of Big Oil and instead, invest in the alternative energies that will strengthen our national security, create American jobs, and preserve U.S. economic leadership long into the future.

We can ensure that every abuse of the Bush administration-- from spying on Americans without a warrant to throwing money at Halliburton without accountability-- is investigated and corrected. (Applause)

It's time we move from defense to offense, get out from behind the eight ball, and put ourselves in position to run the table and actually set the agenda for a change. It's not fantasy. It's not a pipe dream. It's not wishful thinking.

This is what we really can achieve if we set our minds to it and give it our all. Like I said, it's up to us.

What I want to know is: Can we count on you to help us build a political program that puts 50,000 activists on the streets and raises \$5 million for CWA-COPE over the next three years? (Applause)

Can we count on you to vote this fall and try and get every CWA member you know to do the same thing-- either through absentee ballots or by going to the polls on Election Day? (Applause)

Can we count on you to do everything in your power to help us continue to build the most dynamic, innovative, progressive, and effective union the world has ever known?

We bet we can count on you, because we are CWA and we lead the way!

I am going to close with just a few lines from a column that Jeff Miller asked me to write for the April-May issue of the *CWA News*. The piece was entitled, "Why Political Action?"

So why political action? I wrote, "Because it affects every aspect of our lives as members of the CWA family.

"We have no choice but to fight. Politics is not a spectator sport. Whether we like it or not, we are all participants in our democracy.

"We not only have the right-- but the obligation-- to make the voices of CWA members and working families heard in the corridors of the U.S. and state capitols, in the White House and executive mansions, in

local governments and at the ballot box on election day.

“Why political action? Because it gives us the power to make a difference.

“We can either use that power, or we can lose it. I urge you to use it like never before. If we do, I believe we will once again change America.”

I wrote that because that’s what I truly believe. So let us resolve here today to work together more closely than ever, to stand up and fight, and most of all, to make a difference for the members of CWA.

We can do all of that and more, and we will ensure that CWA is ready for the future. Thank you.

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

PRESIDENT COHEN: Thank you, Barbara, for that great speech and for all you do.

Now I want to invite Vice President Pat Friend to the podium to give us a report on an amazing victory that went into the recognition of the certification of AFA-CWA at Northwest Airlines on Thursday, the largest organizing drive in the United States this year. (Applause)

And joining Pat is Flight Attendant Ana Rasmussen, from L.A., who was a member of the Organizing Committee with Pat Friend. I want to say also that Pat is a model for all of us here, because she personally--and she would never talk about this or even acknowledge it-- personally helped lead this drive from the very beginning, particularly bringing together different factions who hadn’t worked together before, and we can never say enough about her own personal role in making this possible.

The odds were against it being possible. More than half the flight attendants had to sign to even get an election. By the time they voted, they were in bankruptcy. The court had rejected a flim-flam contract, and then they had a vote to establish their union.

Pat Friend.

. . . The delegates arose and applauded . . .

VICE PRESIDENT PAT FRIEND (AFA-CWA): Thank you, Larry, and thank you for giving us the opportunity to share this truly inspiring story and amazing example of grassroots organizing and just what is possible. It’s a short story in length of time.

I received a call late in August, shortly after we were all together, from a coalition of Northwest flight attendants-- a truly amazing coalition of flight attendants from every political spectrum within the Northwest group, people who had been on opposite sides of political issues, small and large, including the biggest question of all, of course: Which union should they belong to?

They had come together, recognizing that the independent union that they had formed, upon leaving the Teamsters three years ago, just wouldn’t work in this environment, and they were looking for a home. They chose the flight attendants’ union, AFA-CWA.

They proceeded to build a nationwide network of Northwest flight attendants that spent the time, as Larry said, getting those cards signed that we needed in order to file for an election. And in the face of no company interference but a virulently anti-union campaign, we reached that goal.

We filed for an election. And then this small army of stewards proceeded to get out the vote. And the success, their success, I think is told in the results: Of 9,115 eligible voters, over 7,000 of them voted and participated in the vote. (Applause) Nearly 5,000 of those chose AFA-CWA as their home. (Applause)

Before I ask Ana Rasmussen, who was our Northwest lead organizer, who is here today as the face and representative of the entire Organizing Committee. They are hard at work representing their members in their bases and sitting down across the table from this bankrupt airline, working to carve out a contract that is livable for these flight attendants that will allow them to put a roof over their heads, food on the table, and to educate their children.

Before I do that, I want to recognize another flight attendant who is in the room and came here as a guest with her sister, Kim Collier, who is from CWA Local 4025. So, Rebecca Collier, welcome as well. I know you are in the hall someplace. (Applause)

Now I am going to give Ana an opportunity to deliver just a brief message on behalf of the Northwest flight attendants. Ana? (Applause)

ANA RASMUSSEN: This is like winning the Academy Awards. We won. My God, we won. (Applause) We fought hard, too.

With the help of Larry and Pat and so many incredible flight attendants sitting at these two tables here who came to help us, and the LAX call center at the CWA District 9 office with Tony and Mark, the Bixler brothers-- I mean, it was just wonderful how everybody came to help us.

We really did have to fight hard, but in the end we prevailed. That's just such a victory, to have all of you new brothers and sisters to help us fight corporate greed. (Applause)

Right now at Northwest Airlines, like Pat said, it's really bad. We are in the middle of everything. To make the change at this time is really brave on our part. And just a heads-up, with what we are going through and what our brothers and sisters are going through at the same time at Mesaba, if you will just continue to support us and don't cross the picket lines. Spread the word. We really need to band together. I think this is a new beginning for flight attendants.

Out of just pure necessity, we need to stick together, and we need to start a fresh beginning here and just keep it together. So thank you. Anyway, we made it. We won.

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

PRESIDENT COHEN: Thank you, Pat and Anna and everyone else who worked on this all over the country. CWAers, Pat said, pitched in.

I now would like the Finance Committee to come to the platform and I will introduce them.

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

PRESIDENT COHEN: Mike Bernard, President, CWA Local 3806; Judy Dowdy, Secretary-Treasurer, CWA Local 6228; Craig Cammarata, President, CWA Local 7400; Gregory Wynn, President, Chair, CWA Local 4100; and Barbara Easterling, Secretary-Treasurer.

DELEGATE GREGORY WYNN (Local 4100, Chair, Finance Committee): Thank you, Larry.

Delegates, you have our report in your packets. We will dispense with the reading of the entire report and read the letter in the front.

. . . The various members of the Finance Committee read the cover letter of the report, as follows: . . .

Dear Brothers and Sisters:

Throughout the year, the Executive Board has made significant changes in how they report and monitor Union finances. On May 18, 2006 the Executive Board wrote a letter to the 2006 Finance Committee explaining the changes. We have included a copy of this letter in our report.

The major actions taken by the Executive Board as outlined in this letter are:

Implemented spending cuts and reduced debt - The Union was operating within the Convention-authorized budget, yet expenses were exceeding income. Changes were made to the budgetary process in order to put our financial house fully in order.

Implemented new monthly monitoring of income and expenses - The executive Board developed a new financial status report to permit the Strategic Planning and Budget Committee (SPBC) and the Board to regularly monitor progress. In years past, CWA administrative units focused on staying within a budget (a good thing but not enough). This year, The Executive Board focused on staying within budget and also adjusting budgets so that spending stayed within income.

Adopted policy that each Administrative Unit must live within its income - The Board adopted an important measure to require each administrative unit to live within its means. No group can spend more than they take in. But the process now allows the administrative unit, to a greater extent, to decide on its spending priorities. All costs now compete with each other in a direct way. These changes are designed to align responsibility for administering programs with authority to allocate funds.

Established Building Fund and reduced General Fund debt - The Executive Board restructured the financing of the headquarters building and established a Building Fund. The headquarters building was bought 10 ½ years ago, and its value had appreciated considerably. By creating this Building Fund, the value of the building is recognized in the financial statements of CWA and the costs of operating and owning the building are 100% supported by the new, separate fund.

Instituted cost savings - The Executive Board reduced the number of offices and operations costs throughout the Union and began a systematic process to review our vendor contracts and re-bid insurance contracts.

The Secretary-Treasurer continues to lead the review of our spending, identifying additional ways to save money and efficiently use resources. As a result, the Union's financial position is significantly more stable.

The Finance Committee is confident that the Union is in a better financial position than last year and we are proud that the Executive Board has faced, and dealt with, our fiscal problems directly.

Your Finance Committee met in Washington, D.C., on May 24-26, 2006, to review and recommend the 2006-2007 budget. The Committee reviewed the Strategic Planning and Budget Committee Report adopted by the Executive Board, along with other supporting documentation.

Every requested book, record, or report of the Union was made available to us. The Committee reviewed the audit report prepared for the fiscal year ending May 31, 2005 by the certified public accounting firm of Calibre CPA Group. The Auditors conducted their examinations in accordance with generally accepted accounting standards. In the Accountants' opinion, the financial statements reviewed fairly represent, in all material respects, the financial position of the Communications Workers of America as of May 31, 2005.

Past Convention actions direct Finance Committees to review the expenditures of each administrative unit and require any unit(s) overspent at the end of the previous budget year to give detailed explanation to the Committee. This year's Committee concurred with the 1998 Committee guideline recommendation not to ask for written explanations from any administrative head that was 1% or less over spent. Therefore, your Committee directed those administrative heads who exceeded their 2004-2005 budgets by more than 1% to provide a detailed written explanation documenting the reasons why they exceeded their budget. When

received and reviewed, the Committee, as empowered by Convention action, may recommend that these administrative heads make an accounting to the Convention.

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

The Finance Committee is recommending the 2006-2007 budget as one showing appropriate fiscal restraint, with a continuing high level of representation and organizing commitment. The Committee applauds the work and efforts of this year's Strategic Planning and Budget Committee and wishes to compliment all administrative units that managed to stay within the confines of last year's budget recommendations.

The 2006-2007 Finance Committee extends our thanks, on behalf of the membership, to President Larry Cohen, Secretary-Treasurer Barbara Easterling, Executive Vice-President Jeffrey Rechenbach, Eileen Brackens and associated CWA staff for their time, expertise and effort in aiding us in the development and preparation of this year's report.

This budget report was compiled through examination of line item requests for 2006-2007, through interviews with department personnel and review of the demands and needs of all expense. Budget reductions from previous years are still in place in some line items in most administrative units. These reductions are directly related to the layoffs and reductions in force at virtually all of our major employers.

The Committee wishes to thank all the leaders and staff in all administrative units of our great union for their continuing efforts in meeting reduced budgets and their efforts in achieving the 2006-2007 Budget. We as a committee therefore respectfully request and urge delegate approval.

PRESIDENT COHEN: I assume that's a motion from the Chair to adopt the report. Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: On the floor, Microphone No. 3, Delegate Harvey.

DELEGATE WILLIAM B. HARVEY (Local 9415): President Cohen, brothers and sisters, I am in my 12th term as a local officer, my 6th as secretary-treasurer, and I am a past chair of the Finance Committee. I have done budgets in good times and not-so-good times. It's a tough job and the Committee deserves our thanks. (Applause)

In CWA, we are incredibly fortunate to have developed a great set of fiscal checks and balances-- from our executive officers, the Strategic Planning and the Budget Committee, or the Executive Board, the Finance Committee, the Defense Fund Oversight Committee, and finally this great body, the Convention.

With all of these watchdogs, we can be assured of our fiscal viability in our members' best interests. Our adversaries can never fight us on the grounds of fiscal irresponsibility. But we are in a fight for our lives, and we are tired of taking it on the chin. Today, hopefully we will take the first steps toward fighting back instead of playing defense.

Brothers and sisters, I urge the adoption of the Finance Committee's report. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 5, Delegate Winton.

DELEGATE TONY WINTON (Local 31222): On page 14, there is a column heading far to the right, and I just was hoping someone could explain what those figures in that column represent. Thank you.

PRESIDENT COHEN: Stay there for a second. I want to make sure they understand the question. Greg,

does that make sense?

Tony, I'm sorry. We are on page 14.

DELEGATE WINTON: Page 14, you see all the columns-- District 1, District 2, District 3-- before you get to the total, on my copy there is a heading missing, so I am just wondering what those figures represent.

PRESIDENT COHEN: That's a good question.

CHAIR WYNN: That is for the AFA.

DELEGATE WINTON: Thank you.

CHAIR WYNN: You're welcome.

PRESIDENT COHEN: Good catch.

Microphone No. 3, Delegate LaFontaine.

DELEGATE BETTY J. LA FONTAINE (Local 4621): Good morning.

President Cohen, Executive Board Members, Staff, and Fellow Union Sisters and Brothers: I rise in support of the Finance Committee's report. District 4 is proud to claim Greg Wynn, President of Local 4100, as member of the Finance Committee, as well as serving as the Chair of this critical committee. We could not be more proud. (Applause)

Each year at this Convention, we assign the Finance Committee the work of extensive hours in reviewing the state of CWA's financial affairs. This year is a special year for all of us. We have numerous questions and huge decisions that will have to be made concerning the future of this union. Our readiness and receptiveness will determine our futures-- for all of the members we represent and our retirees who created the platform of benefits we now enjoy and aggressively protect.

We can all rest assured that whatever democratic decisions are concluded, this union will be more united and stronger than ever before. Optimism will prevail when we think of our future. We can and will make a difference. Let's do just that-- with a shared and common purpose.

Thank you, members of the Finance Committee, for your thorough and comprehensive report. (Applause)

PRESIDENT COHEN: Microphone No. 5, Delegate Stanley.

DELEGATE GLYNNE R. STANLEY (Local 6214): The question I have is, the Executive Board made effective on 1/1/06 the elimination of the Operating Reserve Fund, merged the IUE Pension Fund, which was in the hole, with the CWA pension, and also established the Building Fund. The first we knew about it was when we got the Finance Report.

Since we can't get the E-Board's minutes in a timely fashion, can you give me the reasoning for doing this on 1/1/06, instead of waiting for our Convention?

PRESIDENT COHEN: I thank you. Also, while you didn't ask it as a question, the board did adopt a policy that all board minutes will now be e-mailed within 30 days.

DELEGATE STANLEY: Thank you.

PRESIDENT COHEN: You're welcome. (Applause) If you can stay there so we don't miss any of those points, as I understand it, your main question is why the action was taken, then, through the SPBC and executive board rather than waiting until we came here. Is that fair enough?

DELEGATE STANLEY: Yes, sir.

PRESIDENT COHEN: All right. We faced, as I said in my opening remarks, a series of financial crises. It had been due mostly to a drop in membership and the role of SPBC, the role of the Executive Board, the role of the Secretary-Treasurer, as well as the other executive officers, is, among other things, a top priority to manage the finances of the union.

The establishment of the Building Fund is really an accounting procedure to properly recognize both the assets and the income and the liabilities in the building. It was not any kind of change in policy, and we felt that to establish the Building Fund would actually bring more clarity to everyone at CWA, the board, the local officers, in terms of what our financial strengths are, as well as weaknesses. So going forward, any renovations to the building, any improvements, just as if it was a business, need to be balanced off by the rent, including the rent we charge ourselves, the rent we charge the Justice Department, the rent we charge the stores, and there are a couple of other organizations that rent from us.

So that was, again, a financial matter. We met with auditors. It was a recommendation from the auditors as well, not to jumble this all together.

Second, it was part really of switching to-- as the Finance Committee talked about, again, this is not really a new procedure, but looking at our checkbook every month instead of the budget that the Convention adopted, because we saw that the debt was coming up for the last three years. This was a problem, because we lived within that budget, but the income didn't come through that was in that budget. So we moved to this, these snapshots every month, and the SPBC met, or had a conference call, at least once a month, to make sure that the income was in line with what we spent, and obviously that had to be below, at or below the budgeted amounts.

That was the second change that we implemented, again, with the encouragement and support of the auditors.

I think there was a third thing you asked about. The IUE Pension Fund.

DELEGATE STANLEY: It was the elimination of the Operating Reserve Fund.

PRESIDENT COHEN: Yes. And two more things. The Operating Reserve Fund, to be blunt, it didn't make sense to have an operating reserve fund when you didn't have operating reserves, so we had carried that, and what that leads to, on the one hand, you have reserves. On the other hand, you are paying debt just as it would be in any family, in any local union.

While you could argue for why you should have both, we used the Operating Reserve Funds, in part, to decrease the debt. We didn't really have a reserve. It was an illusion to say we had a reserve, when, in fact, we had debt from the general fund. We now don't recognize it as an asset. It's recognized in the financial statement in front of everyone as a liability, as debt. That was the reason for that. Again, that was also with consultation with our auditors. It wasn't something we would do on our own.

The third part, on the merger of the Pension Fund, that was on the advice of-- somebody could tell me exactly who it was, but outside experts who manage our funds, and the reason for that was that, if we didn't do that, we would be in a penalty situation with the IUE fund, and as you noted, the IUE fund was not fully funded at that time. If we had not done that, there would have been administrative costs that ERISA has. Those administrative costs from ERISA, you get essentially recognition of your fund status. When you are not over-funded, you have to pay higher administrative costs. By merging the two plans, we eliminated those extra, or

you could call them normal administrative costs, because by putting the plans together, we went from the fact that the CWA plan was over-funded, to the point we get a reduction in those fees.

If somebody else wants to help me with that question, if there is more to answer, but I think that's the answer to the question or the series of questions.

DELEGATE STANLEY: I have a second question.

PRESIDENT COHEN: That was all one question? (Laughter) Go ahead.

DELEGATE STANLEY: That's why I used the word "and".

PRESIDENT COHEN: You are very good with that word.

DELEGATE STANLEY: Thank you. The second question is: Why do we still have separate pension funds for the PPMC and The Newspaper Guild if we have merged in the IUE?

PRESIDENT COHEN: The Printing, Publishing and Media Workers Sector-- I can ask Bill Boarman to add to this-- when they merged with CWA, the staff and officers were in the same fund as all the members were. It's a joint Taft-Hartley Fund. I can add that it was not to their advantage to do that, personally, but the bargaining units there as well as the officers said they wanted to stay in the same fund as their members, you know, like the rest of CWA where there is a prior fund, we do have some, but for the most part the Taft-Hartley Fund, they were part of the same Taft-Hartley Fund as their members. I believe that was the history of that.

Bill, is there anything to add to that?

VICE PRESIDENT BOARMAN (PPMWS): Thank you, Mr. Chairman. I think you have covered it very well, but I would just mention that at the time we were trying to merge with CWA in 1987, there was a take-over attempt by the Teamsters, and I, along with my fellow officers, ran against a slate that was proposing that we go to the Teamsters. And the group that we ran against actually had agreed that they would benefit from the merger with the Teamsters by going into the Teamsters' officers and staff pension plan. So it's part of our campaign to show that we weren't trying to gain advantage by joining the CWA, as President Cohen has said.

We agreed that we would stay with the pension plan that we have all had, and that is our industry plan, not quite as lucrative as the CWA plan.

The CWA plan is lucrative, it is a well-defined plan. Ours is a little less, and that is the reason we continued. The plan is not fully funded; it is about 95 or 96 funded. It has \$1.1 billion in it. Thank you.

PRESIDENT COHEN: As for The Newspaper Guild-CWA, again, membership fund, pension plan, and as I understand it from Vice President Foley there are two employees who are clerical employees of TNG-CWA in CWA, and they have bargaining rights. And they bargained preceding the merger thinking they would be in that plan, and that it would be a matter for collective bargaining to change it. But it, as I have just said, it involves only two people.

Now I will go to the "Motions" mike and recognize Delegate Lane.

DELEGATE CHRISTOPHER A. LANE (Local 2201): President Cohen, I would like to call for the question.

PRESIDENT COHEN: The question has been called. It is not debatable. All those in favor of calling the question please signify by raising their hands. Down hands. Opposed by like sign. Debate is closed.

Now on the main motion to accept the report of the Finance Committee, all those in favor of the report

signify by raising their hands. Down hands. Opposed by like sign. The report is adopted.

Thank you again, Finance Committee, for your hard work in keeping track of all of this for us. (Applause)

And now for purposes of an introduction, I would like to bring to the podium Vice President, District 7, Annie Hill. (Cheers and whistles and prolonged applause)

VICE PRESIDENT ANNIE HILL (District 7): Good morning, brothers and sisters. It is a great honor to introduce our next speaker.

Jeff Rechenbach was destined to be a CWA leader from an early age. He became a local president at 19, a CWA staff representative at 29, and District 4 Vice President at 43. He hails from the great state of Ohio, as does our Secretary-Treasurer. (Applause) It appears they have a corner on the market.

Your wisdom elected him to Executive Vice President last year at our 67th Annual Convention. Since that time, Jeff has helped shape and guide a new CWA leadership team and an Executive Board that has had the most change at one time in CWA's history.

Jeff is like the rudder on a boat. His timely and insightful observations always bring us back on course, and his thoughtful wisdom and quick wit are often just what the doctor ordered, as we engage in tough and sometimes contentious debates.

Jeff has always been ready for the future. I consider him an inspiration, a mentor, but most of all, a friend. It is with a great deal of pride and respect that I give you your Executive Vice President, Jeff Rechenbach.

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

CWA EXECUTIVE VICE PRESIDENT JEFF RECHENBACH: Thank you, Annie. Isn't the rudder of the boat under water? (Laughter) Thank you, Annie, for that wonderful introduction. I have been at the podium here before, but only to welcome you to Chicago or Detroit or to read the obituary of an old friend. But today is different. I'm standing between 2,000 people armed with razors and lunch. (Laughter)

Since she has the most experience at this microphone, I asked Barbara for a little advice and she was, as usual, her very helpful self. She told me, "Whatever you do, don't try to sound intellectual, don't try to be funny, and don't try to be charming . . . just be yourself." So I'll do my best.

Barbara has been a friend and mentor to me throughout my career with CWA, and for that I am grateful. She is often described as a role model for women. But, the truth of the matter is she is a role model for all trade unionists.

Like Larry, it has been for me an incredible honor. He works tirelessly to achieve a vision of our union that is both bold and inclusive and he is, bar none, the brightest, most creative mind in the trade union movement today. We are fortunate to have him at the helm.

In fact, for those of you who are computer savvy, I am confident that if you choose your favorite search engine and type in the words, energy, enthusiasm, work ethic, and imagination, the number one hit would be Larry Cohen.

So far, I also have enjoyed my time in our nation's capital, though it has been a little soggy there of late. Metro stations were under water, Constitution Avenue was flooded, and the basement of the National Archives where the Constitution is kept was also flooded by this week of down-pouring rain and closed down. But since the Bush administration isn't using the Constitution anymore, apparently that is no great loss. (Laughter)

These are challenging times we are living in. Most of us live in a nation where policies are enacted to

comfort the affluent and afflict the less fortunate. It is an upside down world in Washington, D.C.

We have a President who found his own way out of Vietnam but doesn't flinch as he sends our young men and women to the Middle Eastern version of Vietnam. He has run up the largest budget deficit in history, but proposes even more tax cuts for the wealthiest of Americans, the latest being elimination of the estate tax. His proposal would cut the taxes on estates of the wealthiest one percent of Americans-- which for the record is no one in this room, including the company folks that are hanging around out here. But for the Walton family, not of TV fame but of Wal-Mart fame, it would mean a tax cut of 32-- not million-- but \$32 billion! That's for one family, and we can't afford body armor? That's wrong, my friends.

It makes me think that when George Bush said a few weeks back that the best moment of his presidency was catching a seven-and-a-half-pound perch, that probably was at least the most accurate statement of his presidency! (Applause)

We live in a time where we can set up polling places all over this country for Iraqis to vote in their national elections, but we cannot figure out how to give the citizens of New Orleans that have been forced out of their homes the ability to vote in their local elections. And worse, now more than 10 months after Katrina, out of 135 public schools in New Orleans, do you know how many have been reopened? Exactly four-- four public schools out of 135 public schools.

We live in a time where Congress can raise its own pay by over \$31,000-- which is three times what a worker living on the minimum wage of \$10,700 earns in an entire year-- but over that same period of time refuses to vote for an increase in the minimum wage. It is a Congress that allows credit card companies to write bankruptcy bills; gives tax breaks to Exxon-Mobil which earned \$36 billion in profits last year, and has the pharmaceutical companies draft Medicare prescription drug legislation, legislation which has seen drug prices increase at twice the rate of inflation since its implementation.

But none of this should be a surprise, as there are now in Washington, DC, 65 registered lobbyists for every single member of Congress, and over \$200 million is spent on wining and dining them. And that \$200 million is spent every month-- or \$2.5 billion a year.

We live in a time when the magazine, *The Economist*, a pro-capitalist publication if there ever was one, tells us that over the 30 years from 1975 to 2005 CEO compensation has gone from 30 times the pay of an average worker to 1,000 times the pay of an average worker.

And, we live in a time where, in the wealthiest nation on earth, more than 46 million of our citizens have no idea what they will do for healthcare if they get sick; where the infant mortality rate in the first month of life is the second highest in the industrialized world. Only Latvia has a worse rate. That is a shame, my friends.

So, what do we do? It would be easy to be overwhelmed by all of this, to think that we are just individual beings who cannot really make a difference in the bigger picture. But isn't that what being a part of a union is all about?

It is that notion of taking a collective action-- collective action to make a difference; pooling our talent, our energy and our resources to have an impact not only on the world but, more to the point, on families that we are fortunate enough to represent.

And that is exactly how we approach "Ready for the Future." How can we build the collective power of our union to make the lives of our members better? Like most things, there is no easy and simple answer; there is no quick fix, no miracle cure. It will take us adopting the eleven points that we have outlined in our plan, with every single one of those points having come from local leaders like yourselves, from stewards, or even members.

In his remarks, Larry described some of our union's achievements in just the first months after our

convention last year. It's a pretty impressive list. And, our union did all that with one hand tied behind our back. Ten months ago, CWA was facing a \$27 million dollar short-term debt and a year-end deficit of \$7 million dollars.

I can tell you that Larry, Barbara and I, our Executive Board, and our entire staff burned a lot of midnight oil to come up with solutions. We looked to other unions for examples of ways to deal with this sort of budget crisis.

The most obvious might have been to raise dues, which many have done. Others, like the Carpenters, have virtually eliminated all locals, and still others like SEIU have moved to huge mega locals and placed additional assessments on those locals. Obviously, none of those worked for us.

Instead, as you have heard from the Finance Committee, we made tough decisions. Positions have gone unfilled and there isn't one person on our union's payroll who isn't feeling the pain. Many of the budget deficit issues stemmed from updates to our building and the need to attract and keep tenants. And just like a homeowner, if you make improvements on your home, you would use some of the equity you have created to pay for them. So we did just that, eliminating the cash drain on our budget and using the building's assets to help make it pay for its own expenses.

There is no question that our union will come out of this. But that's not enough: we need to make sure it doesn't happen again. That's why our strategic plan proposes an entirely new approach to how the CWA national budget is created.

It's not very complicated. It's really the same kind of budgeting all of use at home. First, it rationalizes our national budget by basing it on the incomes of districts and sectors. Second, it requires districts and sectors to live within their incomes. Third, it provides districts and sectors with greater flexibility in making spending decisions than they now have.

Now, this barely rises to the level of Accounting 101. It's common sense. And it's going to help keep our union out of the red. Since we started our discussion about being ready for the future, I've been able to get around a bit and listen to what our members, stewards and other leaders are saying in cities all over this country.

In Detroit, Philadelphia, Atlantic City, San Diego, St. Louis, Reno, St. Pete, Spokane, and Tulsa, I have to tell you, everywhere I went I heard a willingness-- even an enthusiasm-- for the union to take a fresh look at everything we do to see if there's a way we can do it more effectively.

I mention that because that desire to be more effective is not only the basis for the Strategic Industry Fund, but for every component of our plan to build bargaining power. It is the basis for our proposal for a 50,000-strong stewards army for membership mobilization. It is the basis for our proposal to create the labor movement's best political action program, raising \$5 million for COPE and putting 50,000 political activists on the street within three years.

It is the basis for our proposal to create a new partnership of locals and the International to fund and carry out organizing. It is the basis for our proposal to help breathe new life into less active locals. And it is our proposal to expand CWA's commitment to our retirees. They're one of our best assets, and this plan recognizes that.

But if we want the capacity to wage innovative and creative campaigns to build our collective bargaining power, we have to see to it that there is a stable stream of funds dedicated solely to those kinds of efforts; a fund that is walled off entirely from the dollars that go to paying the day-to-day costs of the union. That's what the Strategic Industry Fund would be.

It's the cornerstone of our union's plan to build bargaining power and to ensure that we are ready for the

future. And, like our budgeting plan, the mechanics of it are pretty clear-cut:

- * The fund would be financed from future contributions to the MRF;

- * The MRF would keep growing, as it has been, through interest and appreciation; and

- * If ever there is a point when we need to move more money into the fund, there's a floor below which all dues would be reverted back.

The Strategic Industry Fund will provide us with the resources we need to challenge our opponents without affecting the day-to-day finances of our union. It will provide us with the capacity we need to be able to move our bargaining agenda instead of reacting to theirs.

You know, I've seen some of these "Texas Hold 'em" poker tournaments on TV lately, and when I sit at home watching I'm pretty good at them. So I thought I would give it a try here. It turns out I am not as good at it when I don't get to see what the other guys' cards are! (Laughter)

Well, we play a version of that game with our employers. They know what the Members' Relief Fund is authorized to do and, as a result, can play their hand accordingly. We cannot afford to have them see all the cards we have to play.

If it were possible to get a candid answer from any of our employers about whether they would rather face us with a \$350 million MRF that could be used only in a defensive posture and gave them the ability to dictate many of the terms of engagement, or if they would like to face us with a similarly large fund for defense and \$20 million to take a more proactive role to take the fight to them, I know what their answer would be.

In my judgment, having that capacity is fundamental to the future of this union, and I know I'm not alone in that. None of us got involved in CWA because we wanted to sit in a foxhole with our heads down.

When I was first elected Vice President of District 4 over ten years ago now, I told the delegates at that meeting-- and they've heard me say this over and over-- that I was tired of going around always being called upon to put out the fires, that I wanted to start some fires, and that instead of being a firefighter I was aspiring to be an arsonist, and I still am. (Applause)

This room is filled with stories about how each of us first got involved with this incredible union, but in the end all of the stories are just one. In Italian, with all due respect to the Italian soccer team and their victory yesterday, there is a phrase about doing this kind of work. It is "con amore," for the love of it.

The choice before us at this year's Convention is clear. It is moving forward as a union or staying with the status quo. And while the status quo may seem safer and may even be a more comfortable fit for many of us, we can only adopt that course if we recognize and understand that those we interact with-- employers, regulators, legislators, even other unions-- will not be standing still.

A hundred and three years ago this week, Mother Jones-- yes, that Mother Jones-- began her March of the Mill Children, putting a spotlight on the exploitation of children forced to work to help their families survive. She walked with them from Philadelphia to President Theodore Roosevelt's home on Long Island, New York. She made a difference in the lives of those children and in the life of our nation.

Today we have an opportunity. It may not seem as dramatic or capture any headlines. But as with the creation of the MRF back in 1990, it is an opportunity that comes about once in a generation, an opportunity to make a difference, not just for all of us fortunate enough to be assembled here today but for generations of CWA members and leaders to come.

Let me close by thanking you again for the confidence you placed in me last summer. This has been an

exciting and often challenging ten months, but I wouldn't trade it for anything. But more importantly, let me thank you for your continuing commitment to this wonderful union of ours and for your "con amore" to CWA. Thank you very much.

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

PRESIDENT COHEN: Thanks, Jeff.

Before we adjourn for our break I call on the Secretary-Treasurer for some quick announcements.

SECRETARY-TREASURER EASTERLING: Since the razors have been brought up, let me just remind all of you that this is a gift from a union company represented by IUE-CWA. The company wanted to do something for us, so they sent them to us, which we accept very well. (Applause) And in cooperation with the flight attendants, they have asked us to remind you that these go in your checked luggage, not your carry-on. (Laughter)

I wanted to just take a moment to introduce to you, on the left side of the stage we have the interpreters who are members of the TNG, and they are doing the Spanish translation for our members in Puerto Rico. They are both CWA members, Kathleen Morris and Mike Ferreira. (Applause)

There is going to be a 10-minute Public Sector meeting at lunch recess in Pavilion 6.

You all received the order form for the Anti-Violence Program. You need to know that the pins have not arrived. However, if they do, we will determine how we can get each of you a pin so that you can see what it looks like. If they do not arrive before you leave, we have all your addresses and we can mail you one along with the order form as well.

I want to remind you that the CWA National Bone Marrow Donor Program takes place at every one of our Conventions. There is a booth out there for you to go in to be screened. It is very easy to do. I just want to read to you a letter that we received earlier this year from somebody that did have their blood screened, and it said:

"I am writing to you regarding your annual call for the Marrow Donor Program at the Conventions. At the 2004 Convention in Anaheim, I decided to go to the booth and enter the registry. Afterwards I completely forgot about it.

"In December of 2005, I received a letter in the mail stating I was a potential match. Agreeing to further testing, it was determined I was the best choice for an unrelated recipient, and so I continued through the process, ending with the surgical procedure of donating bone marrow on March 22, 2006." (Applause)

So you see, it does pay off for us to be participating in that.

The distribution staff should stay to distribute material at the break. Please report to Rita Voorheis at the information booth at the back of the hall.

The St. Louis City Council-- we do this at all of our Conventions-- the St. Louis City Council will once again be collecting soap, shampoo, et cetera, for the low-income women and men at the Mary Ryder Home in St. Louis. A collection box will be in the Executive Committee booth where it talks about our programs, so we will have something there for you to provide us with your material.

Jim Joyce, NABET-CWA Local 16, is selling t-shirts to raise money for the Don DiFranco Memorial Scholarship Fund. Don DiFranco was a Local 16 member who was working on top of the World Trade Center on 9/11. All proceeds from the sale of those shirts will go to award college scholarships to union families. The shirts are being sold in the area outside the main hall.

As you know-- and this is a very important announcement and we will give it again since a lot of people have left-- as you know, our Convention next year will be in the beautiful city of Toronto, Canada. Our Canadian brothers and sisters are getting ready to welcome us, and they actually have a booth out there that you might want to go by, but they want to remind you of a new rule that the Bush government is putting in place that will affect our travel plans.

If you are flying to return to the United States from any other country next year, including Canada, you will need a valid American passport. You will not need a passport if you are driving or taking a train or bus to Toronto-- and isn't that typical logic of the Bush administration-- but if you fly in on the plane, you will need a passport. So that gives you a heads-up alert to begin getting ready for that next year.

Somebody out there lost their makeup case. I don't know what they look like without it. I wouldn't even be here. (Laughter)

. . . A few people raised their hands. . .

SECRETARY-TREASURER EASTERLING: There was even one of the guys over there who raised his hand. (Laughter) We will have it up here when he is ready for it.

PRESIDENT COHEN: Thank you, Barbara. We are adjourned until 1:30 p.m.

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

MONDAY AFTERNOON SESSION

The Convention reconvened at 1:30 o'clock, p.m., President Larry Cohen presiding.

PRESIDENT COHEN: Good afternoon, delegates. Please take your seats.

Last year, we saw a big example of CWA's heart in our union's response to the devastation of Hurricanes Katrina and Rita, which hurt many of our own members.

Support poured out from across CWA and moved many CWA members, including those of Local 1032 in Trenton, New Jersey, who contributed \$20,000 to our Disaster Relief Fund. The check arrived with a note from the local's President, Jim Marketti, who said: "After September 11, 2001, our local learned first-hand the value of the CWA Disaster Relief Fund. We had three members dead and several hundred displaced. The fund made a big difference in the ability of our members or their families to heal and get on with their lives."

So that local made that kind of connection when they contributed last year. And there are many other examples we could note. That's what we are all about.

Now I will call on the Vice President of District 3, Vice President Noah Savant, to introduce our short video on CWA Hurricane Relief. Vice President Savant. (Applause)

VICE PRESIDENT NOAH SAVANT (District 3): Thank you, President Cohen. On behalf of all of the members, stewards, officers and staff of District 3, I want to express our sincere gratitude to all of you for the tremendous outpouring of assistance and concern after Hurricanes Katrina and Rita last year devastated the coast of Louisiana, the coast of Mississippi, Alabama, and it was the fifth hurricane in two years to strike the State of Florida.

Our members continue to suffer, not only from damages from the hurricanes, but from forced overtime and trying to put their lives back together. But in the spirit of CWA, all of our members, once they were sure that their families were secure, the first thing they asked was, "Where can we go to work to restore services to the customers?" They pitched in and did what they had to do.

The relief efforts, the restoration efforts, especially in Louisiana and on the Gulf Coast of Mississippi, are a travesty. The "Federal Emergency Mismanagement Agency," under the directorship of George Bush, has done a terrible job of restoring the lives and livelihoods of our members and all the citizens who were affected by those hurricanes.

President Cohen and I visited the Gulf Coast a couple of times this year and viewed for ourselves some of the damage that still remains and some of the devastation that still remains.

Again, when I was up here last year we were talking about, at that time, Hurricane Katrina. I advised you that the disaster had certainly broken our hearts and that it might break our pocketbooks, but it would not break our spirits. Well, it did break our hearts. But thanks to the outpouring of assistance and help from each and every one of you, it did not break our pocketbooks. (Applause) And thanks to the concern and love that our sisters and brothers showed for our members in District 3, it certainly did not break our spirits.

So at this time, I would like to introduce a short video that will give you some idea of the devastation and the lack of progress that has been made in restoring the lives of our members along the Gulf Coast.

. . . A very moving video which vividly showed the devastation and the disaster caused by Hurricane Katrina and Hurricane Rita on the Gulf Coast was shown. It clearly depicted the horrible destruction caused by the hurricanes and the flooding of the areas where hundreds of homes were completely demolished and many still remain in ruins and are still uninhabitable. Vice President Savant and President Cohen had toured the devastated areas to get a first-hand view of the damage. They stated that they would never forget the people

who suffered so much because of these storms. CWA has contributed \$1.6 million in relief funds to more than 1,400 families in the disaster areas . . . (Applause)

PRESIDENT COHEN: I missed one of our staff before. I apologize. Jim Byrne, CWA Rep - District 13, who is on the "Questions" mike. (Applause)

I would like to now ask the Rules and Resolutions Committee to come back to the platform. While they are doing that, on Microphone No. 2, I recognize Delegate Fahrenholt.

DELEGATE MIKE FAHRENHOLT (Local 3410): I have asked for a point of personal privilege to say thank you to the Convention for all that our sisters and brothers have done for us in the Katrina/Rita affected areas. The establishment of the Hurricane Katrina and later Rita Relief Fund let our members know that, despite being forsaken by the government, insurance companies and the employers, CWA members cared. In addition to the monetary assistance, many locals sent supplies and other items to the area.

It would take too long to thank individuals, and I fear leaving someone out, so I simply say thank you on behalf of our membership to all of you for your efforts. It makes me and them proud to be in CWA. (Applause)

I would also like to recognize the employers who are here today. I personally feel you have no place here, but since you are let me say a few words about what you have done. You have moved jobs, uprooted lives, and created havoc for our members with forced O.T. Initially you acted decent, and we thank you for that. Unfortunately, basic corporate greed quickly took over.

Our jobs have been contracted to retired managers and lucrative make-work contracts have been awarded to your friends. One of our young members summed it up best when he told me, "BellSouth's handling of the situation has been like sex. Initially there was foreplay, then the real screwing took place." Shame on you, BellSouth!

. . . Applause, cheers and whistles, and the delegates arose and applauded at length . . .

PRESIDENT COHEN: All right, we are on the resolutions. As you know, resolutions are the way to act on issues brought before the union and our elected delegates. This is the important work of this Convention and the Committee has been working diligently for several days, meeting with delegates and thoroughly debating each resolution. I thank the committee and I now recognize the Chair of the Resolutions Committee.

DELEGATE KEN SAETHER (Local 7906, Chair, Resolutions Committee): Thank you, Mr. President.

The Resolutions and Rules Committee met in the City of Las Vegas, Nevada, beginning July 6, 2006. The Committee received 22 resolutions and we will be reporting out on 12 resolutions. Nine resolutions are in your packet and will be provided in a supplemental report.

Would the delegates turn to page 3 of the Resolutions Report and look at Resolution 68A-06-1 entitled "Ready for the Future: 10 Steps to Strengthen Bargaining Power." I will read Resolution 68A-06-1.

Resolution 68A-06-1

CWA – Ready for the Future: Ten Steps to Strengthen Bargaining Power

The delegates to the 2005 CWA Convention adopted Resolution 1 "CWA: Ready for the Future," which called for members and leaders at every level of the union to examine the challenges we face and identify ideas and recommendations to best meet them. Between the convention and the release of our report and recommendations in May of this year, "Ready for the Future" was discussed at nearly every CWA meeting, conference and training session. Stewards have come to evening and weekend meetings for discussions, and

the dedicated RFF website open to all members has produced a lively dialogue. Labor leaders, academics, journalists and elected officials have taken note and have praised CWA as one of the very few unions willing and determined to engage members in discussion about some of the most serious and critical aspects of the union.

CWA Executive Board members have been involved in many of these discussions. As we reviewed the many comments, concerns and ideas, we found several recurring themes and areas of focus. Following are 10 strategic goals that address CWA's major challenges and that we believe will strengthen our union to face the urgent issues ahead.

1. Strengthen the CWA Triangle: Our bargaining power is only as strong as the three sides of the CWA Triangle: Representation, Politics and Community Action and Organizing. If one side is weak, that limits the effectiveness of the others. We must commit to participate and strengthen all three programs at all levels of the union, in every district, sector and local.

2. Education: Educate and mobilize an army of 50,000 stewards.

- * Train an army of 50,000 stewards on what is happening to labor today, the forces that reduce our power with employers and within industries, how earlier generations organized and mobilized a movement from a similar starting point, and the role of stewards in building that movement.
- * Mobilize our army of stewards on industry-wide and worker-issue campaigns.
- * Develop online training opportunities for stewards.

3. Politics: Build a movement-leading political program that puts 50,000 activists on the streets and raises \$5 million for CWA-COPE in three years.

- * Increase CWA-COPE contributions from the current \$3 million to \$5 million in the next three years.
- * Educate and recruit 50,000 activists to be deployed in strategic political fights in their communities or states.
- * Develop updated resources and training materials on CWA-COPE.
- * Expect that all elected CWA officers contribute to CWA-COPE.

4. Organizing: Plan for Growth-- Provide funds for groups of locals, conduct annual audits on International's 10 percent financial commitment and get a majority of locals at 10 percent for organizing in three years.

- * Increase the amount spent on organizing by the International Union by .5 percent each year for four years, raising the level to 12 percent by the 2010-2011 budget.
- * Conduct an annual audit of the International Union expenditures to ensure that the International Union is committing 10 percent of resources to organizing.
- * Strive to have a majority of locals spending at least 10 percent of their financial resources for organizing by the end of three years.
- * Develop organizing plans annually so that organizing resources are fully integrated into strategic plans to grow our power in core sectors. Districts and sectors should develop an annual organizing plan that will integrate into a national plan.

- * Commit \$5 million annually to support local organizing programs.
- * Add organizing support to district, state, city or other regional CWA organizations where groups of locals pool their resources to help support an organizing program in their given area.
- * Recruit and support at least five Norma Powell fellows each year in order to develop more experienced organizers and maintain the diversity of our union.

5. Locals: Fully functioning and effective locals strengthen our bargaining power.

In CWA, members have a voice in decisions about their workplace and their union. That's what defines us and sets CWA apart from every other union. However, this representation must be effective, and that requires trained stewards, full participation in constitutionally mandated meetings and programs, and resources for membership communication and mobilization, as well as organizing and political action. Our members deserve no less. The CWA Executive Board will provide assistance and incentives to help locals meet this goal.

6. Telecom: Establish a national telecom office.

CWA, a union born out of the telecommunications industry, is now confronted with a constantly morphing industry. It is an industry that is more competitive and less regulated than at any time in history. This combination has seen the drive to reduce or eliminate a unionized presence in many workplaces.

- * Half of CWA's membership is in telecom and we need more of a focus on this industry. Initially, resources for the national telecom office would come from the Communications and Technologies and the Telecommunications offices. The two Vice Presidents will combine their resources and work together first at the companies within their elected mandates where they currently have responsibility-- AT&T (national unit), Lucent, Avaya, Sprint/Embarq, CenturyTel, Alltel/Valor, Citizens, ADT and OFS-- and second, on national telecom issues and strategies.
- * In addition, all Vice Presidents with telecommunications membership within their jurisdiction have established the Telecom Industry Committee and will continue to meet and conference call regularly to share information and help shape the goals and issues currently confronting workers.
- * Further discussion on additional coordination and cooperation will continue through 2006 and 2007.

7. Resources: Change budgeting process to assure resources are on the front line of our fights.

CWA's national budget will be built on administrative unit budgets that are supported by each unit's income. In other words, each administrative unit (i.e., districts, sectors) will be required to live within its income but will also have increased flexibility on how to use its funds. This will assure that resources are distributed equitably.

8. Retirees: Double our retiree membership in chapters from 25,000 to 50,000 in three years and create a "RetireE-Activist" database.

- * CWA has tapped only a tiny fraction of our potential 800,000 retirees. We must capture the energy and support of more CWA retirees and double our retiree membership in chapters from 25,000 to 50,000 in three years.
- * Capture retirees immediately upon retirement in a RetireE-Activist database. Send RetireE-Activists communications on issues via e-mail and solicit their involvement in mobilization actions.

9. Meetings: Reduce meetings and conferences by 15 percent in next three years.

We need to make our time together and away from our locals count. The CWA Executive Board will work to reduce meetings significantly over the next three years. Secretary-Treasurer Easterling will chair a board committee for this purpose.

10. Governance and restructuring.

This has been one of the most controversial and difficult issues in the Ready for the Future discussion. Many divergent positions and views have been expressed throughout our union, and the CWA Executive Board has spent much time over the past months in sometimes tense discussions struggling with this issue. It seemed that every proposal for change created a dramatic and opposing response. Some have suggested eliminating sectors, while others have called for the elimination of districts.

What has become clear is that framing the issue in this way-- as an either/or decision-- is divisive and disregards a fundamental union truth: that every member, every bargaining unit, and every part of our union makes us stronger. This is clear on CWA picket lines, demonstrations and mobilizations on any given day across our union.

IUE-CWA, NABET-CWA, PPMWS, TNG-CWA, AFA-CWA and District 13 all have proud and valued histories as independent unions. CWA signed affiliation agreements with each one establishing them as sector or district and guaranteeing a board seat. All the affiliation agreements have been posted on the Ready for the Future website since March 2006. CWA does not break its agreements-- we're not that kind of union.

Districts 1, 2, 3, 4, 6, 7 and 9 are equally proud of their history and accomplishments. Each district has its own identity within the CWA family. We are convinced that forcing districts to merge this year would only bring about resentment and division.

The Public, Healthcare and Education Workers Sector has a proud history within CWA, with many workers organizing and fighting for workers' rights despite their state and local governments denying them the right to collective bargaining.

The Communications and Technologies Sector is where CWA began. For instance, Western Electric installers affiliated with CWA six decades ago. Since those early days, we've been adapting to technology and using those changes to provide more opportunity for our members, whether in communications or other sectors of our union.

The Telecommunications Sector represents small telecom systems and national employers in mostly rural areas, such as Sprint, now Embarq, Alltel/Valor (soon to be Windstream), Citizens and CenturyTel. Our members in these rural areas not only take on the tough issues at the bargaining table, but also must fight for quality service, including high-speed communications, so rural communities won't be left behind in the Information Age.

We must remember what unites us. We are all part of the CWA family, and that means a lot. We may have disagreements, but in the end, CWA is governed by fairness, respect and honoring our word.

The Board is confident that in the next five years, through combinations and additions, the Board's composition will be right-sized and balanced. The following proposals will be implemented in 2007, 2008 and 2011.

- * Require immediately that all districts and sectors live within their income. All district and sector budgets will be limited by each unit's actual income, and expenses will not be allowed to exceed income. Income and expenses will be reviewed monthly.
- * Bring to the 2007 convention a proposal on Executive Board structure that includes specific proposals on increasing Board diversity.

* Right-size the Board by 2011.

RESOLVED: The 68th Convention of the Communications Workers of America adopts this ten-step plan to build bargaining power through an army of stewards and other leaders equipped and ready for the future.

Mr. President, the Resolutions Committee moves the adoption of Resolution 68A-06-1 entitled "CWA - Ready for the Future: 10 Steps to Strengthen Bargaining Power." (Applause)

PRESIDENT COHEN: A motion has been made to adopt Resolution 1. In order to effectively handle and facilitate discussion on this, I would propose that, with the consent of the Convention, we handle it in this manner. This is just for this resolution only because of its length.

Each of the 10 points in the resolution can be addressed separately and in order. In parliamentary terms, this is known as consideration by paragraph. A delegate may amend or debate each item or paragraph as it comes up. A motion to close debate on each item will be in order and we will close debate on that item and move on to the next item.

A new motion to close debate would then close debate for the entire resolution and the vote ultimately will be on the entire resolution, as it may have been amended. This allows for debate and possible amendment while allowing us to proceed in an orderly fashion. So with the consent of the Convention, we will proceed in that manner. Thank you.

Resolution 1 is before the body. And on the "Questions" mike, Delegate Santora.

DELEGATE T SANTORA (Local 9000): I have a question, Larry, in Section 6 of the resolution on Page 4 at approximately line 76. My question has to do with a resolution that I had introduced last year in anticipation of Resolution 1 deliberation. The committee forwarded the resolution at that time to the Executive Board. And that resolution was to return the Cable Unit to the telecom vice president's office where it had been at one point. I wanted to find out if the intention is for the new telecom national office to include taking care of cable units as they are in telecommunications competitors.

PRESIDENT COHEN: Thank you. Does anybody here want to help on this one? I will give you my answer to that question and then I would like to go back to make sure we are all set on 1, 2, 3, 4 and 5. But yes, it's the intention that the telecom office would include on the national level the coordination and support of Cable inside that office. Cable, as we all know, is in a crisis. I mentioned earlier the amazing, almost miraculous first contract in Pittsburgh. And in that case, the work of District 13 staff, Local 13000 and other locals-- and I have left those out-- but other locals in Western Pennsylvania was critical.

So our intent here for the telecom offices, this is where we would provide national support for telecom. As it is described here, everybody would be working together there. But it does not mean that the bargaining per se would be handled from the staff there. We are not adding any extra staff.

The order of business here-- and I am just going to ask, has anyone asked for the floor?

All right. So ten months of work and no one wants to speak. That is fine, I guess. That means we are all united here. Is that what it means?

. . . Applause and cries of "Yes" . . .

PRESIDENT COHEN: Okay. Then debate is closed.

All those in favor of Resolution 1, and the 10 action points in it, I will ask you to stand up. Please stand.

. . . The delegates arose . . .

PRESIDENT COHEN: It is adopted. (Applause and cheers)

I said it that way solely, solely for the drama. Obviously, we could see the results. And as Bruce Springstein said in that song, "We are rising up. We are angry," that is an action program, and we will be united in it. I won't take those liberties on the other resolutions.

I will go back to the Resolutions Committee.

CHAIR SAETHER: Thank you, Mr. President. The Chair recognizes Bob Huss.

DELEGATE ROBERT HUSS (Local 6350): Thank you, Mr. Chairman.

Would the delegates please turn to page 7 of the Resolutions Report, and look at Resolution 68A-06-2, entitled "Establishment of a Strategic Industry Fund."

Resolution 68A-06-2

Establishment of a Strategic Industry Fund

"Stronger Bargaining Power" is the central theme of our Ready for the Future work. In every sector of our union, our effective bargaining power is under assault either from the management across the table or conditions at other employers in the same industry that have eliminated or diminished collective bargaining rights for their workers. We need to aim higher, imagine a resurgence in bargaining rights, and help create opportunities for positive change in every CWA industry.

It's clear that today, and for the future, CWA must rely on strategic organizing, membership mobilization and political leverage to achieve good results at the bargaining table. This requires new thinking and a bold approach. This proposal establishes a Strategic Industry Fund (SIF) to finance large-scale campaigns to increase our bargaining power. This fund is not focused primarily on organizing or merely media, but rather for campaigns which aim to change employers' anti-union, anti-worker behavior and contribute to our bargaining power. Above all, the SIF is intended to put CWA on the offensive, 12 months a year, not just during bargaining.

The following are just some possible examples of areas where CWA could consider mounting large-scale and sustained campaigns that are beyond the scope of our current resources.

- * Boost union jobs and also challenge the anti-union behavior of the cable giants through a massive campaign, community by community, to promote union video services.
- * Build CWA's presence and bargaining power among the converging media empires that are buying up newspapers, broadcast stations, Internet sites, entertainment studios and cable channels through a multi-faceted campaign at community, state and federal levels.
- * At Verizon, which is determined to shrink our bargaining power by keeping its Verizon Wireless and former MCI operations (nearly 50 percent of the business) non-union, mount a sustained campaign to break down its commitment to union busting.
- * Change public policy to end bad trade deals and corporate subsidies for sending jobs overseas-- which have helped devastate the U.S. manufacturing sector-- and build broad public support for the establishment of a 25 percent value-added tariff on imported goods to reduce our trade deficit.
- * Help CWA health care locals build alliances to mobilize for quality care and lay the groundwork for statewide health care reforms that eventually move us toward our major goal of a national program for universal health coverage.

Strategic Industry Fund:

- * Members Relief Fund contributions (quarter hour) credited to the Strategic Industry Fund starting in September 2006 (current average is \$4.00 per month per member into the MRF). This would raise about \$1.6 million per month or \$20 million by September 2007.
- * Members Relief Fund (MRF) keeps growing through investment interest. There will be no cap on the MRF. For years, investment interest has exceeded expenditures. For example, in the last fiscal year, investment income totaled \$18.6 million dollars while expenditures totaled \$3 million. In the current nine month period, investment income has totaled \$19 million, while expenditures totaled \$10.4 million.
- * Establish an MRF floor equal to the balance in the fund as of July 11, 2006 (approximately \$380 million as of June 1). If the MRF falls below this established floor, all contributions will revert back to the MRF until it reaches the floor once again.
- * There will be one Strategic Industry Fund created with contributions but earmarked for different industries based on percentage of member contributions. For example, based on first year funding:

Telecom = \$13.4 million
Media = \$2.8 million
Manufacturing = \$3.9 million
Health Care = \$528,000

- * Public Sector and AFA-CWA need to decide if they want to contribute to the Fund. Currently they do not contribute to the MRF, with the exception of 17,500 public and health care members.

Regarding governance, strategic plans for SIF funds will be initiated by the appropriate Vice Presidents then approved by the Executive Board. The Defense Fund Oversight Committee will have oversight responsibilities for SIF.

RESOLVED: The 68th Convention of the Communications Workers of America adopts the Executive Board's proposal for establishment of a Strategic Industries Fund.

Mr. President, the Committee moves adoption of Resolution 68A-06-2, entitled "Establishment of a Strategic Industry Fund."

PRESIDENT COHEN: Thank you. Is there a second from the floor.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: On Microphone 3, Delegate Connolly.

DELEGATE JOE CONNOLLY (Local 1101): Brothers and sisters, we have a choice to make today, and it's about the future of our members and our union. The Strategic Industry Fund gives us powerful new weapons to change the way we deal with our employers, and our political enemies. It means taking the fight to them in ways they will never expect.

This fund gives us the means to take the offensive. The future is now, and CWA must be able to face the challenges that await us. The Strategic Industry Fund makes CWA a stronger union, not a weaker one. I urge you to support Resolution 2. Thank you. (Applause and sheers)

PRESIDENT COHEN: On Microphone 4, Delegate Stanley.

DELEGATE GLYNNE STANLEY (Local 6214): Mr. President, Executive Board Members, and especially

my fellow delegates: "CWA does not break its agreements-- we are not that kind of union."

"CWA does not break its agreements-- we are not that kind of union."

"CWA does not break its agreements-- we are not that kind of union." That is from Resolution 68A-06-1. (Applause and cheers)

Well, folks, maybe it is for future members, but it sure as hell is not for our members who voted to put in the Members' Relief Fund. (Applause and cheers)

We were promised-- we were promised that it would only be used for strike-related items. I have no problem whatsoever with the Strategic Fund. It is how it is funded where I have a problem. (Applause and cheers and whistles)

"In the end, CWA is governed by fairness, respect and honoring our word." This is also from Resolution 68A-06-1.

Folks, this not honoring our word if we are going to take money out of the Membership Relief Fund and give it to another fund. If you want to fund the Strategic Fund, go to the membership and either get a dues increase, or go to the Finance Committee and find money there. But do not take it from what we promised our members. (Applause and cheers and boos)

I was here at the Convention when we created that fund. We took a lot of hell from our members for adding that quarter percent. But the members were told, and we promised then, we all gave our word-- at least I gave my word-- that it would never be used for anything except the Strike Relief. (Applause and cheers)

PRESIDENT COHEN: Microphone 5, Delegate Reyna.

. . . Cries of "He wasn't finished . . .

PRESIDENT COHEN: Turn the Microphone on. You have time. Turn that microphone back on at Microphone 4, please.

DELEGATE STANLEY: We have been given examples of what this fund would be doing. But I like to see exactly what I am going to spend my money on. We were given examples from the International that all of a sudden we were doing deficit spending. I was told by Vice President Rechenbach that that has been going on for five years.

Now all of a sudden, they say they just found out about it. We are now hearing from the people that were doing the deficit spending, and they want 20 mill more. Let's get our spending in order before we start giving away more money. (Applause and cheers)

There are 150,000 members in this union that are not paying one single dime into the Members' Relief Fund, but they are going to get to vote. (Applause) I would ask my fellow delegates who do not pay into the fund to please, please, refrain from voting. (Applause)

If you are not going to send in money, then for sure don't spend our money for us. We pay into it; we should have the only voice on it. (Applause) So I would hope that anybody that does not send any of their dues into this fund would please refrain from voting. It is only fair. If we want to be a fair and democratic CWA, then we also need to have an honor system where if you are not giving, don't be voting. (Applause)

PRESIDENT COHEN: Microphone 5, Delegate Reyna.

DELEGATE VALERIE REYNA (Local 9415): President Cohen, when I read the Members' Relief Fund or

the Defense Fund Oversight Committee Report, it says, as with the MRFDF, the DFOC will go over the expenditures and report how the SIF will be spent. The delegates will have ultimate authority over the SIF. How much authority does that give the Committee?

PRESIDENT COHEN: Would you just repeat that last part of that question again?

DELEGATE REYNA: How much authority does that give the Committee to oversee the fund?

PRESIDENT COHEN: Well, in the rules that the Executive Board adopted that I believe are in front of everyone, these rules can be added to, obviously, as we go, just as the Relief Fund's rules have been added to as we go. These are starting points. The role of the Committee would begin as the Committee would begin under No. 5. The Strategic Plan must be approved by the CWA Executive Board and sent to the Defense Fund Oversight Committee.

No. 6, the Defense Fund Oversight Committee will have responsibility and report to each Convention on the activities of the Strategic Industry Fund.

No. 7, all plans will be evaluated periodically, and at the conclusion of the strategic campaign evaluations will be shared with the Defense Fund Oversight Committee.

You are entitled to a second question.

DELEGATE REYNA: Well, I guess I would ask of the Defense Fund Oversight Committee, does that mean they are comfortable that they would have the oversight of this fund?

PRESIDENT COHEN: They would have the same oversight of this fund as they do currently with the Members' Relief Fund, yes, comparable.

Microphone 1, Delegate Marketti.

DELEGATE JIM MARKETTI (Local 1032): I would like to move that the Resolutions Committee's proposal to establish a Strategic Industry Fund be amended to provide as follows, starting in Line 67:

"Strategic plans for Strategic Industries Fund must be approved by the Executive Board and the Defense Fund Oversight Committee; and

"The Defense Fund Oversight Committee shall have independent oversight responsibilities to audit and evaluate the projects for which expenditures from the SIF are made; and

"RESOLVED: The 68th Convention of the Communications Workers of America adopts the Convention's proposal for the establishment of a Strategic Industries Fund."

PRESIDENT COHEN: You may speak on the motion.

DELEGATE MARKETTI: All right. The changes in this amendment are that before any project can be granted any funds from the Strategic Industries Fund, both the Executive Board and the Defense Fund Oversight Committee must approve it.

Secondly, it makes clear, as the point program that was passed out does not, that the Defense Fund Oversight Committee has independent oversight authority to audit-- both audit and evaluate the projects and report back to the Convention.

And finally, the Resolved part of it is changed from the Executive Board proposal to the Convention's

proposal. If this amendment is adopted it would become the Convention's proposal rather than the Executive Board's proposal.

Passage of this amendment would assure some of us who have a minor concern that these funds may turn into political slush funds will not come to pass by having the second independent body, one elected directly by the members, oversee both the approval of the funds and oversee the auditing and the evaluation of the uses of the funds.

PRESIDENT COHEN: Thank you. We are now-- that amendment is now before us. So we are now on debate. On the "Against" mike on this amendment, Delegate Smith. But first, is there a second to the amendment.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Microphone 4.

VOICE FROM THE FLOOR: Delegate Smith is against the original motion, not this one. This man is against that motion though. (Laughter)

PRESIDENT COHEN: We will take our time. We will get it right. Okay, at the "For" mike, this is on the amendment. Mike 3.

DELEGATE FRITZ CLARK (Local 1111): Brother and sister members, this is probably the most critical question. As you can see, we have a divided house. It's a very, very important matter we are dealing with, and I think it could exceed the Oversight Committee's authority.

We trust our Executive Board. They do a good job. I know they need the oversight piece. The question that is not clear to many of the delegates, even many of us who support the idea, is: If we think it's going wrong, do we have veto power? Do we have the authority to hold up until we reevaluate it at the next Convention?

We know better from our experiences. If we listened to our experts this morning, we have not done everything right. We have budgeted and then spent the budget, whether it was sensible or not. We have overspent-- units have over-expended their income. We have not done enough about it quickly enough. There is a lot of stuff there.

I run an amalgamated local, and if I lose members and I don't have the money, we have to cut something. We should do that throughout this union in all sectors. We need to streamline.

I think the Board has made an honest attempt to do this. There is a lot of good stuff that has been done. But the Oversight Committee is very, very key to us going forward on this and making it work.

Just think about it. The Executive Board makes the wise decisions they always make, and we need an Oversight Committee that says, "Hey, are we spending too much on this? Are we blowing money that we don't need to blow in this direction?" And then take it back to the Board. I don't like the idea that we wait until the next Convention to do that. We ought to be doing it as soon as necessary. (Applause)

So this amendment is very, very important. I think you can say it another way maybe. We're not saying that the Oversight Committee should have veto power on the Executive Board, but we ought to be able to call a halt to something that the Oversight Committee thinks is an unwise expenditure. Maybe there is a compromise there. I think this amendment does it. I'm not exactly sure, but that is what we need to do, folks. It's important. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 4, Delegate Nelson.

DELEGATE DENNIS NIELSEN (Local 7032): Yes. President Cohen and Executive Board: I speak against the motion to have the Defense Fund Oversight Committee be able to rule. It is my understanding by the resolution that they are going to be able to audit it and keep track of it. In our District 7 meeting, Dawn Schnickels-Johnson who is on that Committee said-- it was my understanding that they voted 9 to 1 for this resolution, in favor of it.

The other part is, I trust the Executive Board. It's my understanding that among the Defense Committee the only person I personally get to vote for is Dawn Schnickels-Johnson. Everybody else is voted by somebody else. But on the Executive Committee, all of us vote for President Cohen, Jeff Rechenbach, and Barbara Easterling. So we have all voted for three of the members, but on the Defense Committee we have all voted just for our one.

In regards to where CWA is breaking a contract, I disagree with that. I believe-- I was not there, but talking with some of my retirees who were there, especially the local president before me, yes, they put up the quarter hour to help on the Members' Relief Fund. But he was very excited because he has seen now that instead of just being in a defense mode we can also be in an offensive mode. And the security for him was that if it ever went below the floor, the dues were reverted back to the Members Relief Fund.

I went to the Division meeting in IUE-CWA on the Defense Fund-- on the defense-- I'm speaking on the motion on the Defense Fund. The biggest concern, one of the biggest concerns we heard was: Would the Defense Fund always rule? And it's hard to get money out of them.

So I am not in favor of this motion. I am speaking against it. Thank you. (Applause)

PRESIDENT COHEN: Okay, I am going to keep these comments on the amendment. Back to the "For" microphone. Who do we have there and who is next?

DELEGATE T SANTORA (Local 9000): President Cohen, fellow delegates, I was at the "Motions" mike in order to make a very similar amendment, so I appreciate the brother's swift feet in getting there before me.

But I would also like to draw your attention to the Defense Fund Oversight Committee's report. In it they are honoring Bob Lilja, a friend of mine, a man that I was privileged to serve as Vice Chair of the Defense Fund Oversight Committee with at the time that we adopted the resolution to begin this fund. Frankly, his leadership led to the tremendous success of the fund, which is allowing us to even have this debate today.

So before anything else, I want to honor Bob. But I don't want to presume to speak for him, although I have a pretty good idea what mike he'd be at right now. Bob and the rest of us were privileged to be elected not because people wanted a dues increase, not because people didn't trust the Executive Board, but because this Convention determined that a rank and file committee was the appropriate way to watch the funds that were contributed by our members. Not that the ideas were bad by the Executive Board, but they wanted a second set of eyes.

I call that sunshine. I don't think this amendment does anything more than what we have done always. That's why we stand proudly as a union, a democratic union. There is nothing to fear in this amendment. In fact, it's something we should all embrace. Whether you believe in the Strategic Industries Fund or not, think about the amendment and what it means to our members: a rank and file committee to oversee the fund as it was envisioned for the protection of all of us.

I urge your adoption and support of the amendment. (Applause and cheers)

PRESIDENT COHEN: Microphone No. 4, Delegate Rosenstein.

DELEGATE HETTY ROSENSTEIN (Local 1037): I want to respond to the issue of the Defense Fund Oversight Committee having oversight over this fund. We do. And that's the reason why the committee voted

9 to 1 in favor of the Strategic Industries Fund. The Committee, also in November, will meet and adopt further rules with regard to it.

This is exactly how rules developed in the Members' Relief Fund. The Committee was comfortable with it. And I urge the delegates to support the Strategic Industries Fund and the motion as is.

PRESIDENT COHEN: Microphone No. 1, Delegate Lewis.

DELEGATE JEFF LEWIS (Local 2003): I make a motion, Mr. President, to end debate on the motion and call for the question.

PRESIDENT COHEN: The motion has been made to close debate on the amendment. That motion is not debatable. Is there a second for it?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: All those in favor of closing debate on the motion signify by raising their hands. Opposed by like sign. [Carried]

Now we will vote on the amendment. All those in favor of the amendment as read please indicate by raising your hands. Opposed by like sign.

Sorry. I will have to ask-- I appreciate the spirit in the room, but I will have to ask the delegates to sit down so we can get a better look at that. I will re-read the motion while you are sitting, how's that?

This is the amendment. We are voting on the amendment:

"Moved that the Resolutions Committee's proposal to establish a Strategic Industries Fund be amended to provide that:

"Strategic plans for Strategic Industries Funds must be approved by the Executive Board and the Defense Fund Oversight Committee; and

"The Defense Fund Oversight Committee shall have independent oversight responsibilities to audit and evaluate the projects for which expenditures from the SIF are made; be it

"RESOLVED: The 68th Convention of the Communications Workers of America adopts the Convention's proposal for establishment of a Strategic Industries Fund."

We are now voting on the amendment as read. All those in favor of the amendment as read, please indicate by raising your hands. Keep them up for a minute. This is not exercise class, sorry about this.

All right. Down hands. Opposed by a like sign.

All right. We are going to ask for a division of the house. A division of the house is where we actually separate, and that is only for voting delegates. Just looking here where the guests are sitting, we don't want them to vote. All right, they are all outside the rail.

So all those who are for the amendment, we would like you to get up-- we will take our time, don't rush-- and stand on the right side of the room. All those who are voting against the amendment, please stand on the left side of the room. We are actually going to count the number of people.

Sorry, I meant to my right and my left. All those who are for the amendment, on my right, on this side of

the room near the “For” mike, and all those opposed, on my left. Please stand on the sides because we are going to count everyone standing, not in the middle.

Again, the folks who are around Microphone Nos. 2 and 5, we are going to need you to get to either side, whichever side you are on. We can take our time. We won’t be able to know which side you are on there. There is plenty of room. You can get here between these tables if you are on the “For” side.

All right. The observers agree, the motion is defeated. (Applause and cheers) The delegates can take their seats, please. Take your seats.

. . . Cries of “Roll Call” . . .

PRESIDENT COHEN: There is a call for a roll call. A roll call vote requires 20 percent of the delegates in attendance to ask for a roll call vote, and we will have a roll call if 20 percent indicate they want a roll call. It’s no problem.

All right. There was a call for a roll call vote. Twenty percent of delegates can trigger a roll call. I think we can do this while people are still moving around. We can get a sense of it, anyway.

All those in favor of a roll call vote on the amendment, please indicate by raising your hands. Down hands. Opposed by like sign. Twenty percent; there will be a roll call vote. (Applause and cheers)

For instructions on conducting a roll call, I call on Secretary-Treasurer Easterling.

SECRETARY-TREASURER EASTERLING: If the Sergeants-at-Arms will report to the podium now, all Sergeants-at-Arms should report to the podium now.

Now we are going to have to have some quiet in the room for you to understand what is going on, because we have never held a roll call like we are doing now, because it’s going to be an electronic roll call. So you will need to listen carefully to what the rules are and how you are to conduct yourselves for this roll call vote.

We are waiting for the roll call computers to be set up, and while we are doing that, I will explain to you the general procedures. We will be using our computers to conduct a roll call simultaneously, ten separate locations. They are the computers that appear here in front of the platform. You will be using the bar code on the back of your delegate badge to cast your roll call vote. This new procedure will help to reduce the time to take the vote.

During the roll call, sergeant-at-arms will be assisting you. If you have any questions regarding your voting strength or you have problems voting, the Credentials Committee is standing by, to my left, to assist you.

A full audit record of each vote cast will be made and the printout will be included in the convention proceedings. The procedures are as follows: You will present your delegate badge to the sergeant-at-arms for verification. The Sergeant-at-Arms is responsible for verifying the photo ID of the person presenting the badge. You cannot use somebody else’s badge.

After swiping your badge through the card readers, your name and local number will be displayed on the computer screen. You may then cast your vote by pressing the yes or the no button on the screen. Once you have made your vote selection, you will have the opportunity to review your vote before it is finalized. You may cancel or change your vote prior to confirming it. You must confirm your vote by pressing the “Okay, post my vote” button on the screen. I repeat: You must confirm your vote by pressing the “Okay, post my vote” button on the screen.

After you have confirmed your vote, it is finalized and you will not be permitted to change it or vote again. If you are carrying a proxy, the roll call screen will prompt you to vote your proxy right after your regular vote. If an alternate is voting on a delegate's behalf, the alternate must go to the Credentials Committee station located at the side of the podium and present both the delegate and alternate badges.

The voting stations will remain open two minutes after the last delegate in line has stepped forward to vote. The voting stations will then be closed. The results will be announced from the podium. You will be notified when to line up in the center aisles. It will take approximately 15 minutes to set up the computer stations, which we are doing now, and you will be prompted by the sergeant of arms as to which computer you should vote at.

Are there any questions on any of that?

PRESIDENT COHEN: This is a question on the procedure only, procedure only at Mike 5, and then I am going read this again so everybody is clear on what we are voting on. Microphone No. 5. I think it's Delegate Grogan.

DELEGATE CHRIS J. GROGAN (Local 80400): Like most delegates here, I have to get back home this year and I was wondering: While the amendment was being passed, there were 15 other people at the "Motions" mike, and I have to assume they are to make amendments. Are we going to do this for each amendment individually, or is there some way we can do it all at once?

PRESIDENT COHEN: No, we are following *Robert's Rules*, so we take one amendment at a time. That's the way we do it and always do it here.

DELEGATE GROGAN: Thank you. (Applause)

PRESIDENT COHEN: You are entitled to a second question if it's on the procedure.

DELEGATE GROGAN: No, thanks.

PRESIDENT COHEN: I am going to read the amendment again, and then we are ready to go. Then we are ready to follow Secretary-Treasurer Easterling's instructions.

This is what you are voting on: A yes is in favor of the amendment.

"Moved that the Resolutions Committee proposal to establish a Strategic Industry Fund be amended to provide that:

"Strategic plans for the Strategic Industry Funds must be approved by the Executive Board and the Defense Fund Oversight Committee; and

"The Defense Fund Oversight Committee shall have independent oversight responsibility to order and evaluate the projects for which expenditures are made, be it

"Resolved, the 68th Convention of the Communications Workers of America adopts the Convention's proposal for the establishment of a Strategic Industry Fund."

May the voting begin. The voting may begin.

SECRETARY-TREASURER EASTERLING: Please remove your badges and then give them to the Sergeants-at-Arms.

We are going to form just two lines, so you need to get together. We are not quite ready to begin the voting, but we are ready to begin lining up.

. . . Brief pause while the delegates lined up to vote . . .

SECRETARY-TREASURER EASTERLING: The voting is started.

. . . The delegates proceeded to cast their votes either for or against the amendment on the floor . . .

SECRETARY-TREASURER EASTERLING: The Sergeant-At-Arms would like you to, when you give the badge, to put it face out so they can see that it is you.

If you have not voted, you should be getting in line now.

. . . Voting continued . . .

SECRETARY-TREASURER EASTERLING: The polls are closing. If you have not voted, do so now. The two-minute deadline has now begun.

. . . Voting continued . . .

SECRETARY-TREASURER EASTERLING: The polls are now closed. The computers will be shut down. (Applause)

And just so you know, the voting results will also be posted on the CWA website, but you will get the results before that, shortly. (See Appendix for voting results)

We have the results of the voting. There were 474,720 eligible votes. The total votes cast were 447,915. Voting "yes" - 197,165. Voting "no" - 250,750. (Applause)

PRESIDENT COHEN: Microphone No. 3, we are back to the main motion, Microphone No. 3, Delegate Demers.

DELEGATE WILLIAM L. DEMERS (Local 9400): President Cohen, brothers and sisters, I urge approval of the Strategic Industry Fund. I also was at the Convention when we established the Membership Relief Fund, as well as all of the subsequent Conventions when we altered the original stipulations of the MRF, including last year's Convention when we approved relief for Hurricane Katrina out of the MRF.

This resolution does not gut, raid or reduce the MRF. At worst, it slows the growth of the MRF, but does not reduce the fund.

We who have experience in bargaining know that more and more power analyses show that the strike as an ineffective weapon. In this global economy of corporate rule, many of our members' jobs can be electronically moved at the flip of a switch to China or elsewhere.

I lost my place. I'll just move on.

The strike is also a painful resort. What I believe our promise and commitment to our members is, is that we serve and protect their interest effectively. I believe that is what they expect and deserve from us: to proactively, strategically and offensively act to increase our bargaining power by having the means to exploit vulnerabilities of these employers with public opinion, legislative action, or union density through organizing, to help win stronger agreements without, hopefully, a strike.

In the event of a strike, remember, the Membership Relief Fund cap of \$380 million for purposes of allocating the quarter hour, will still grow to \$406,600,000 by September 1, 2007. It will continue to grow to \$435,062,000 by September 1, 2008. If there was to be a strike in August 2008, it would take over two months before the MRF would fall to the \$380 million floor. The quarter hour would at that time flow again to the Membership Relief Fund.

Our local was amongst the many that recommended a Strategic Industry Fund through Resolution No. 1. Let us fulfill the true promise to our members to effectively and proactively protect their interests. Let us proudly and honorably pass this resolution and, in reality and not just in words, be ready for the future. (Applause)

PRESIDENT COHEN: Microphone No. 4, Delegate Lawson.

DELEGATE PAMELA S. LAWSON (Local 3108): Good morning, everyone. I'm a little nervous. This is the first time I've been up here.

I do remember when this happened. I was here when this happened. I wasn't a delegate, but I was a guest. I was a steward, and I went out and I sold this to the people about why their dues were going up by a quarter.

We have now built this fund to a level that we can truly be an adversary to the company if we should have to strike. We had a brother-- well, he didn't do it, but the local went out. There was a couple hundred. And there was \$435,000.

I love you all. We are all brothers and sisters here. We may disagree and we can agree to disagree, but I still love you all, and I would give you the shirt off my back, and I would give you the quarter that we put in there if I thought that it was the right thing.

At this point, I think we need to continue the Members' Relief Fund, and if those other people that don't contribute to it want to contribute to it, then it will be there for them as well. Then I would be more willing to go to the members and explain to them why we are increasing their dues by another quarter for the SIF Fund, because I am not against the SIF Fund, but I am against taking the money that was promised. The whole reason they are paying that quarter in dues is for the Members' Relief Fund; not for the SIF funds. (Applause)

PRESIDENT COHEN: Microphone No. 5, "Questions" mike, Delegate Miller.

DELEGATE LINDA MILLER (Local 2001): What will the SIF funds be spent on?

PRESIDENT COHEN: Let's see. How many minutes do I get? (Laughter)

If we go to CWA Ready for the Future, and you look at-- and this is actually in the resolution itself-- but you see "Ready for the Future," pages 10 and 11 you have a bunch of examples-- and also on 12-- but the short answer is to build our bargaining power. The short answer is that locals with their VPs will develop a plan, a plan tied to their industry, to building their bargaining power, and they would then bring that plan, the locals involved, to the Executive Board for approval. And after that approval, then to the DFOC.

Then that plan would be again distributed back to all the locals who would be involved in it. On these pages, there is one example on page 10 that happens to be an example where we are talking about promoting union video service versus anti-union.

On page 11, there is an example of the campaign at-- actually, there is more detail on this that I think we have distributed separately-- Verizon's business, which walled off the jobs after they bought MCI. So you have examples of that kind of a long campaign to try to change that.

You have examples here on page 11 in manufacturing where there might be a national campaign, and in this particular example we would need to be there with our allies as well to actually get a trade tariff on all imported goods in keeping with the WTO.

On page 12, there are examples in the media sector-- these are just examples of what could happen, but it would depend on locals and their vice presidents-- dealing with restructuring in the media sector, selling and buying newspapers, and our members end up losing jobs. So there is a long example there.

There is an example in the health care sector of strategic campaigns in terms of multi-unit bargaining campaigns. Anyway, I don't want to go on and on here. I probably just did. But that's the best answer that I can give, which is in each industry the locals involved would be developing these plans with their vice president, and then it would go through the approval process from there.

You are entitled to a second question.

DELEGATE MILLER: Will the SIF funds be used to pay off the International's debt?

PRESIDENT COHEN: No. In the rules that we distributed specifically do deal with that, No. 3 says the budgeted items shall not include reimbursement for any salaries in the CWA budget or payment of debts.

DELEGATE MILLER: Thank you.

PRESIDENT COHEN: You're welcome. We are to Microphone No. 1, Delegate Blackburn.

DELEGATE DAVID BLACKBURN (Local 7050): I would like to amend the motion, page 7, lines 39 through 40, to read as follows:

"The Strategic Industry Fund, SIF, will be funded by grants from the Membership Relief Fund of up to \$15 million per year. This grant will require all proposals for expenditures from this fund meet the same requirements and/or rules that the Defense Fund now uses. All decisions to expend monies from the SIF must be approved by two-thirds approval of the executive board and two-thirds of the Defense Fund Oversight Committee. All rule changes for use of this fund will be drafted by the Oversight Committee and be subject to ratification of future Conventions.

Further, I would like to delete lines 43 through 52 and delete lines 66, 67, and 68.

. . . Cries of "Point of order" . . .

PRESIDENT COHEN: Point of order. State your point on the point of order, please.

DELEGATE WILLIAM HENNING (Local 1180): The amendment with respect to the Oversight Committee has already been decided by this body. (Applause)

PRESIDENT COHEN: The parliamentarians believe, and I concur, that this is sufficiently different. It is similar, but it's sufficiently different. (Applause)

I will let the maker of the motion speak on the motion, and then we will clarify it for everybody here and read it again.

You are entitled to speak on the motion. Is there a second from the floor?

. . . The motion was duly seconded . . .

DELEGATE BLACKBURN: Thank you, Brother Cohen.

Fellow delegates, I too was at all the meetings that have been discussed before and I don't believe we need to go over that history again. Due to the outcome of the last vote, I believe that it's even more important for us to make sure that this money that we are going to be paying-- that my members are going to be paying-- has oversight and is spent in a fiduciary manner. All my motion does is give grants out of the money. It still gives them up to \$15 million. It still grows the fund with outside interest as well. And I believe that this motion is in the best interests of the members and the International.

And I don't disagree with SIF at all. I believe we have to do something. We no longer can go along with business as usual. And I make this motion and ask for your support to do that. Thank you.

PRESIDENT COHEN: Thank you.

Point of order. Call it out. Microphone No. 2.

DELEGATE WILLIAM McGLASHEN (Local 27066): Point of order, the amendment is an improper amendment. It is actually a substitute resolution. That's how it should have been offered to this body. It wasn't moved and seconded that way. It's an improper amendment. Again, it should have been a substitute resolution, so I call the amendment out of order. (Applause)

PRESIDENT COHEN: Okay. The Chair rules that it is in order, and here is the reason why. It's in order because the maker of the motion is telling us-- and we will read it again. Are we getting a copy of it up here so I can read it again?

I will read it again in a minute. But it's basically saying that there would be up to \$15 million a year in grants to the Strategic Industry Fund instead of funding it from the dues after September of 2006.

As it reads now, in lines 39, 40, 41, and 42, instead of that, \$15 million would be taken from the fund itself. Now it's \$15 million as opposed to roughly \$2 million a month or \$24 million a year that the motion before us would provide, so we are basically talking here about reducing-- this is why it's germane-- reducing the amount of funds by about one-third, the potential amount. That's number one.

And number two, it's germane because you are also-- again, it's similar to the last amendment, but the last amendment would have set a majority of the Defense Fund Oversight Committee to concur. This is saying instead that it would be a two-thirds vote and it would be viewed in a similar way to current defense fund grants.

Current defense fund grants are viewed as exceptions for the purpose of the Defense Fund, not as an intent. That's what we adopted here, but they do require a two-thirds vote of the board and a two-thirds vote of the Defense Fund Oversight Committee.

So the Chair rules that the motion is in order. It's basically changing two parts of the resolution. I am going to read it again if somebody gives it to me.

It's right here. Thank you.

This is the amendment. Amend the main motion on page 7, lines 39 through 40, to read as follows: "The Strategic Fund will be funded by grants from the Members' Relief Fund of up to \$15 million per year. This grant"-- or these grants, but anyway, it says, "This grant will require all proposals for expenditures from this fund meet the same requirements and/or rules that the Defense Fund now uses. All decisions to expend monies from the SIF must be approved by two-thirds approval of the Executive Board and two-thirds of the Defense Fund Oversight Committee.

“All rule changes for the use of this fund will be drafted by the Oversight Committee and subject to ratification of future Conventions.”

Then delete lines 43 through 52. Delete lines 66, 67, and 68.

Okay. Is there a speaker? At Microphone No. 4, against the amendment, Delegate Mitchell.

DELEGATE WAYNE MITCHELL (Local 14170): Brothers and sisters, I rise against the amendment to this resolution. The time has come for us to deal with this resolution to see it for what it is, and to pass it as it is. This would take money away from this resolution. This would put more restrictions on this resolution. (Applause) We don't need it. We don't need it.

I was there in 1990 also. I went back and made promises to my local, but I made a greater promise. When it was time for a change, time to do more and pay more, I would come back and tell you. That promise was kept for 16 years. And now we are here today in a democratic fashion, the way it's supposed to be, saying we need to make a change. (Applause and cheers)

In 1990, the employers that we deal with were petrified that we would go on strike. They were petrified that Verizon and the Big Bells would go on strike. Now they are licking their lips, waiting for us to walk in the street and leave our jobs behind us.

You didn't do it last time, and we have got to look hard and think hard before we ever do it again. The name of the game is the inside game. We can wait every five years, and at midnight of the night our contracts expire hit the street. We have got to look at it as though we are at war every single day. (Prolonged applause)

You heard a remark this morning by Vice President Rechenbach. Well, the message to those unfriendly employers over there is going to be, we are going to buy our members the body armor they need. We're going to do what we have to do. And if they want to war with this union, they've got it. (Applause and cheers)

A lot of thought went into this plan. We can always raise our dues. That should never be the first step. That's a bad message to the members. We need to be creative. We need to do things differently. They've got to worry about corporate campaigns. They've got to worry about what we are doing while they are paying us, not while we are walking up and down in the streets, and they employ crummy, lousy, stinking strikebreakers or they send our work overseas or out of the state.

This is a great democratic union. This is the way change needs to be done. I can't urge you more strongly. I cannot articulate to you how much we need to pass this resolution as it's written and send the message once and for all. We know it's a new day. We're going to be fighting a new fight, and we're going to win. (Applause and cheers)

And just so nothing was lost in the translation, I strongly oppose the amendment and I ask you to vote for the resolution as it is written. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 3, for the amendment, Delegate Allen.

DELEGATE JAMES ALLEN (Local 6215): Mr. Cohen, I rise to support this amendment because of the following reason: I was on the original Oversight Committee. I am the only person on this committee who voted against the Strategic Industry Fund Committee Report. And the reason I did that is that we made a promise to our members a long time ago as to how the money was to be spent. And in the interim period of time we have gone through in great detail to try to protect the fund. This guts the fund. Don't make any mistake about it.

In my own opinion, I have sat down and calculated how much money it would take for the fund to go

broke, and a couple of major strikes would do it.

This fund is shortsighted, or the Strategic Industry Fund as currently proposed is shortsighted. Basically, the Defense Fund that we currently have does all the things that the gentleman speaker before me talked about. We used the Defense Fund in times past, and we can do the same thing again.

On the basis of rather than going on strike, taking the reports to the company, we were able to basically mobilize, using the funds that we had in the current document; and we can do the same thing with this \$15 million. This gives us a greater ability to currently take on any employer in any situation. The only difference is--

. . . Cries of "Point of order" . . .

DELEGATE ALLEN: I know why the Oversight Committee was created in the first place. It was created because the members wanted the ability to control --

. . . Cries of "Point of order" . . .

PRESIDENT COHEN: Point of order. Name and local.

DELEGATE JOHN H. BACHELOR (Local 2111): This is an argument on the main motion. This is not an argument on the amendment. (Applause)

PRESIDENT COHEN: Delegate Allen, please speak to the amendment.

DELEGATE ALLEN: Okay. What this amendment does is basically provides that we do away with all the other stuff, the caps and all that stuff and the quarter as to when it kicks in all that other garbage. And this makes it a clear and simple proposal of when they get the money and how much they get.

Currently, if you see the situation, they do not begin to get the use of this fund for a period of time, until it builds up. This immediately gives them the option of beginning to use the money for anything that is necessary, and it does provide some opportunity for the members to have some input from the Defense Fund as far as how the money is used. Thank you. (Applause)

PRESIDENT COHEN: Thank you. At the "Questions" mike, Delegate Courtney.

DELEGATE MARCUS COURTNEY (Local 37083): Thank you, President Cohen. I have a question on this amendment. It sounds like there are concerns that the Members' Relief Fund could be eliminated, but does the proposal allow that if the fund drops below a certain level that the SIF money would be redirected back into the fund?

PRESIDENT COHEN: The motion in front of us provides, the main motion-- we are on the amendment here, so-- actually, can you state that in terms of the amendment? Otherwise, we will take your question when we are back to the main motion.

DELEGATE COURTNEY: Well, the way the amendment-- they are discussing the amendment and raising issues that say the SIF is going to eliminate-- is going to eliminate the \$300 million fund. So since they are raising that issue in the debate, my question is: Is there a mechanism right now that allows SIF money to be redirected back into the current \$300 million fund?

PRESIDENT COHEN: Yes, I will take the question, but it does relate more to the main motion. The answer is that in the main motion in front of us that this is seeking to amend, there is a floor. The floor would be certified over the next 30 days or so by the Secretary-Treasurer as to the amount that is currently in the fund as of the close of the business tomorrow. If the balance in the MRF ever goes below that floor-- it could

go higher through investment income, and it could go higher through contributions in July and August through members' dues as well-- if it ever went below that floor, then the quarter hour would revert back to the Members' Relief Fund.

You are entitled to a second question on the amendment.

DELEGATE COURTNEY: No further question, President Cohen.

PRESIDENT COHEN: Thank you.

Microphone No. 4, Delegate Salganik.

DELEGATE WILLIAM M. SALGANIK (Local 32035): I can't match Brother Mitchell and I won't try, but I want to look at what this amendment would actually do. And it seems to me it does two things. One is it raises again the question of oversight, and I believe we have just decided, after a long wait in line, that the oversight plan that has been presented is adequate to a majority of the delegates, and we should just go with that plan.

The other thing it does is reduce the amount that would go to the SIF from \$24 million or \$25 million a year to \$15 million. If you are worried about the health of the Members' Relief Fund, this amendment does not do much for you. The money is there. A little less would be diverted in future contributions than under the basic proposal.

On the other hand, if we need to fight the employers, if we have \$25 million worth of good ideas, let's fund \$25 million worth. And if we don't have good ideas, then they won't get funded. (Applause and cheers)

PRESIDENT COHEN: At Microphone No. 1, Delegate Bachelor.

DELEGATE JOHN BACHELOR (Local 2111): I call the question on the amendment. (Applause and cheers)

PRESIDENT COHEN: The question has been called. Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Seconded. It is not debatable. All those in favor of calling the question on the amendment indicate by raising your hand. Down hands. Opposed to the calling of the question by like sign. The question has been called.

We are now voting on the amendment. I will read the amendment again. The amendment proposes to amend the main motion on page 7, lines 39 through 40, to read as follows:

"The Strategic Industry Fund will be funded by grants from the Members' Relief Fund of up to \$15 million per year. This grant will require all proposals for expenditures from this fund to meet the same requirements and/or rules that the Defense Fund now uses. All decisions to expend money from the SIF must be approved by two-thirds approval of the Executive Board and two-thirds of the Defense Fund Oversight Committee. All rules changes for the use of this fund will be drafted by the Oversight Committee and subject to ratification of future Conventions."

And then delete lines 43 through 52, and delete lines 66, 67 and 68.

So we are now voting on that amendment.

All those in favor of that amendment please indicate by raising your hand. Down hands. Opposed by like sign. The amendment is defeated. (Applause and cheers)

On Microphone No. 1, Delegate Balsamo.

DELEGATE MARK BALSAMO (Local 2100): I call the question on Resolution 2. (Applause, cheers and whistles)

PRESIDENT COHEN: There is a motion to close debate on the main motion. It is not debatable. Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: All those in favor of closing debate indicate by raising your hand. Down hands. Opposed by like sign. Debate has been closed.

We are now voting on the main motion, Resolution 2, "Establishment of a Strategic Industry Fund." All those in favor of the main motion indicate by raising your hands. (Applause and cheers)

Down hands. Opposed by like sign. The motion is adopted. We have a Strategic Industry Fund.

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

PRESIDENT COHEN: I want to thank all the delegates for the way that debate was conducted. That is the spirit of CWA. We are democratic. We take our time and we do it together. (Applause)

I now would like to ask the Constitution Committee to come to the platform. I am now dismissing the Resolutions Committee and calling the Constitution Committee to the platform. And thank you, Resolutions Committee, for the hard work on this, and we will see you again soon. (Applause)

I will now introduce the Constitution Committee. I am checking out the order here. I may not get it right.

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

Walter "Bud" Speakman, President, CWA Local 13101; Paul Storms, President, CWA Local 4326; Mike Fahrenholt, President, CWA Local 3410; Leroy Baylor, President, CWA Local 1079; and Eugene Maxwell, President, CWA Local 51016, the Chair of the Committee.

PRESIDENT COHEN: I recognize the Chair of the Constitution Committee.

DELEGATE EUGENE MAXWELL (Local 51016, Chair, Constitution Committee): Thank you, Mr. Chairman. If the delegates would open their Constitution Report, I will read the preamble.

Report of the Constitution Committee

The Constitution Committee met in the city of Washington, DC, beginning May 8, 2006, 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 and reporting to the Convention and to the Executive Board on 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 held meetings in Las Vegas, Nevada, beginning July 6, 2006, to consider additional proposals received after the preliminary report was issued on May 11, 2006. No additional proposals were received. It should be noted that during the period of time between the issuance of the Preliminary Report of the Constitution Committee and the issuance of this report, several of the proponents of the proposed amendments reported as item numbers 3 through 8 have asked to withdraw their names as proponents of these proposed amendments. Accordingly, this report only lists the current proponents of items numbers 3 through 8.

The Committee has made itself available to any and all wishing to appear before the Committee.

This report sets forth all proposed amendments which have been received by the Committee to date. A strikeout denotes deletion of language; boldface type denotes insertion of new language. All of the proposed amendments contained in this report were submitted sixty (60) days in advance of the Convention; therefore, each proposal in this report will require a majority vote of the delegates at the Convention to be enacted.

The eleven proposed amendments received by the Committee are detailed in the Committee Report. There is one amendment that the committee is recommending to the delegates of this convention for your approval. The constitutional resolution concerning that amendment appears on the last page of your report, the back page.

Would the delegates please turn to the back page, Page No. 10 of the report. The proposed amendment will be read by "Bud" Speakman, President, CWA Local 13101.

DELEGATE WALTER "BUD" SPEAKMAN (Local 13101):

Constitution Resolution 68A-06-10

BE IT RESOLVED: That Article XI (Districts) Section 2 Subsection (b) read as follows:

(b) Representatives of Locals within each District shall meet at least once in each calendar year at the call of the Vice President.

Mr. Chairman, the Committee moves adoption of Constitution Resolution 68A-06-10.

PRESIDENT COHEN: Is there a second from the floor.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: I think we have a question, but we are waiting to get the I.D.

At Microphone 5, Delegate Evans.

DELEGATE LESLIE D. EVANS (Local 2108): Thank you, President Cohen. The question I have is, would it be the intention of this amendment that the meeting that would take place once each calendar year would be in conjunction with Conventions, or at a separate time from the Convention?

PRESIDENT COHEN: I will ask the Chair to respond.

CHAIR MAXWELL: The intention of the resolution is to permit either choice.

PRESIDENT COHEN: You are entitled to a second question.

DELEGATE EVANS: The second question then would be, I am assuming-- or maybe I shouldn't assume, but from the Chair's perspective, what would that answer be from the Chair, from you, President Cohen?

PRESIDENT COHEN: This would leave it up to each district to interpret that and, while there has been discussion on this, I am not sure-- let me ask my colleagues.

. . . Brief pause . . .

VICE PRESIDENT PETE CATUCCI (District 2): The intent of the District 2 Vice President, Les, is to have as many meetings as you want. If you want 10, I'll have 10 of them. The focus on this particular amendment was to give the flexibility to the district vice presidents to decide which meeting they should have in conjunction with the delegates.

PRESIDENT COHEN: Thank you. Did that clarify that, Les?

DELEGATE EVANS: Well, a lot of people back here couldn't hear you.

PRESIDENT COHEN: The simple answer is, this would leave it up to the districts to decide exactly how that would go down. You know, there are years where there are required elections and there would definitely be meetings here. It could be no change at all. It's basically leaving that up to the districts to sort out. But at a minimum there would have to be one meeting each year.

DELEGATE EVANS: Thank you.

PRESIDENT COHEN: Okay, there are no other delegates wishing to speak on this.

All those in favor of the amendment please signify by raising your hand. Down hands. Opposed by like sign. The amendment is accepted. It is adopted.

. . . Cries of "Wait a minute" . . .

PRESIDENT COHEN: We are going to vote once more on that amendment. We have our strong platform observers here as well.

All those in favor of the amendment please signify by raising your hand. Down hands. Opposed by like sign. The amendment is adopted. (Applause)

Microphone 1, Delegate Amber.

DELEGATE ARNOLD AMBER (Local 30213): Thank you, Larry.

First, I would like to thank all those members present who passed by our booth today and yesterday and gave us support for this amendment. I hope you continue to do so by the time I am finished.

I also have a little news bulletin for the members of this CWA. On Friday, the final signature was put on a document which creates the new Canadian Region, the region where all of us who belong to the CWA in Canada will now belong.

What does that mean? It means that we will be totally in control of governance, policy, and our operations, all within the domain of the CWA Constitution. It also means that we will take it upon ourselves to be---

PRESIDENT COHEN: Excuse me, Arnold, can you make the motion and then speak on it?

DELEGATE AMBER: Yes, I have the motion, but if I could just finish one last sentence about the news bulletin.

It also means that we would be finally self-sufficient, and that the fact that the cost for us appearing on the Board will not be attributed to the CWA, but will be paid by the people in Canada. And that is why I put forward the following amendment:

BE IT RESOLVED: That Article IX of the CWA Constitution, Section 1, be amended to add a new clause that includes the Director of CWA Canada in it. That would put a CWA Canada person finally on the Board, on the Executive Board of the CWA.

Let me tell you first who we are and then I will go on to why we think this should be done.

PRESIDENT COHEN: Is there a second to the motion?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: The motion is seconded. Now you may speak on the motion.

DELEGATE AMBER: Thank you.

We work in the media, we work on social work, we do administrative and clerical work, we do technical work, we are working on computers, and we are interpreters. Mostly all of this is due to the fact that we are all in Canada.

The CWA is a great International Union, but until now, until this moment, even with the increase of the Canadian Region, we do not have a seat on the highest Board in this organization. We believe we should have that seat. We believe that international unionism is what the CWA is all about. And I can tell you in a prepared statement, these are some of the things that Larry Cohen said about the agreement.

The agreement recognizes the legal and political difference that affects workers in our two countries. It establishes the framework that is the first step to a truly international union. "The new partnership," he said, "is a model for CWA's efforts to build a union that can go head-to-head with multinational employers who are using globalization to lower their wages, standards, and benefits for workers."

Let me be clear to you, brothers and sisters. We in Canada will not let that happen, but we need your help. We have to feel as best we can within CWA. And for that it means you must recognize our national identity, our natural culture, our national laws, our labor laws. You must say, "There are two parts of this great union. One is in Canada and one is in the United States." It will help us with organizing. (Applause and cheers)

It will help the CWA in Canada. It will make the CWA stronger. And lastly, ladies and gentlemen, members, I want to tell you, if we do this we are only following the lead of every major international North American union. There is not one other North American union of any substance where not one person, one Canadian, is not on the supreme body of that organization.

Lastly, I would ask you two things. This is the country that was founded partly on the principle, "no taxation without representation." We are saying to you today, give us the representation that we need as Canadians on this Board. We live under different labor laws. We have 36 percent of the people in Canada in unions. We are a much more attractive union for organizing when we will have a member of our country on the Board of this International Union.

Let me tell you why we came forward with this today, rather than to wait for the process that is outlined in Resolution No. 1 to take its place. We do not believe that the question of buying the International Union is up for debate. We believe it is fair, it is proper for our democratic representation that we should have a member with voice and vote.

We were offered-- without any doubt-- we were offered the right to come and sit on the Board without a vote. Those days are gone. This union has to think beyond that.

When the African-Americans were getting their freedom in this country they didn't say, "We are prepared to move from the back of the bus to the middle of the bus. We want to be anywhere on the bus that you can be." And we want to be anywhere in the CWA that you Americans can be-- not because we dislike you; it's that we love you and we want to be total partners with you.

Make it happen. This is the right thing to do, and it's the time to do it now. This is a human rights and national identity issue, and there is no time for waiting for issues of human rights and national identity. Do the right thing, vote for this. (Cheers and applause)

And if none of that has convinced you, brothers and sisters, I would ask you to take one moment to think, and when you think, think about this: If the shoe were on the other foot--

PRESIDENT COHEN: Time is almost up.

DELEGATE AMBER: I'm ending. If the shoe were on the other foot and it was a Canadian union, though it is calling itself an International union, and there was no American on the Board of that International union that was dominated by Canadians, how would you feel? You would feel the same way I feel and every member in Canada feels today.

Do the right thing, give us our break. (Applause)

PRESIDENT COHEN: Thank you. Just to point out for everybody's education on this. The text to this amendment was sent in in advance of this, so this requires a majority vote to adopt.

So on page 7 of the Constitution Report is the full text. It is in front of all of you, and then the comments of the Committee follow.

I am now recognizing on Microphone No. 4, Delegate Clark.

DELEGATE FRITZ J. CLARK (Local 1111): I would first like to say, I have the utmost respect for our Canadian brothers and sisters, and I wouldn't want them to misconstrue any of my remarks to think that I am not considering their concerns. But we have been spending a lot of time today debating how we are going to streamline our union, how we are going to be more effective going forward.

And, one of the things we have to do-- I am not sure we have done it adequately enough-- is streamline our Executive Board to fit our vital needs. And one thing we can't afford is as many titles as we would like to have, whether they be symbolic or otherwise.

I think the Committee has currently indicated that the responsibility of the Canadian Sector is under Vice President Foley. I know that President Cohen and Executive Vice President Rechenbach have addressed the matter as saying we will deal with that in the process as we go forward, to try to streamline our Executive Board and make it fit the vital needs, and the vital needs only, of our union going forward.

You know, most of us who run locals, we have to run on the budget that our members give us. We don't have the luxury of symbolic titles. If we lose membership, we have to cut. And a national union should be no different.

I am not disrespectful to the Canadian needs, but I think if it could be accommodated in some other way, that would be a much better way to do it. I urge you to support the Committee's recommendation and go against this amendment. Thank you. (Applause)

PRESIDENT COHEN: At the "Questions" microphone, Delegate Woods.

DELEGATE TEREZ E. WOODS (Local 4309): My question is, adding a directorship, would not this constitute a restructure of our Executive Board as it is now? And I have a second one.

PRESIDENT COHEN: Yes, as I understand the question it was, would this require a different Executive Board, meaning the structure would be changed. The answer is, yes, this would be a change.

DELEGATE WOODS: My second question is, if this position was created, what exactly is a Director? Is it the same as a vice president, higher than, lower than? And is anybody who has equal numbers able to then call for their own directorship on the Board?

PRESIDENT COHEN: Okay, in the spirit in which it was given, I will try to answer both of those. The first one is simple. A director in this case, there is only one like this. The Canadian Director has been elected by Canadian members for some time. How long, Linda? Ten years.

This is the Canadian Director who has addressed us-- Arnold Amber-- so it's not the same; it's the Canadian Director. And under the memorandum that we adopted by the Board, the funds for the Director are funded-- as all the other costs in Canada since basically they are self-sufficient-- through the dues paid by the Canadian members.

What was the second part of that again?

DELEGATE WOODS: The second part of that is, if we have other entities inside of CWA who are able to establish self-sufficiency, can they then, too, call for a directorship on the board?

PRESIDENT COHEN: Yes. Well, as you know, in CWA anyone can submit amendments and proposals, and this idea of restructuring is alive and well throughout CWA.

This one is in front of us now, and I think that's the best way I can answer that. But the short answer to your question would be yes.

DELEGATE WOODS: Thank you.

PRESIDENT COHEN: At Microphone No. 3, Delegate Crosby.

DELEGATE JEFFREY CROSBY (IUE-CWA Local 81201): I am rising as a Local President here, obviously from the United States, to speak in favor of the amendment.

First of all, my understanding is, and I have discussed this with folks who I disagreed with on the Executive Board and whom I respect, from my understanding this is not going to add costs to the CWA budget. They are self-sufficient in Canada, and with the new region they would continue to be self-sufficient.

The arguments I've heard I think are two against this amendment. One is, you know, how many people are we going to add to the Board? And the second one is-- and it is not that big a group-- and the second one is, why do it now? And I want to speak to those two.

I think the essential thing for us to consider as we deliberate on this amendment is that we are not talking here about even a large local of 15,000 or so in California or somewhere. We are talking about a country, a nation, which has separate language issues, even separate kinds of immigration issues because it used to be

part of the British Commonwealth, separate labor laws, separate political parties. We are not talking about Democrats and Republicans. They have provincial elections, different labor laws in each of the different provinces in many cases, a different history, a different culture.

All of those things would indicate to me that, if it doesn't add money and since we have already done the right thing-- and I applaud the Executive Board for doing that-- of creating a Canadian Region, it stands to reason that we should complete the task and give them representation as well. (Applause)

The people should understand that our brothers and sisters from Canada, or Puerto Rico for that matter, are under a lot of pressure. They have to compete with unions that are only Canadian. And don't criticize them because they have chosen to be in an International Union where the largest portion of the members are in the United States.

The trend is, in some cases, for Canadian or Puerto Rican workers to leave U.S.-based Internationals. The Canadian Autoworkers, as many of you know, left the UAW and set up a separate organization. The American Federation of Teachers just lost 40,000 members in Puerto Rico.

The way to prevent that is to set up a fair system of representation and equality in the organization, and what we are being told by our brothers and sisters in Canada is that they are in a better position to grow at CWA if we give them the tools to respond to those criticisms and the competition they have to deal with. (Applause)

We did ask the question "Why now?" I have a lot of respect for the struggles that the Board, the Executive Board, has gone through to try to figure out how to restructure. You know, I tried to do it at my own local, and it is very hard-- very hard. I know that they have made an honest effort, and I have nothing but respect for that, and we are going to continue to work on that.

I don't see this amendment as doing any damage to any future plans. I can't imagine a proposal in the next year or the following year that would not grant a vote to the Canadian Region on the Executive Board, and I think that if it is right to do it, I think it is right to do it now. Thank you. (Applause)

And if you'll give me one more second, Larry, I was asked to report that our staff union gave \$50,000 to Jobs With Justice, and I think they deserve a round of applause on that. (Applause)

PRESIDENT COHEN: Mike 4, Delegate Overman.

DELEGATE CAROLYN H. OVERMAN (Local 3603): With all due respect, I do rise against the motion. As my brother pointed out, we also have members in Puerto Rico. I am sure they would love to have a slot on the Board. We have a lot of special interest groups that would like to have a slot on the Board. However, we are trying to work within a budget. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 1, Delegate Lane.

DELEGATE CHRISTOPHER A. LANE (Local 2201): President Cohen, I would like to call for the question. (Applause and cheers)

PRESIDENT COHEN: The question has been called. It's not debatable. All those in favor of calling the question, indicate by raising your hand. Opposed by like sign. The question has been called.

Now we are voting on this amendment which is on page 3-- page 7, excuse me. We are on page 7, and we are voting on the amendment itself. All those in favor of the amendment indicate by raising your hands. Opposed by like sign.

Okay, we are going to take a look at this one also. Could everybody sit down, please.

I will repeat again what we are voting on. It's on page 7. We are adding the Director of TNG-CWA Canada to the CWA Executive Board. All those in favor of that amendment, please indicate by raising your hand. Down hands. Opposed by like sign.

Down hands. We are conferring here.

. . . Brief pause . . .

PRESIDENT COHEN: We are going to divide the house. So would all those in favor of the amendment, all those in favor, go to this side of the room, on my right, and stay in the rows if you could, the rows between the tables, so we have a better chance to count. And all those opposed to the amendment, the same thing, on this side, my left.

I have been asked to read again what we are doing. We are amending the CWA Constitution to add the Director of TNG-CWA Canada to the Executive Board and, again, it's covered on pages 7 and 8.

Those in favor of adding would be over here. Those opposed to changing the Executive Board would be over there, and those who are not delegates I would request that they be sitting down.

. . . Brief pause . . .

PRESIDENT COHEN: The amendment to the Constitution is adopted. (Applause and cheers)

. . . Cries of "Roll call" . . .

PRESIDENT COHEN: All right. We have a motion for a roll call.

. . . Cries of "Boooo" . . .

PRESIDENT COHEN: It is not debatable. It requires 20 percent of the delegates to vote for a roll call and we will have a roll call.

All those in favor of a roll call vote please indicate by raising your hands. Down hands. Opposed to a roll call vote.

Okay, down hands. We only need, as was pointed out to me, it only requires 20 percent. So sit down, please. I realize you are in line to vote.

And William Mills, you lost your delegate badge. It's up here. William Mills from Local 4471.

I need the observers back again. A roll call requires 20 percent of the delegates voting for it, and then we will have a roll call.

All those in favor of a roll call please indicate by raising your hands.

Down hands. The observers say, no, there is no roll call. (Cheers and applause) The amendment is adopted.

The Constitution Committee is dismissed. Thank you for your work. I just want to recognize the Chair of the Committee for a point of privilege. Go ahead.

CHAIR MAXWELL: Mr. Chairman, I just wanted to indicate how much we appreciate the efforts of all the delegates that assisted us, and we appreciate the opportunity to participate in an intimate way in the

democratic processes of our great union. Thank you very much, Mr. Chairman. (Applause)

PRESIDENT COHEN: Thank you, and we thank the Committee for their hard work, not only here but meeting 60 days ago as well.

All right, we have some announcements, and then I'm sure nobody will be upset but we may be adjourning. We have finished the orders of the day, so I am going to call on the Secretary-Treasurer for some amendments-- too many amendments on my mind-- for some announcements. It's not debatable. (Laughter)

SECRETARY-TREASURER EASTERLING: Thank you.

All District 13 delegates should stay in the Convention Hall when we recess.

Districts 1 and 3 will conduct Defense Fund Oversight Committee elections tomorrow morning between 7:00 a.m. and 8:00 a.m. in Ballroom B.

. . . Lost and found announcements . . .

PRESIDENT COHEN: This Convention is recessed until 8:30 tomorrow morning. Have a great evening.

. . . Thereupon, the Convention recessed at 4:45 o'clock p.m. . . .

TUESDAY MORNING SESSION

July 11, 2006

The Convention reconvened at 8:30 a.m., CWA President Larry Cohen presiding.

PRESIDENT COHEN: Good morning. Welcome back here to Day 2 of CWA's 68th Convention. And now, for purposes of an invocation, it is a pleasure to introduce Rabbi Jeremy Wiederhorn of Midbar Kodesh Temple in Henderson, Nevada. Rabbi Wiederhorn. (Applause)

RABBI JEREMY WIEDERHORN (Midbar Kodesh Temple): In the 20th Psalm, we read: "Eileh Va'rechev v'eileh va'soosim, va'a'nachnu b'sheim adonai eloheinu nazkir." Some place their trust in chariots, others in horses, but we honor the Lord our God. "Hcima kar'u v'nafaloo, va'anachnu kamnoo va'nit'oh'dad." They stumble and fall, but we rise and stand firm."

As we work together in preparation for the future, whether we define ourselves Christians, Muslims, Jews, Hindus, Buddhists, or otherwise. . . may we always remember that each of us was created in the image of God, and when we work side by side in our respective industries, we are truly helping to complete God's work on Earth. As we gather for the 68th Annual Convention of the CWA, let us recall the teaching of the Psalmist, that divisiveness results in "heima kar'u v'nafaloo," stumbling and falling of individuals. But when we remain united in spirit and in practice, "va'anachnu kamnoo va'nit'oh'dad." We rise and stand firm.

O God, Source of Justice and Compassion, may You bring us strength in difficult days. Guide our leaders and advisors in finding the vision and knowledge to make wise and successful decisions. Open the eyes of the American people to the importance of work done on our own soil, in supporting our economy, and the hiring of our workers. Protect the men and women who are putting their lives in danger each day in order to simply save ours. Help to protect all innocent lives wherever they may be.

And finally, may good always triumph over evil, safety over danger, health over illness, and peace over war. And let us say, Amen.

PRESIDENT COHEN: At the "Privilege" mike, there is a request that I ask everyone to please put their cell phones on vibrate in respect to speakers. (Applause)

For purposes of introducing a short video, I call on Vice President Clark, fresh from the battles of Delphi Electronics, fighting for us all. CWA Vice President Clark. (Applause)

VICE PRESIDENT JAMES CLARK (IUE-CWA): Thank you, brothers and sisters. I hate to be standing here today to let you see this video of what our government is doing to us. Of course, you know the attack by corporate America is upon the working people of America.

One thing I am proud of, I am proud of the 8,000 members we have in the Delphi group of the IUE-CWA. Foremost of all, I am proud as we face the courts, as we face our own laws that are turned against us, as we face a corporation that for years we have made profits for. Our members have worked hard, but they have taken those investments overseas. Now they are filing bankruptcy on the operations in the U.S. that gave them the profits and enabled them to be a worldwide, number one corporation supplier of automotive parts.

We have got to change those laws! (Applause)

But I will say today that the members of the IUE-CWA are stronger because we are part of this great union, the CWA, brothers and sisters. When they look out they see the our 8,000 members, they also realize that behind them are our brothers and sisters-- over 500,000 brothers and sisters-- who stand with us. And we want to thank you, thank you so much for that support.

You will see the video here that we have just entered into an attrition program to try to give our higher seniority people an opportunity to retire. Some of our plants are in jeopardy of closure, and we have had a separation package that's quite lucrative for those. We have entered into negotiations now about what to do with the facilities that we have left.

So I think in this short video you will see what we are up against. We are going to fight and we are going to stand firm. We know this is just the first step that other corporations will follow. This is the largest industrial bankruptcy in the history of the United States.

We thank you. We thank you for your support. Thank you. (Applause)

. . . An informative video was played entitled "Rally for our Valley" depicting the struggles of the IUE-CWA members . . .

PRESIDENT COHEN: Most of you know that Henry Reichard, who chaired that negotiations, died of a heart attack during the bargaining. We will hear more about that later.

I want to introduce the Platform Observers: Carol Whichard, Local 9404, and Jim Kolendo, Local 54042.

We have a "Motions" microphone, one that takes precedence over the order of the day. Microphone 1, Delegate Ratcliff.

DELEGATE DAVID F. RATCLIFF (Local 6012): Thank you, Mr. President. I move to reconsider the vote taken yesterday on the constitutional amendment to add a Canadian Director to the Executive Board. If I can get a second, I will speak.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Second.

DELEGATE RATCLIFF: When I voted for the prevailing side on this issue yesterday, I did not have all the information. We have CWA locals that are larger than the Canadian group, not to mention other groups with larger numbers and specific issues. Do we add positions for all of these? The Canadian members have three vice presidents representing them on the Executive Board-- a district vice president, the TNG-CWA Vice President, and now the Canadian Director. None of the rest of us have three vice presidents representing us. It's not fair, brothers and sisters. Let the Diversity Committee, chaired by Barbara Easterling, do it right. Thank you. (Applause)

PRESIDENT COHEN: On Microphone No. 3, Delegate Overman.

DELEGATE CAROLYN H. OVERMAN (Local 3603): I am in favor of a revote. As my brother stated, there are several groups in our union that have a larger head count. This is not personal. It's about the money. It's going to cost more money to add somebody else to the Board.

When I came here, I was very concerned that I was going to have to deal with the loss of Ralph Maly and Jimmy Gurganus. Now I find that we are adding more people to the Board. I am against adding another person to the Board, and I ask the rest of you to carefully consider this. Thank you. (Applause)

PRESIDENT COHEN: I will just remind all the delegates of the motion before us. It is a motion to reconsider. If this is adopted, we go back to the main motion. So we are presenting a motion to reconsider. The Parliamentarian expresses that you can also discuss the merits of the underlying motion. If this motion carries, we will go back to the main motion and debate the main motion.

Microphone 4, Delegate Henning, 1180.

DELEGATE WILLIAM HENNING (Local 1180): I voted yesterday for the original resolution, and I continue my strong support of it. The simple fact is, regardless of the fact that we are talking about a relatively few thousand members in Canada, what we are providing is a voice and a vote on our board for workers in another country under another set of labor laws, and in another labor federation. There are members of the Canadian Labour Congress, which is not the AFL-CIO. It is an important voice that needs to be heard inside our union.

As to the issue of finances, my understanding is that this adds not a nickel to our costs. So using the argument that this is going to increase our costs, at this time, is a specious one. I would not waste our time talking about the dollars because that is not an issue. Let's talk about democracy, because that is an issue. (Applause)

I want to restate it. The simple fact is, these are workers from another country that have chosen to join with the Communications Workers of America. They should not be appended to New Yorkers or people from Washington State. I think the board in its wisdom recognized that by creating this Canadian region.

It is not a district. It is not the same. We are not talking about the financial bureaucracy, the administrative structure that is going to be a draw on the resources of the union. Instead, what we are adding is a resource to the board. We are adding the voice of our Canadian brothers and sisters from another country, with different perspectives, different laws, different labor federation, and we can all benefit from that. (Applause)

PRESIDENT COHEN: Question Microphone 5, Delegate Billedo.

DELEGATE JAMES R. BILLED0 (Local 6312): Thank you, Mr. Cohen. I have two questions. The first one is, how many members are in this sector?

PRESIDENT COHEN: I'm sorry, I got distracted by the Parliamentarian. Could you repeat that question?

DELEGATE BILLED0: Yes, sir. How many members are in this sector?

PRESIDENT COHEN: In this area, because it is not referred to as a sector, but I will get a count for you. Hold on. It may take a minute.

The approximate count is 8,500. If that number is way off, I will ask the Canadians. We are researching it now, but I'm pretty sure it is 8,500.

DELEGATE BILLED0: My second question is, how many representatives do they currently have on the Board?

PRESIDENT COHEN: I think that question is for the people who are on the Board now, who they vote for. In other words, who are they voting for that is on the Board. They are voting for the three International Officers. They are voting currently in District 1 and 7, but I think that gets superseded at some point. I can check that in a minute. I will come back to that. They are voting I think, all of them are voting in the CWA. Is that correct?

It is 7,400 members, is what I have been handed. There might be thirty members voting in IUE-CWA for that vice president-- let's say 7,400-- voting for the Vice President from TNG-CWA.

DELEGATE BILLED0: Thank you.

PRESIDENT COHEN: Microphone 3, Delegate Demers.

DELEGATE WILLIAM DEMERS (Local 9400): Thank you, President Cohen.

I urge you to reconsider this motion very carefully. We have all done work on Resolution 1. We are looking at downsizing the National. We are looking at the size of the Executive Board. Actually, with no disrespect or lack of unity for my brothers and sisters from Canada, but I am from a local in Southern California that has more members in the local than those in Canada that we are talking about.

I am from California, a state that has labor codes very different than in New York, very different than Canada. We can make all of the same arguments and say we want a place on the Board for Southern California. (Applause) It just is not right.

Again, I have nothing but respect for my brothers and sisters from Canada, but I think there is another issue here. It's like the second bite at the apple. They needed something. They were absorbed into District 1 and District 7. They raised that issue, and that issue was heard. A new region was established for them. They are no longer under District 1 and 7. They got that compromise agreement. That is done. Let's give Secretary-Treasurer Easterling the opportunity to do as she desires. All this was looked at.

TNG came in under a merger agreement, and has the TNG Vice President representing them on the Board. It's just not right. I would not say never though. I think if we review Resolution 1, if we look at the future of this union, if we re-district and re-regionalize it, it may be something to look at in the future with a future recommendation as a district or a sector.

Now is not the time. After working-- all of our stewards, all of our members-- this whole past year on Resolution 1, being "Ready for the Future," we are reorganizing CWA and reducing some positions and staff, getting the money down where it's more effective for our members. I just cannot urge you strongly enough not to be biased by the fact that we like the Canadians and want them to feel good about CWA, because we all do. That is not the issue.

I will just reiterate once again, all the same arguments that I am hearing I could easily make those arguments (a) just for my local because we have more members; (b) for Southern California; and (c), just look at the big picture and the future of this union. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 4, Delegate Lareau.

DELEGATE LISE LAREAU (Local 30213): Thanks, Larry.

Local 30213 is the largest local in the newly-created Canadian Region. I'm the President. I have about five main points. There have been some significant factual errors in what has been said thus far, and I'll get to those in a minute.

My key point is that you cannot move to reconsider simply because you don't like the outcome of a vote the day before. (Applause) I don't know what kind of Conventions you have been to, but I've never seen anything like it.

Further, I will say, before I get to the factual errors, that the kind of reactions we have had since last night's vote have been that people have come up to us with tears in their eyes saying, "This shows you CWA members are fair; they are willing to look at an issue." And maybe the numbers don't make sense, you know. Maybe it's not a number thing. It's a fairness thing. It's an equality thing. It's a representation thing. It's a democracy thing. It's recognition that there are two countries in North America.

You allege to be a North American union, but there is one country that does not have a single citizen on the Board, and that's what this is about. (Applause)

Now, I will move to the factual problems. It has been said by fellow members that there are three representatives for us Canadians on the Board. Nothing could be further from the truth. We are currently represented by the TNG Sector Vice President Linda Foley. She's done a good job of representing us, but not

everyone in Canada is in the TNG Sector. So what does this say to the IUE Sector people? What does this say to people who are in social work or office professionals? They are not Newspaper Guild members. That's why you, Larry, and the Board created a new region called "Canada." You have done that already.

Recognizing that Canadian members should come out of District 1 and District 7 and be in their own region, you, the Board, have done this. We are just asking that there be a voice and a vote for the Canadian person from that region on the Board-- at no cost, by the way, to this union. (Applause)

Those are my key points. But I expect leadership from this union because the people that came up to us yesterday who believed that this was the beginning of significant reform in this union will be significantly let down if this motion is allowed to pass. (Applause)

PRESIDENT COHEN: I just want to say from the Chair that any comments on parliamentary procedure here are in order from the "Privilege" mike, and you can call up to the platform to raise them. As for a motion to reconsider, it is in order. Any time a delegate who is on the prevailing side believes that that delegate has made an error they can go to the "Motions" mike and make that motion.

So, the one thing I am responding to here is that this union is run by democratic procedures. We follow *Robert's Rules* and we will continue to do so. (Applause)

DELEGATE RONALD HONSE (Local 4319): Thank you, President Cohen. My first question is: How would the electorate for this position be determined? Would it be residency, employer, or how exactly would we determine who is going to vote for this position?

PRESIDENT COHEN: The amendment, as it's been adopted, is silent on that, but the way we would interpret it would be that there are locals that are Canadian locals, based on where the local union is. And if the member is a member through those locals that are Canadian-based locals, they would be-- that's how we would determine the electorate.

Questions Microphone No. 5. Delegate Honse.

DELEGATE HONSE: Thank you.

My second question is: It is my understanding that the Board will continue to look at restructuring to try to confirm diversity and effectiveness and efficiency. Will they in turn look at the efficiency of adding this position as well as perhaps one for Puerto Rico or other places we may feel need adequate representation?

SECRETARY-TREASURER EASTERLING: The Committee can, in fact, look at that because we are wide open to looking at the union and at the Executive Board to try to create diversity. We intend to talk with everybody that is willing to talk with us to reach a conclusion on that. So, yes, we would be looking at anything that is proposed by anybody that is a member of this union.

DELEGATE HONSE: Thank you.

PRESIDENT COHEN: I just want to add that in addition to the Easterling Committee on Executive Board Diversity, the Board itself, through adoption of Resolution 1 yesterday, is mandated to look at those questions. I think it's No. 10 on structure.

Microphone No. 1, Delegate Breece.

DELEGATE LOIS BREECE (Local 22021): I would like to call to close debate. (Applause)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: The motion has been made to close debate on the motion to reconsider. This, again, is on the motion to reconsider. If debate is closed, we then go to the main motion. All those in favor of closing debate on the main motion raise your right hand. Down hands. Opposed by like sign. Debate is closed.

Now we are voting on the motion to reconsider. All right now, we will see how it goes. All those in favor of supporting the motion to reconsider please indicate by raising your hands. Down hands. Opposed by like sign. The motion is adopted. (Applause)

Before us now is the main motion.

. . . Cries of "Roll Call" and "Division".

PRESIDENT COHEN: Observers? The observers agree it was clear. We are on the main motion.

. . . Cries of "Point of Order" . . .

PRESIDENT COHEN: On a point of order, go to the "Privilege" mike or any mike. Just so everybody is clear on what we have done, we now have the motion to add a Canadian Director-- they are getting it for me-- that part of our Constitution. "Amend Article IX, Section 1, by adding a new Subsection (e) to read as follows: The Director of TNG-CWA Canada." That is what we are doing.

Point of order on mike No. 2, go ahead.

DELEGATE ARNOLD AMBER (Local 30213): Could you clear up for us what constitutionally is needed for a reconsideration vote? I'm under the understanding that two-thirds are involved here. Can you help me out on that? (Applause)

PRESIDENT COHEN: No. A motion on reconsideration requires a simple majority vote.

DELEGATE AMBER: Secondly, I also believe that reconsideration usually is put forward by someone who voted for the proposition.

PRESIDENT COHEN: Correct.

DELEGATE AMBER: How do we know the people who spoke today voted for this reconsideration?

PRESIDENT COHEN: The delegate affirmed that when he opened his talk, and this is CWA. We take that delegate at his word. (Applause)

DELEGATE AMBER: Okay, thank you.

PRESIDENT COHEN: We are on the main motion. Microphone No. 1, we have a motion.

DELEGATE MAURICE THOMAS (Local 52031): I make a motion to table and postpone the question indefinitely. (Applause)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: We have a motion in a letter on the floor to postpone indefinitely. I will read to you exactly what that means from the parliamentarian.

We have a motion to postpone consideration indefinitely. It requires a second. It was seconded and is

debatable. It requires a majority vote. Effectively, this motion would remove this question from this year's Convention. I can take speakers on the motion, as usual, and take a motion to close debate, second the motion on close debate, then take a vote on the motion. So, that is what is before us.

The maker of the motion to postpone can now speak on that.

DELEGATE THOMAS: Yes, thank you, Mr. President.

Brothers and sisters, this is a very delicate question. The question before us has to do with I think very much national identity for our brothers and sisters in Canada, and I don't think anybody in this room intends any insult or slight to our brothers and sisters in Canada, none whatsoever. (Applause)

They are our union brothers and sisters, and of course we have the greatest respect for the people of Canada, but I do understand their appeal, I voted with the majority yesterday, and I believe that their proposition has merit.

But, there are a number of troubling questions about this: The creation of a region, the creation of a director raises several constitutional inconsistencies and questions which I believe deserve careful time and attention in order to be addressed adequately, and I do not believe that we are in a position here today to consider those questions with the kind of care that they deserve, so I would respectfully ask your deference to have the matter tabled indefinitely, and let's study the question with some rational time to take a look at these questions. Thank you. (Applause)

PRESIDENT COHEN: We have two delegates calling in. We will wait until they have completed that. These speakers are speaking on the motion to postpone indefinitely.

At Microphone No. 4, Delegate Crosby.

DELEGATE JEFFREY CROSBY (Local 81201): I understand that we have the right to reconsider, these are procedures that are proper and they are in front of us. I want to speak against the tabling motion indefinitely, though, based on the substance of the motion.

You may have noticed that there was a lot of IUE-CWA support for a vote, a voice on the Board for the Canadian Region. We only have one Canadian local in the IUE sector-- one local. That local has had to fight off raiding attempts from the Canadian Autoworkers; they have been attacked because they are in a U.S.-based local. And I think a lot of it is for that reason that IUE members rallied around just that one Canadian local in our sector and supported their right to have a voice for members from their country on our Executive Board.

And I think people should take that to heart what message we are sending, if we table this and send our Canadian brothers and sisters back to Canada having undone what we have done yesterday which gave them a lot of hope and a lot of pride, and I think it will better our ability to go out in Canada and build a powerful CWA region in Canada.

We should stick with this. We should stick with this. We should stick with this. (Applause)

PRESIDENT COHEN: Microphone No. 3, Delegate Mitchell.

DELEGATE WAYNE MITCHELL (Local 14170): Brothers and sisters, obviously this is quite an emotional issue, and I guess it should be, when you talk about recognition and identity.

Yesterday we took a giant step in this union, a new day, a new promise, a new CWA. I think for the last year since the last Convention one thing that was overwhelmingly agreed to was that it can't just all be done in a year.

So, we came to this convention, and I think we accomplished a whole lot, and it is no secret that moving forward likely in the next year, that a lot of things are going to be looked at as far as restructuring this union: Is there an Executive Vice President in Puerto Rico? Did they get a Vice President? Hopefully, we will be talking about, does Canada get a Vice President. But I don't think this is something we can do from the hip in one day because of a motion.

The people in Canada formed a region and got a Director. I think that was great, and I have no doubt that this Executive Board will pay attention to what that Director and those members have to say and what their needs are.

My concern here is that we are going to do something out of pure emotion, and it's going to turn out to be a mistake. Everyone, Puerto Rico, Equities, Canada, and groups I am not even thinking of, have a right to ask for representation and get it considered, but I think we do that all at once. I think we do that all at once. There is a region, there is an identity; there is a director. They have a Vice President, Linda Foley with TNG. I have no doubt, like all of us, that business will be taken care of.

We stand up at these mikes at every convention and we talk about no division, not by race, not by region, not by bridges, not by tunnels, not by profession. I think right now we have got to take a breath and practice that.

Our brothers and sisters in Canada should be treated like our brothers and sisters in the United States. As far as we have a board in place, they will have their representation, and this is too important an issue not to look at as a whole, not in piecemeal.

We talked about going forward-- a new CWA. I don't know if the first thing we should be doing is adding another vice president to the board. I know there are people in this room that are worried about keeping the representation that they have. That is a fair question, it's a fair request, and it deserves a fair look, and I think there is no better motion on the floor today than the motion to table, that Barbara Easterling and her group do their job and come back and revisit this question, but not do it today.

The motion to table is a good motion, and it gets the job done with nobody leaving here locked into any position. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 5, Delegate Gelber.

DELEGATE RICHARD L. GELBER (NABET-CWA Local 51016): President Cohen, is it not the case that the motion that we passed yesterday creates numerous internal inconsistencies, or would have created numerous internal inconsistencies in the Constitution with respect to undefined positions and responsibilities that would normally have been specifically set out in the creation of a new vice presidential consideration, which is actually what we didn't do?

PRESIDENT COHEN: Well, first, let me say the motion yesterday did not add a vice president, it added a Canadian director to the board, but the answer to your question, aside from that, is there would be some questions that were not defined, yes. The election process is not defined and the duties are not defined.

Now, let me add that from a Canadian perspective there may well be documents that define that, but we did not define that in our Constitution. You are entitled to a second question.

DELEGATE GELBER: No second question, thank you.

PRESIDENT COHEN: Microphone No. 4, Delegate Rufo.

DELEGATE LUIS M. RUFO (Local 30400): Sisters and Brothers, since the International Typographical Union joined in 1987, I have been attending every single convention. Through those years I have seen a very

progressive CWA Union. There have been some times where we had major debates, and that is what we do. But at the end of the day we walk together.

However, at the beginning I was not eager to have a Canadian seat, or that kind of thing. I was comfortable with the ITU and I was comfortable with the CWA. However, yesterday, you made a decision that made me proud, and now you are trying to take it away. This motion says that we are going to wait indefinitely. Isn't 19 years long enough? (Applause)

Let me tell you something. You had better make a decision today whether we Canadians are going to be with you or we are going to be away from you. You had better make that decision today, not tomorrow. (Cries of "Oooh")

Yesterday you made that decision and you accepted the fact that you wanted us to be with you. Today you want to set us aside indefinitely. To what? Next year? As I said, I have been with you 19 years. Why should we have to wait any longer?

And about the size, who cares about the size? Are you saying that small locals do not matter in this union. Yes, it is true, we do have different laws, and we are in a different country.

So far, you know, Canada is not a part of the United States. (Laughter) I know that we give you the oil. You all know that we have plenty of it in Alberta. But I cannot believe that with the decision that was made yesterday, after you slept you decided there was something wrong.

Well, sisters and brothers, I have been with you nineteen years and I want that decision to be made today, not tomorrow and not next year. (Applause)

PRESIDENT COHEN: Microphone No. 1, Delegate Bachelor.

DELEGATE JOHN H. BACHELOR (Local 2111): I call the question. (Applause)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: The question has been called. So we are voting now to close debate on the question. All those in favor of closing debate indicate by raising their hand. Opposed by like sign. Debate is closed.

Now I am going to explain the motion before us. The motion before us is to postpone indefinitely. "Indefinitely" means that the main motion would be in order again at the next Convention. So the motion is to postpone indefinitely. It requires a majority vote. The effect of the motion is to remove this question from this year's Convention.

Now I will ask for the vote. All those in favor of postponing consideration indefinitely please indicate by raising your hand. Down hands. Opposed by like sign. Down hands.

. . . Cries of "Division" . . .

PRESIDENT COHEN: We are going to ask for a division of the house. All those in favor of the motion to postpone indefinitely move to my right, to this side. And please stand in the rows, if you can, rather than in the front grouped up. Please stand in the rows. We will get a better sense of it that way.

All those against the motion to postpone, please move to my left, and fill in the rows. For the motion to postpone, please go to the right. Those against the motion to postpone go to the left.

. . . The delegates moved to the appropriate side of the room to indicate their vote, either for or against the

motion to postpone . . .

DELEGATE STEVEN L. YOUNT (Local 1096): Point of order. Point of order. Point of order.

PRESIDENT COHEN: A point of order has been called. Go to Microphone No. 2, or you can go to 1. It is crowded at 2. Please go to wherever it is convenient.

To the delegates again, we need to have you get out of the center. Take it easy. Go to the microphone and we will be happy to hear from you. Microphone No. 1 is fine. There is a point of order at Microphone No. 1. Would the delegate please state his name and local.

DELEGATE YOUNT: Steve Yount, Local 1096. I need clarification. If we vote to table this motion indefinitely do we remain with the status quo? Does the decision that we made yesterday, to give a vice presidency or directorship to Canada, does that stand?

That is the question, and we have some confusion here. If we are dividing the house, we need to know what the end result of this voting is going to be.

PRESIDENT COHEN: All right.

DELEGATE YOUNT: Do you understand what my question is?

PRESIDENT COHEN: Yes. If we postpone indefinitely-- we have already voted to reconsider. That means the main motion was back on the floor, and we would be postponing until at least next year's Convention's reconsideration of the main motion. So the main motion now would be removed. We already voted to reconsider, so the main motion is back before us. If we vote to postpone, you are tabling the main motion as if it had not been adopted.

DELEGATE YOUNT: Would that--

PRESIDENT COHEN: We cannot get into questions here. I did that as a courtesy.

DELEGATE YOUNT: The decision that we will then make, if we table indefinitely, the decision this Convention will make is that we stand with the decision we made yesterday and Canada will have--

. . . Cries of "No" . . .

PRESIDENT COHEN: No. If you postpone indefinitely, that means there is no amendment to the Constitution. It was not defeated. It was tabled. If you postpone indefinitely it would be the same as if the motion yesterday would have been tabled rather than adopted.

DELEGATE YOUNT: Then that--

PRESIDENT COHEN: We should not get into a dialogue again.

All those standing on this side are voting to table. That means there is no amendment to the constitution if they have a majority. I have not looked yet. All those on this side are voting not to postpone indefinitely. If we vote not to postpone indefinitely the main motion will be back on the floor for debate. (Applause)

The motion is defeated. The motion is defeated. (Applause and cheers)

. . . Cries of "Roll call" . . .

PRESIDENT COHEN: The call for a roll call is not debatable. It will need 20 percent of the delegates. Please take your seats and then I will ask for a show of hands on a roll call on this motion.

Delegates, take your seats, please. We are voting on a roll call. Take your seats, please. We are going to call for a roll call. It takes 20 percent of the delegates for a roll call vote.

Quiet in the hall.

All those in favor of a roll call vote on the motion to postpone indefinitely please indicate by raising their hands. Down hands. Opposed by like sign.

We will do it again. (Laughter)

All those in favor of a roll call please indicate by raising your hand. There will be a roll call vote. I will ask the Secretary-Treasurer to explain from the podium. (Applause)

SECRETARY-TREASURER EASTERLING: We need to be quiet in the hall because we are going to have to explain things to you. We are setting up the computers now, so that is going to take a little period of time.

You know how you voted yesterday. You know the procedure, so I don't think we need to go through all of that again. You also know that up on the screens will be specific information on how to vote.

. . . The computers were prepared for the roll call vote, and the delegates began to line up at the front of the hall . . .

SECRETARY-TREASURER EASTERLING: Sergeants-at-Arms still need to maintain their positions on the doors. The doors have to be covered by the Sergeants-at-Arms. If that is your assignment, be there. Those that are assigned to work the roll call should be up front now.

Let me review just quickly the procedures. We need to have some quiet in the hall. There may be some delegates who have left, and the Alternates are planning on voting, so they need to know what the procedure would be.

You know you are going to present your delegate badge to the Sergeant-at-Arms. It's easier if that is not around your neck. If you have it off and you're holding it with your picture in front of you, that's better.

Then you are going to swipe your badge through the card reader after you have been identified by the Sergeant-at-Arms. Your name and local number will be displayed on the computer screen. You can then cast your vote by pressing the "yes" or "no" button on the screen. You can change your mind at that point. Once you've made your selection, you can review it, cancel it, or change your vote prior to confirming it. You must confirm your vote by pressing the "okay, post my vote" button on the screen. After you have confirmed your vote, it's in as listed. You will not be permitted to change or select again.

If you are carrying a proxy, the roll call screen will prompt you to vote your proxy right after your regular voting. If an alternate is voting on a delegate's behalf, the Alternate must first go to the Credentials Committee, which is located at the side of the podium, that side of the podium, and present both the Delegate and Alternate badges.

The voting station will remain open two minutes after the last delegate in line has stepped forward, and I will be notifying you of that. I'll also notify you when we are ready to vote, and President Cohen will re-read what you are voting on.

PRESIDENT COHEN: I just want to read what will be on the screen so it's clear to everybody. What will

be on the screen is-- and there's not a lot of room on there-- it will simply say "Postpone amendment on Canadian Director." You know what that means. If you are voting "yes," it's the same as if it had been tabled yesterday. It's not a vote for or against the motion to vote to postpone the motion. So all it's going to say on the screen is "Postpone amendment on Canadian Director." If you are voting "no," obviously it means you don't want that postponed; you want that considered.

Okay, we are ready to begin the voting. Yesterday it was done in under an hour. We anticipate the same. Again, this is our democracy and the way to make sure that everyone is heard.

Also, anyone who has a problem, anyone who is disabled and has a problem with this process, please let us know and we will work with you. Just have somebody let me know, any Sergeant-at-Arms. If there is anyone who is disabled or who needs special help, we will be glad to do that. Just let a Sergeant-at-Arms know and they will assist you in voting.

. . . The delegates proceeded to cast their vote either for or against the motion . . .

PRESIDENT COHEN: We have a computer problem, so that's why the delay here. I'll keep you updated.

. . . The Convention stood at ease . . .

PRESIDENT COHEN: If this isn't fixed in the next couple of minutes, we will do the roll calls the way we have done them before, because we are not going to keep people standing up like this.

. . . The Convention stood at ease . . .

PRESIDENT COHEN: Our computer folks say they think they can fix this. We are giving them about five more minutes. If they don't, we'll do it the old way.

. . . The Convention stood at ease . . .

PRESIDENT COHEN: We are told it's fixed. We are going to begin voting again momentarily, and no one has to revote. The votes that were cast are there. If anybody doubts that, you can try to vote again, and it will tell you that you can't. There will be a record issued as well.

All right. The lines are moving.

. . . The voting continued . . .

SECRETARY-TREASURER EASTERLING: If you have not voted, I would suggest you get in line and do it now, because we will be calling the two-minute rule.

. . . The voting continued . . .

SECRETARY-TREASURER EASTERLING: The polls will close in two minutes.

. . . The voting continued . . .

SECRETARY-TREASURER EASTERLING: One minute left to vote.

. . . The voting continued . . .

SECRETARY-TREASURER EASTERLING: The polls are now closed. Those people voting may vote, but the polls are now closed.

. . . The voting was closed and the Convention stood at ease until the vote was tallied . . .

SECRETARY-TREASURER EASTERLING: We have the results of the voting. The number of delegates eligible to vote, 475,157. The number of votes cast, 429,654. The number voting no, 211,083. The number voting yes, 218,571.

PRESIDENT COHEN: The motion to table has been adopted.

I now call the Equity Committee to the platform.

. . . As the members of the Committee on Equity were called to the platform, the delegates responded with a single clap of recognition . . .

PRESIDENT COHEN: Denise Hawley, Business Agent, Local 1105; Daisy Brown, President, Local 2300; Norman Daniels, President, Local 3121; J.L. Wells, Executive Vice President, Local 4009; Keith Robinson, Committee Chair, Local 6310; Yoko Kuramoto-Eidsome, President, Local 37082; Lupe Mercado, Executive Vice President, Local 9421; Simone Harris, Vice President, Local 13100.

The Chair of the Equity Committee, Keith Robinson.

DELEGATE KEITH ROBINSON (Local 6310, Chair, Committee on Equity): As the Chair of the Committee, I would like to take a point of personal privilege to make a statement on behalf of the National Committee on Equity on our proposed Constitutional Amendment to add a Vice President of Equity and Fair Practices. I would also like to speak about the Executive Board's decision to establish the Executive Board Committee on Diversity.

The National Committee on Equity respectfully but strongly disagrees with the Constitutional Committee's decision not to adopt our proposal. But in order to move forward, the National Committee on Equity will accept the Executive Officers' commitment to achieve Board diversity by the 2007 convention through proposed solutions developed by the Executive Board Committee on Diversity, including electing multiple, at-large positions to the National Executive Board. These recommendations have the full commitment of the National Executive Officers.

While discussions and careful thoughts are vital to doing things the right way, we believe that after 34 years, specific proposals addressing the diversity principles of this union deserve a commitment not only from the National Executive Board but from the delegates of this great union.

We, the Committee on Equity, eagerly await the Executive Board Committee on Diversity's proposed solutions to board diversity and full participation at every level of this great union.

Thank you, Mr. President.

Now we will read the National Committee on Equity's 2006 convention report.

. . . The individual members of the Equity Committee read the report as follows . . .

Report of the National Committee on Equity

The National Committee on Equity recognizes that each year brings new delegates to our great convention. We want to take this opportunity to share with you the National Committee on Equity's Mission Statement

The Mission of the National Committee on Equity is to develop and promote the CWA Civil Rights program. Our vision is to build a union wherein members of all cultures, religions, sexual orientations, gender,

disabilities, ages and nationalities feel welcome, respected, and heard and where the leadership reflects the diversity of our membership.

The duties and responsibilities of the National Committee on Equity are to:

1. Provide guidance and information to the districts and locals on the CWA Civil Rights program.
2. Keep the CWA Executive Board apprised of civil rights issues that affect our members and communities and, when necessary, offer a course of action.
3. Research, report and make recommendations or give direction to convention delegates on current civil rights issues.

The National Committee on Equity convention report lays the foundation for the CWA Civil Rights agenda for the upcoming year. Local Committees on Equity are encouraged to use the report as a working document to move the Civil Rights agenda forward in the districts.

The Voting Rights Act - There have been rumors that the Voting Rights Act will soon expire, but these rumors are untrue. The prohibition against discrimination in voting is a permanent one, and no citizen is in danger of losing his or her right to vote. However there are three critical sections of the Act that are scheduled to expire unless Congress votes to renew these important sections.

Every American citizen must have the right to vote". On March 15, 1965, as President Lyndon B. Johnson introduced the Voting Rights Act to Congress, he said, "It is wrong-- deadly wrong-- to deny any of your fellow Americans the right to vote in this country. There is no issue of states' rights or national rights. There is only the struggle for human rights." This statement still holds true today. The only difference today is equal rights struggles now involve multiple races as well as sexual orientation.

The Voting Rights Act was passed by Congress in 1965 to stop voting discrimination based on race and to require states, counties, cities and other jurisdictions with a history of racial discrimination or depressed minority political participation to provide fair treatment to racial minorities. The Fifteenth Amendment to the U.S. Constitution prohibits denial or abridgement of the right to vote by federal, state, and local officials on the basis of race, color, or previous conditions of servitude.

The three sections of the Act scheduled to expire are Section 5, Section 203 and Sections 6 through 9. Section 5 requires covered jurisdictions to obtain approval (or "pre-clearance") from the U.S. Department of Justice or the U.S. District Court in Washington, DC, before they can change voting practices or procedures. Public officials in these locations continue to adopt changes to election laws and procedures that deny minorities equal access to the political process. Many jurisdictions have implemented laws that have never been pre-cleared as required under Section 5. Since 1965, Section 5 of the Voting Rights Act has been fully enforced despite the fact it provides criminal penalties for violations of the section. These penalty provisions have never been utilized.

Section 203 requires jurisdictions where there is limited English proficiency to provide voting assistance in languages other than English. Minority provisions adopted by Congress in 1975 were designed to remedy past discrimination and apply to people in four language groups-- American Indians, Asian Americans, Alaskan Natives, and those of Spanish heritage. In 1992, Congress also expanded and extended the language provisions of Section 203 to coincide with the 2007 expiration date of Section 5. There are thirty-one states currently subject to the minority language provisions in Section 203. Language assistance has encouraged these citizens to register and vote and participate in the political process.

Sections 6 through 9 authorized the federal government to send election examiners and observers to certain jurisdictions covered by Section 5 where there is evidence of attempts to intimidate minority voters at the polls.

On May 22, 2006, the U.S. House of Representatives passed an amendment to the Voting Rights Act of 1965. H.R. 9 amends all sections scheduled to expire in 2007 and extends the expiration date to year 2032. Other amendments call for the Act to restore the original intent of Congress by reinstating the "purpose" prior to the Section 5 pre-clearance test to ensure that voting changes motivated by discrimination cannot be approved. Secondly the reauthorization calls for Section 5 to clarify that its purpose is to protect the ability of minority citizens to elect candidates of their choice.

The Voting Rights Act of 1965 has been one of the most effective civil rights laws ever passed. Originally intended to be of limited duration, the need for permanency is greater now than ever. We have witnessed problems with elections in Florida and Ohio. We cannot let that happen again. Most Americans take the right to vote for granted and assume we can register and vote if we're over eighteen and are citizens. The struggle still continues to protect voting rights for all.

The National Committee on Equity recommends that CWA leaders and members support the reauthorization of the Voting Rights Act of 1965 at every level of our union.

To those locals interested in educating their members on the importance of the Voting Rights Act, we have CD and DVD sets available on a first-come-first-serve basis located at the Executive Officers' booth in the Convention Center.

Update from 2005 Committee Report

"Things are better but things are not over. And they are only better because people did not leave them as they were." - Rev. Al Sharpton.

At the 2005 Annual Convention, the National Committee on Equity set before the newly elected administration many challenges. Those challenges included recommendations on education, the Minority Leadership Institute, minority and youth advancement at all levels of the union and the collection of demographic data.

To date, the following recommendations have been addressed:

Education: All training programs are currently being reevaluated and updated to include a diversity component.

Minority Leadership Institute: The National Committee on Equity made six recommendations that would help to advance younger minorities in our union. Today, five of the six recommendations have been implemented and are in place for our 2006 attendees.

Demographics: Although member demographics have not been supplied to the union except in bargaining, the Civil Rights Department was able to obtain demographics from several of our major employers. The following highlights their workforce diversity;

AT&T: AT&T's 50-state workforce is 45% female and 35% people of color.

Verizon: Women and minorities make up 43% and 30% of the company's workforce, respectively; women hold 32% and minorities hold 19% of top management positions.

BellSouth: BellSouth reports that in 2003, 49% of all new hires were women and minorities.

State of New Jersey: The State of New Jersey reports that 60.7% of its total workforce is White, 3.18% Asian, 28.86% Black, 7.03% Hispanic, and .23% American Indian; 45% of all workers are male and 55% are female.

State of Texas: Females make up 53% of the state's workforce. The state's workforce is racially diverse, with 55% White, 23% Hispanic and 20% Black. These percentages have not changed significantly in the past five years.

State of New York: Whites make up 71.4% of the workforce; 13.9% are Black, 3.6% Hispanic, 2.4% Asian and Pacific Islander and .4% Native American and Alaskan Native.

State of Mississippi: Females make up 59.2% and males account for 40.8% of all state employees. 54.7% are White and 45.3% are Minorities.

Newspapers: The top 10 newspapers report the following non-white staff:

The Wall Street Journal - 16.7%

The New York Times - 16.7%

The Washington Post - 21.4%

San Francisco Chronicle - 16.8%

The Boston Globe - 20.0%

The Philadelphia Inquirer - 17.2%

The Denver Post - 18.5%

San Jose Mercury News - 32.1%

The Seattle Times - 20.9%

St. Paul Pioneer Press - 17.9%

While many of these employers do not break down demographics into union vs. non-union workers, the results clearly support D.S. Census data of the current U.S. labor market and what our labor market will continue to look like in the future.

The National Committee on Equity is happy to report that other recommendations made to the Executive Board will be addressed in the Ready for the Future Report.

CWA Civil Rights Conference 2006

The CWA National Civil Rights and Equity Conference was held April 27 through April 30 in the City of Brotherly Love, Philadelphia. The theme of this year's conference was "Liberty and Justice for All," which is fitting since the Liberty Bell resides there. More than 270 brothers and sisters from all walks of life and places of origin attended.

The opening remarks and welcome were given by CWA National Committee on Equity District 13 Representative Simone Harris. President Larry Cohen addressed the attendees with his vision of Resolution #1 and its impact on CWA. He also talked about the importance of having a diversified union with diversity as well in the union leadership. He urged all union members to take advantage of the opportunity to impact Resolution #1, no matter where they fit in the organization. Their input is vital to the growth of our great union and its resources.

Members of the Newspaper Guild-CWA conducted a panel discussion on "Minorities in the Media." Presenters shared their experience in working in the industry as minorities and women. They also addressed the many problems that minorities and women have faced throughout years in the area of hiring practices - meaning the passing of the baton and the limited amount of advancement for minorities. That was an all too familiar reminder for most attendees and a wake up call for others.

One of the highlights of the conference was a powerful and informative message delivered by Professor Molefi Kete Asante, a leading scholar of African American history and culture at Temple University. He discussed the festering issue of systematic racism in America. Professor Asante made it clear that America continues to be a nation of two peoples-- a white majority that mainly enjoys a land of promise and a black minority very much consigned to a wilderness on the margins of society. Despite the legal and social progress of African Americans since the civil rights movement of the 1950s and 1960s, the bitter legacy of slavery and

subsequent racial injustice continues to haunt American society. Dr. Asante also spoke about African Americans' impact on unions during the days of slavery in the South and said there was a correlation between those two facts back then. He also shared with us how he went back and found his roots in Africa. That linkage to his past helped him to get to the present. He left us with this message: "We must never forget our past."

Another highlight of the conference was the Town Hall meeting to discuss the National Committee on Equity's recommendation on Resolution #1. The recommendation set out to address issues and concerns of minority advancement in our great union. Although there have been processes put into place, very little progress has been made considering we have been addressing many of the issues for 33 years. Attendees held lots of discussion and debate on Resolution #1 and many ideas and methods of implementation were addressed. One thing was crystal clear-- the need for change and accountability with respect to the minorities of this great union.

After plenty of healthy discussion and sharing of ideas, the attendees established a Commitment Wall that attendees signed, committing them to help work on various issues with the National Committee on Equity. At the conclusion of our discussions a majority of the attendees agreed to submit a recommendation to the 68th Annual Convention that calls for the restructuring of the CWA Executive Board to include an elected Vice President of Equity and Fair Practices to be elected at the 2007 Convention. Additionally, the Executive Board will provide viable structure and resource-driven support to adequately develop this position. We believe this will define a job with responsibility and accountability to the diversity of our great union and provide another voice for minorities besides the National Committee on Equity.

The workshops for this year's conference featured such topics as: "Call for the Question," "Stop Look and Listen," "Democracy Principles," "Election Reform," "Political Savvy," "Faith and Labor," "How to build a Local Committee on Equity," and "How to Move a Resolution."

Our keynote speaker at our awards dinner was Clayola Brown, President of the A. Philip Randolph Institute. President Brown encouraged us to keep the spirit of A. Philip Randolph alive in the labor movement. This year's Mays-Carroll Award recipients were CWA Local 4009 and Charles Larry Coleman of Local 9421. Their hard work has demonstrated their commitment to civil rights and equity.

The National Committee on Equity would like to thank the CWA staff and district vice presidents in attendance for their support. But most of all we would like to thank the attendees. Their engagement and candor helped to make the conference a success.

Health Care - A Civil Right

As Hurricane George (a/k/a President George W. Bush) touches down, he manages to wreak havoc on everything in his path. As energy costs continue to rise at record levels, oil companies have become legal bandits with price-gouging tactics, and corporate America has become obsessed with the "catch me if you can" attitude that it seems to have adopted as its motto. For instance, Enron and WorldCom both got caught cooking their financial records and duping the lowly workers out of their hard-earned fair share. It is mind-boggling to see CEOs receive such tremendous salaries, bonuses, and other perks, while simultaneously perusing methods to reduce expenses that adversely affect the common man. Sadly, one of those critical expenses is health care for minorities.

Over the last decade, the issue of racial and ethnic health care disparities has become one of the most pressing problems plaguing this nation's health care system. Myriad studies and reports show that racial and ethnic minorities, compared to their white counterparts, inevitably have less access to health care, receive lower quality health care, and have higher rates of illness, injury, and premature death. The forces that contribute to health disparities are complex, ranging from broader societal issues such as poverty, racism, and hazardous environments, to health system factors such as provider bias, lack of workforce diversity, and inaccessible or nonexistent health care facilities. However, lack of health insurance coverage is by far the largest contributor, and people of color continue to be disproportionately uninsured.

According to Dr. Alan Nelson, chairman of the Committee on Understanding and Eliminating Racial and Ethnic Disparities in Health Care, "The real challenge lies not in debating whether disparities exist, because the evidence is overwhelming, but in developing and implementing strategies to reduce and eliminate them." In addition, his group's report concludes that not only is there overwhelming evidence that blacks get second-class care, but that treatment leads to higher death rates in African-Americans when it come to HIV/AIDS, cancer and heart disease. Although it is not possible to quantify the inequities, researchers identified language barriers, bias among doctors and nurses, and a woeful lack of minority physicians as other reasons why non-white patients received fewer tests and inferior treatment. "This is a pervasive problem with moral and ethical implications for our society," said Martha Hill, a professor at Johns Hopkins University School of Nursing and Vice Chairman of the Institute of Medicine Committee. The problem of health disparities has led the U.S. Department of Health and Human Services (HHS) to establish the elimination of health disparities by 2010 as a national goal and has inspired members of Congress to introduce legislation to help achieve that goal. However, the recent threats to public health programs such as Medicaid and SCHIP (State Children's Health Insurance Program), the increasing numbers of people without health insurance coverage, and the persistently disproportionate prevalence and incidence of chronic diseases and conditions among racial and ethnic minorities make reducing and ultimately eliminating these health disparities very challenging.

The National Committee on Equity encourages and challenges all CWA locals to support state and federal laws to improve health care for all minorities.

Tuning Up Democracy

As we approach midterm elections in November, the mechanism that controls our democratic process has returned to the legislative agenda in a call for election reform. Spawned by events in the 2004 presidential elections, policymakers are making recommendations to create equitable and dependable voter registration systems, permit provisional balloting for voters whose registration is challenged, and restore the right to vote to felons who have served their sentences.

Some states' election laws allow voters to cast provisional ballots in a presidential election if their registration is challenged, while other states do not. Some permit former felons to vote; others deny them that right for life. As of today only half of the states have complied with the statewide voter registration database required by the Help America Vote Act of 2002 (HAVA), while others haven't. Despite all these disparities, policymakers have decided to leave it to the states to determine how they will administer these protections of voting rights in federal and state elections.

While these recommendations are critical to easing the barriers to voting, the most contentious issues of the election reform agenda are the proposed implementation of voter identification requirements and electronic voting machines. Both of the recommendations could prove to be disastrous and take focus away from the real issues, insuring that the right of all Americans to vote and to have their vote counted is a fundamental civil right guaranteed by our Constitution.

The addition of an unnecessary and unintended discriminatory voter ID requirement has become a hot-button issue because the poor, disabled, elderly and students become disproportionately disenfranchised. Voters who have been voting almost all their lives would be required to obtain a new card if they switch addresses. Identification requirements should consist of a broader range of documents so as not to discriminate against those without a driver's license or other official ID.

Since Congress passed HAVA, electronic voting machines are being installed in state after state across America. Statistics show about one-third of voters have used electronic voting machines since 2004. The majority of these machines are unreliable and insecure. This touch-screen voting system continues to malfunction and officials are calling for voter-verified paper ballots that are used for the purposes of recounts and audits. HAVA is clearly inadequate and still doesn't guarantee voters that their voice will be heard on Election Day.

Senators Hillary Clinton (D-NY) and Chris Dodd (D-CT) have introduced the "Count Every Vote Act"

(S.450 and H.R. 939). These bills propose several highly desirable provisions to address current gaps in federal voting standards and build on HAVA to further protect voting rights and improve the administration of federal elections. They also provide ex-felons the opportunity to register and vote in federal elections.

Most of the supporters of this bill agree it represents a good start and a very authentic movement in the right direction. But these provisions will have little effect unless labor, civil rights and community organizations become involved in the passage of this legislation. We must work in our communities to ensure state officials are making strides in implementing new equipment requirements and other aspects of this legislation.

We, the Communications Workers of America, and the rest of the labor movement should continue to negotiate and fight for enhancement of pay and benefits for training for poll workers, more election observers and excused time for voting on Election Day. We must develop a long-term plan to see that each election is better than the previous if we are going to fix the engine of power known as the Democratic process. The right to vote as defined in the Constitution is an earned privilege of our great nation and the system that would allow expression of this right should be systematic, accountable and provide accurate results of each vote in all elections.

Inclusion

The labor movement cannot afford to move forward without the full participation of every member, regardless of race, culture, gender, sexual orientation, disability, religion and age. CWA is uniquely positioned to provide leadership in that area. A union as large, progressive and democratic as ours is uniquely positioned to set an example to ensure that in the House of Labor, every worker has a seat at the table. Corporations are ahead of the labor movement in embracing diversity because they've added up the numbers and realized that it is necessary for survival.

Our employers realize that failures of inclusion carry a heavy price. If your marketing strategy isn't aimed at everyone, you lose customers. If your hiring strategy leaves anyone out, you lose out on a huge potential wealth of skills and services.

According to a U.S. Census Bureau report released on May 10, 2006, one-third of U.S. residents are people of color. In addition, the population is growing at a faster rate among non-whites than it is among whites. Organizations that don't do everything in their power to ensure that they're relevant to minority populations lose their share of potential participants with every passing year.

We are in a battle for our economic lives, and we must reach out to every corner of society to make sure we are at full strength, from the front lines to the top of our leadership.

Because of who we are and what we stand for, however, our commitment to diversity must be about more than just strategic strength. As union members, we must all concern ourselves with inclusion because that's something that is consistent with our union values. Fair and equal treatment is central to what we, as workers believe.

We must have the vision to see that allowing the powers-that-be to divide us into categories and confer advantages and disadvantages to us on that basis is the same thing as allowing our employers to play favorites with us on the shop floor.

If each CWA member truly took to heart the labor axiom that "an injury to one is an injury to all," and resolved that injustices would not stand, our example would become a beacon drawing millions of the unorganized to the labor movement. And we would rise together like a wave, washing away the stain of discrimination from our society.

Affirmative Action

In March 1961, President John F. Kennedy issued Executive Order 10925, which created the Committee on Equal Employment Opportunity and mandated that projects financed with federal funds "take affirmative action" to ensure that hiring and employment practices are free of racial bias.

On July 2, 1964, President Lyndon Johnson signed the 1964 Civil Rights Act, the most sweeping civil rights legislation since Reconstruction. The Civil Rights Act prohibits discrimination of all kinds based on race, color, religion, or national origin. On June 4, 1965, in an eloquent speech to the graduating class at Howard University, President Johnson framed the concept underlying affirmative action, asserting that civil rights alone are not enough to remedy discrimination:

"You do not wipe away the scars of centuries by saying: 'Now, you are free to go where you want, do as you desire, and choose the leaders you please.' You do not take a man, who for years has been hobbled by chains, liberate him, bring him to the starting line of a race, saying, 'you are free to compete with all the others,' and still justly believe you have been completely fair. . . This is the next and more profound stage of the battle for civil rights. We seek not just freedom but opportunity-- not just legal equity but human ability-- not just equality as a right and a theory, but equality as a fact and as a result."

Affirmative action was enforced for the first time on September 24, 1965, by President Johnson. His executive order required government contractors to "take affirmative action" toward prospective minority employees in all aspects of hiring and employment. Following the 1965 order, President Richard Nixon issued the "Philadelphia Order." This order was the most forceful plan thus far to guarantee fair hiring practices on federal construction jobs. According to Assistant Secretary of Labor Arthur Fletcher, Philadelphia was selected as the test area because "the craft unions and the construction industry are among the most egregious offenders against equal opportunity laws. . . openly hostile toward letting blacks into their closed circle." The order included definite "goals and timetables." As President Nixon asserted, "We would not impose quotas, but would require federal contractors to show 'affirmative action' to meet the goals of increasing minority employment."

As time has gone by there has been criticism and praise of affirmative action. There have been several court cases with mixed rulings. There have also been very creative attempts to abolish state affirmative action, some attacks quite blatant. On Nov. 3, 1997, Proposition 209 was enacted in California. This meant a state ban on all forms of affirmative action. Similar to California, on December 3, 1998, the state of Washington passed Initiative 200. In 2000, the Florida legislature approved an educational component of Governor Jeb Bush's "One Florida" initiative aimed at ending affirmative action in the state. And on June 23, 2003, in the most important Supreme Court decision made since the 1978 Bakke case, the court in a 5-4 decision upheld a lower court's ruling in the University of Michigan Law School case Grutter v. Bollinger.

It is necessary for all labor unions to stand together and continue to support and fight for affirmative action. This was clearly pronounced at the AFL-CIO's 24th Constitutional Convention, which reiterated the labor movement's decades-long support for affirmative action.

The National Committee on Equity encourages all CWA members to join in the fight at all levels of our union to help preserve affirmative action in our country.

Union or Not

Workers' ability to make choices is an essential quality of life. It is an earned right to which we as United States citizens are entitled. It is a rule and a standard that we have inherited from our forefathers throughout history.

Yet, this earned right has not been distributed in an equal manner among employees represented by the CWA as it should be.

Thousands of workers, contrary to law, are terminated or unfairly treated for utilizing their labor rights. Seventy-five percent of businesses that may have potential for organizing employ a full-time staff trained

exclusively to demolish union organizing drives. Over 90 percent of the employers design programs to "educate" their employees on how it may be beneficial not to have a unionized workforce.

Workers need the Employee Free Choice Act because workers need unions. Union workers typically earn 28 percent more than non-union workers. In addition to contributing financially, they give of their time and talent to their communities. Union members are much more likely than non-union workers to have vital benefits such as health care coverage, disability insurance and retirement security. No one can put a price tag on the pride of having a union voice at work.

Today there are 57 million workers in America that want to join unions. Employers routinely block their efforts and the labor laws are too weak to protect them. On April 19, 2005, a bipartisan coalition reintroduced into Congress the historic Employee Free Choice Act. The act would strengthen protections of workers' freedom to choose a union by requiring employers to recognize a union after a majority of workers signs cards authorizing union representation. It also would provide for mediation and arbitration of first-contract disputes and authorize stronger penalties for violation of the law when workers seek to form a union.

The National Committee on Equity is strongly encouraging the enactment of the Employee Free Choice Act. We urge our elected representatives and senators to recognize the urgent need to restore workers' freedom to form unions and to support the Employee Free Choice Act to return to workers the basic right to choose for themselves whether or not they wish to belong to a union.

CHAIR ROBINSON: Mr. President, the delegates have heard the National Committee on Equity's report. We move for adoption of the 2006 report. (Applause)

PRESIDENT COHEN: Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: It's an excellent report, I might add. Normally we accept the report, but we will accept the motion. And speaking for the motion on Microphone 3 is Delegate Andrews.

DELEGATE WALTER D. ANDREWS (Local 3204): Good morning, brothers and sisters. I am the President of the National Minority Caucus.

Delegates, alternates, retirees, guests and friends: It is with great pleasure that I rise to support the COE's report. We would like to take this opportunity to thank the COE Committee for its dedication and hard work. (Applause)

We would also like to thank the Executive Board. In the first ten months of your term, you are on the right path to fixing a 33-year-old problem. Thank you, COE and Executive Board. (Applause)

PRESIDENT COHEN: On Microphone No. 3, Delegate Santora.

DELEGATE T SANTORA (Local 9000): Good afternoon. I want to first thank the Committee. What a tremendous committee you are. In particular, I want to say thank you to the Chair and our own District 9 Representative, Lupé Mercado. Thank you. (Applause)

I rise in support of the report, once again, an excellent job. Lengthy as it is, those are the problems we face and we will continue to make corrections to make this truly a union for all.

I also want to take this opportunity to thank our Executive Committee, Larry, Barbara and Jeff. Last year I came to the microphone after agreeing to withhold a resolution entitled "Equality Begins At Home." I did that because you gave me your word. Your word was to make sure that our employees were treated as equals, and you kept your word and I thank you for that on behalf of all of us in CWA. (Applause)

You not only kept your word on that, I believe that Barbara is the perfect person to head up the new committee you formed to look at the broader implications for all of us. I want so desperately for this union to be inclusive for everybody. It is not today. We know that. We recognize it and we are working towards that end. Godspeed to all of you. Thank you so much, and thank you once again CWA. (Applause)

PRESIDENT COHEN: If there are no other speakers on the motion, then it will be voted on.

All those in favor of the motion to accept the committee's report as read, please indicate by raising their hands. Down hands. Opposed by like sign. The report is accepted and the motion is adopted.

I want to thank the committee for their excellent work. (Applause)

I will call to the platform the Defense Fund Oversight Committee.

I also want to thank the delegates for the quiet in the hall, and for listening to these reports. These committees work hours and hours and all they ask is that we hear what they have to say.

Now we have the Defense Fund Oversight Committee.

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

Hetty Rosenstein, President, Local 1037; John Wills, Secretary-Treasurer Local 2202; Mark Ledford, Local 3802; Edwin Phillips, President, Local 4340; Dawn Schnickels-Johnson, Treasurer, Local 7200, Vice Chair; Joan Gifford, Local 9505; Sandy Kmetyk, President, Local 13500; Arthur Cheliotos, President, Local 1180, Chair. Gilbert Woods, President IUE-CWA Local 84768; James Allen, Vice President, Local 6215; and Barbara Easterling, Secretary-Treasurer.

I now recognize the Chair of the Committee, Arthur Cheliotos.

DELEGATE ARTHUR CHELIOTES (Local 1180, Chair, Defense/Members' Relief Fund Oversight Committee): For the purpose of reading the committee report, I turn it over to the District 1 representative, Hetty Rosenstein.

. . . The various members of the Defense Fund Oversight Committee took turns reading the report, as follows . . .

Report of the Defense/Members' Relief Fund Oversight Committee

The Defense/Members' Relief Fund Oversight Committee met on February 13-16, 2006, in Washington, DC. We met again in Las Vegas prior to the Convention. The Committee reviewed activities associated with the Members' Relief Fund and the Defense Fund. We examined receipts, disbursements, investments and the administrative policies associated with these two funds.

Investments - In Washington, DC, we reviewed the report from "Monitoring and Evaluation Services, Inc. - Investment Consultants" for the year ending December 31, 2005. In Las Vegas, we reviewed the report ending March 31, 2006. This firm is responsible for advising and verifying that fund investments are made in accordance with guidelines established by the President and Secretary-Treasurer. We were furnished with information regarding the specific amounts invested, the interest rates and returns and the duration of each of these investments. Since our last report, which covered the period ending June 30, 2005, the fund investments, including mortgages held by the fund, have earned 6.52% for the nine months ending March 31, 2006. The fund investments for the full year beginning April 1, 2005 and ending March 31, 2006, including mortgages held by the fund, have earned 11.76%.

Members' Relief Fund - The balance of the MRF as of March 31, 2006, is **\$372,782,679.12**.

Mortgage loans held by the MRF as of March 31, 2006 are:

<u>Local</u>	<u>Amount</u>
1033	\$ 272,965.86
1034	186,109.56
1107	197,859.21
1109	198,065.52
1118	233,860.50
1120	11,678.58
2101	343,503.81
2222	203,720.92
2336	325,121.44
3112	102,781.65
3314	59,988.68
3406	119,324.38
4008	58,915.73
4123	165,018.81
4340	1,030,107.42
4501	135,697.70
6229	3,757.24
6310	226,589.72
6450	395,452.41
7019	853,025.55
7704	84,922.59
7708	230,374.45
7803	184,397.75
9415	62,622.95
9423	1,209,871.96
9503	145,270.99
9505	36,930.70
9509	251,553.95
39521	<u>111,908.73</u>
Total Mortgage Loans -	\$7,189,844.81

Members' Relief Fund Expenditures - June 30, 2005 - March 31, 2006:

Strike Related:

Local 30213	Canadian Media Guild	7,645,322.29
Local 34011	Youngstown Newspaper Guild	338,524.26
Local 34179	Sheboygan News Guild	18,900.00
Local 4107	Comcast	3,100.00
Local 4546	Summit County	33,902.44
Local 59053	National Captioning Institute	16,900.00
Local 81076	Hausman Industries	13,160.00
Local 81331	Caldwell Manufacturing	333,800.00
Local 84907	Visteon Systems LLC	2,559.85
SBC		1,200.00
Sprint-Nextel		1,191,440.00
Verizon Information Services		<u>900,000.00</u>

Total **\$10,514,906.40**

Convention Action:

Hurricane Katrina - **\$ 1,742,945.09**

Defense Fund - The balance of the Defense Fund as of June 30, 2005, is **\$10,279,769.40**.

Defense Fund Expenditures - June 30, 2005 - March 31, 2006:

Strike Related:

<u>Bargaining Unit</u>	<u>Spent</u>
Local 84907 Visteon Systems, LLC	487.83
Local 81331 Caldwell Manufacturing	17,584.73
Sprint Nextel Strike	115,113.27
Local 34011 Youngstown Newspaper Guild	35,876.14
Local 30213 Canadian Media Guild	956,870.20
VIS Strike	<u>140,317.40</u>
Total	\$ 1,266,249.57

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

Non-Strike Related:

<u>Local</u>	<u>Allocated</u>	<u>Spent</u>
Comcast Media Campaign **		10,073.00
Delphi Corp Mobilization	359,269.00	3,552.06
Local 1040 - Brisbane Treatment Center **		58,271.21
Local 1104 - CWA vs. Ball	600,000.00	540,274.99
Local 14201 - Washington Post	250,000.00	249,589.30
Local 30213 - Canadian Media Guild	956,870.20	
Local 31003 - Reuters	193,440.44	80,447.00
Local 33225 - Upagra **		9,300.00
Local 34011 - Youngstown Newspaper Guild **		4,860.00
Local 38218 - York Daily Record	58,940.00	33,456.00
Local 51017 - WFSB-TV	119,500.00	68,000.00
Local 51021 - WRGB-TV	90,000.00	54,579.32
Local 52031 - National Public Radio	47,605.00	46,171.95
Local 81331 - Caldwell Manufacturing	96,800.00	69,063.01
Local 9119 - UPTe	33,838.00	33,243.00
Local 9413 - CC Communications	24,200.00	4,000.00
Local 9415 - Kaiser Permanente	30,000.00	29,338.23
Lucent Mobilization	10,010.15	10,010.15
Sprint-Nextel Merger Media Campaign	1,185,742.00	559,084.20
Stop Deregulation in NY State	188,000.00	23,300.00
Support for Union Cingular Wireless & Cable	<u>1,400,000.00</u>	<u>9,544.34</u>
Total	\$ 5,063,296.59	\$2,187,869.30

**Prior year's allocation

Strategic Industry Fund

The committee has had several discussions concerning the Strategic Industry Fund (SIF). We have met as a committee with the Executive Officers and with our respective members in our Districts. Through these discussions we are developing safeguards which will insure that the fund is used to increase our bargaining power and to protect each and every member of CWA.

As an independent committee elected by rank and file delegates, the Defense Fund Oversight Committee (DFOC) has played an important role in the oversight of the MRF/DF. The majority of the committee is in favor of the SIF. We do have one committee member who remains uncomfortable with diverting funding from the MRF.

The new fund will be separate from the MRF, Defense Fund and the General Fund. The Executive Board has agreed that the DFOC will review all strategic plans. As with the MRF/DF, the DFOC will review all expenditures and will report at each convention how the SIF is being utilized. Thus, the delegates to each CWA Convention, through the DFOC, will have ultimate authority over the SIF.

The Committee and members of the Executive Board will continue the process of refining procedures and guidelines for the SIF similar to the process that was developed earlier for grants from the Defense Fund. These guidelines will be made available to the Districts, Sectors and Divisions when they are complete. They will also be available to the Delegates at the 2007 Convention.

Robert Lilja Members' Relief Fund

The Defense Fund Oversight Committee and our union suffered a great loss this year with the passing of our founding chairman, Robert Lilja. Bob was the driving force behind the establishment of the Members' Relief Fund following the 17-week NYNEX strike in 1989. He realized that it was only with a 15 million dollar loan from the Japanese Telephone Workers' Union 'Zendentsu' that the Defense Fund was able to provide for the needs of the strikers. It was clear to Bob that the Defense Fund alone was inadequate to meet the needs of the union in the future.

Delegates to the 1990 Convention adopted the Members' Relief Fund designed to provide a substantial benefit to strikers. Bob's vision of an independent rank-and-file oversight committee, elected by and accountable to the Convention delegates, was the key to passing a quarter hour dues increase earmarked for the fund. Bob was the first chairman of the committee and remained so until his unexpected passing earlier this year. Under his leadership, the loans to 'Zendentsu' were paid and the MRF grew to be one of the largest strike funds in the American Labor Movement.

His legacy is one of always putting the needs of the members first and tenaciously guarding the trust that was given to him. You always knew where you stood with Bob and Bob always stood with the members.

The DFOC believes it would be a fitting tribute to honor Bob's hard work and dedication to name the MRF the "Robert Lilja Members' Relief Fund" in his honor.

Defense Fund Oversight Committee Meeting Expenses

The Committee recommends by unanimous vote that all committee member expense vouchers associated with meetings of the committee shall be paid by the Members' Relief Fund. All such expenditures shall be reported to the Convention and current expense vouchering procedures shall be followed.

CHAIR CHELIOTES: Mr. Chairman, the Committee moves the adoption of the report.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Seconded on the floor. I thank the Committee for the report. It is now moved, and speaking on Microphone No. 3 is Delegate Bloom.

DELEGATE GEORGE K. BLOOM (Local 1104): I would like to thank the Defense Fund Oversight Committee for their recommendation to rename the MRF the Robert Lilja Memorial Relief Fund, and I urge everyone to support this.

Bob was my president and my friend. I have said many times that he was almost never the voice of reason, but he was always the voice of the people.

This fund is for the members, and I expect that the current members will hold themselves to the same standards that Bob set for them through his actions and leadership.

I would like to thank the Committee for recognizing Bob as the driving force for getting the fund to where we are at today. The fund was the attraction for many unions to affiliate with the CWA. I urge you to use the money wisely. Thank you. (Applause)

PRESIDENT COHEN: At Microphone No. 5, Delegate Covarrubias.

DELEGATE LILLIAN M. COVARRUBIAS (Local 34043): Thank you. I have just a couple questions that might be obvious to some and not so to new people here. On the mortgage, the total mortgage loans, what do the mortgages represent? Are those buildings, and the fund has ownership of those buildings or mortgages?

I'm not quite sure what that means, and I apologize for what may appear like ignorance on my part.

And the other is, will the non-strike-related expenditures now be part of the Strategic Industry Fund? Thank you.

PRESIDENT COHEN: That's two questions really. Take the first one, Arthur.

CHAIR CHELIOTES: With respect to the first question, those mortgages are of locals that have bought union halls, and the Members' Relief Fund then secures those loans. It's like you go to a bank and you pay the current rate, which is 7.3 percent--

DELEGATE COVARRUBIAS: So that's--

PRESIDENT COHEN: I'm sorry. You had two questions. The way we work, you have two questions. It's not a dialogue.

Do you want to answer the second question?

The answer to the second question is that all our other procedures are similar to what they just reported and remain exactly the same. The Industry Fund is a totally different proposition and we've begun to discuss and develop those procedures as well.

Microphone No. 3, Delegate Clark.

DELEGATE FRITZ CLARK (Local 1111): I want to compliment the Committee on recognizing Bob Lilja. It is appropriate to name this committee in the future after Bob. Anybody who knew him knew his tenacity, his forcefulness and determination. As these funds get bigger, it is my opinion that it needs very careful oversight. It's a temptation to use that money for other things that we need. And that's why I think a second look at it, as

we debated yesterday, by the Oversight Committee is critically important. It's important. It does not indicate that we don't trust our Executive Officers to make wise decisions, but a second look is good. And it has to be an independent determination to follow the rules that we told our members we would do.

Bob was a great guy and it's a shame to lose him the way we did. But he earned our respect. So I urge you all to honor him by approving the recommendation. Thanks. (Applause)

PRESIDENT COHEN: Thank you.

Microphone No. 5, Delegate Linehan.

DELEGATE SEAN LINEHAN (Local 2252): The last item on the committee meeting expenses, how were the expenses paid before? And is this in the form of a motion to change it?

PRESIDENT COHEN: The answer to the second question first is that this report is a motion, and so the action items in the report, if adopted-- there are several action items-- would be adopted along with the report.

As far as the first question, Barbara, the process of how the committees were paid before-- that was the question. I assume they were paid from the General Fund, or the Convention Fund. That is the same as the General Fund.

Any other speakers?

Microphone No. 5, Delegate Romano.

DELEGATE JANINE M. ROMANO (Local 9575): Larry, you just answered my question previously, so thank you.

PRESIDENT COHEN: Thank you, Janine.

Microphone No. 1, Delegate Scinaldi.

DELEGATE LOUIS J. SCINALDI (Local 2202): I would like to call the question. (Applause)

PRESIDENT COHEN: The question has been called. It is not debatable.

All those in favor of calling the question indicate by raising their hand. Down hands. Opposed by like sign. The question has been called.

All those in favor of the motion to accept the Committee's report as read, please indicate by raising your hands. Down hands. Opposed by like sign. The report is adopted.

I want to thank the committee for their hours of work. (Applause)

I call to the podium the Women's Committee, please. Here they come.

. . . As the members of the CWA National Women's Committee were introduced, the delegates responded with a single clap of recognition . . .

Anne McCauley, Secretary-Treasurer, Local 1106; Linda Miller, President, Local 2001; Debra Brown, President, Local 3706; Tami Drollinger, President, Local 4371; Jacqueline Fields, President, Local 6505; Susan McAllister, Secretary-Treasurer, Local 7704; Rosa Bernal, Secretary-Treasurer, Local 9588; and Mary Lou Schaffer, President, Local 13550.

I recognize the Chair of the committee.

DELEGATE ANNE McCAULEY (Local 1106, Chair, National Women's Committee): Good morning. This is the report of the National Women's Committee to the 68th Convention of the CWA.

. . . The Women's Committee Report was read by the various members of the National Women's Committee, as follows: . . .

Report of the National Women's Committee

The CWA National Women's Committee met in Washington, D.C., June 5 and 6, 2006. We reviewed, discussed and updated the CWA National Women's Committee Mission Statement. We met with President Larry Chen, Secretary-Treasurer Barbara Easterling and Executive Vice President Jeff Rechenbach.

President Cohen advised the committee of the increased staffing and resources with the addition of a CWA National Human Rights Department in the Executive Offices. The National Human Rights Department's overall responsibility is the National Women's and Civil Rights programs and the offices of the Women's, Community Services and Civil Rights and Fair Practices Department reporting to the Director of Human Rights.

We continue to have good representation of women at most levels within our union and women's issues are represented well on all sides of the CWA Triangle.

The Committee also began preliminary planning for our 2007 National Women's Conference, which is targeted for the first quarter of 2007. As soon as information is available notification will be sent to all Districts, Locals and Staff. We are looking forward to a terrific conference and ask that you begin preparations to attend now.

The Committee would like to recognize and thank Rosa Bernal, Secretary-Treasurer, Local 9588, Susie McAllister, Secretary-Treasurer, Local 7704, Debra Brown, President, Local 3706, and, yours truly, Anne McCauley, Secretary-Treasurer, Local 1106, for their service and hard work and welcome new representative, Mary Lou Schaffer, President, Local 13550, to the Committee.

In addition, the Committee would like to thank Janine Brown for the support that she gave to the committee for the past five years. Janine has been selected by the Atlanta-North Georgia Labor Council, AFL-CIO, as the AFL-CIO Community Services Liaison for the United Way of Metropolitan Atlanta. Thank you Janine, we appreciate all you do in the labor movement for working families.

This year's report highlights issues of specific importance to women in the areas of Education, Health and Safety, Legislation and Domestic Violence.

Education Local Women's Committees

Local women's committees across CWA are involved in a large range of activities designed to educate members on women's issues and motivate members to develop strategies to address these issues.

An active local women's committee identifies needs and opportunities within the local and the community. They work with other locals and organizations in the community on women's issues.

Examples of successful programs are:

- * Voter education, registration and get-out-the-vote;
- * Community service projects, i.e., women's shelters, literacy programs and donate-a-phone campaigns;

- * Health issues, i.e., breast cancer awareness, cervical cancer screening and AIDS awareness; and
- * Education, i.e., seminars and workshops on domestic violence, pay equity and Family Medical Leave.

The primary mission of the CWA's National Women's Committee is to educate and assist CWA Districts and Locals in developing programs and strategies that make women's issues a priority in our union.

Action for CWA Locals: The CWA's National Women's Committee strongly urges all CWA locals to establish an active Women's Committee as outlined in the "CWA Women's Program" brochure. The brochure was-- it's not there now-- available at the National Women's Committee booth and from your District Women's Committee representative.

Ask A Working Woman Survey

The AFL-CIO Civil, Human and Women's Rights Department is currently conducting the 2006 "Ask A Working Woman" survey. In 2004, this survey collected more than 15,000 responses from union and non-union women across the country. More than 20 affiliate unions participated in the survey by disseminating it to their members and placing the link on their websites. As a result, affiliates were able to collect more than 5,000 e-mail addresses from their female members.

This year, the number of online responses to the survey is expected to increase. Now more than ever, working women want to sound off about their workplace and economic priorities and women union members want to be more active within their unions.

Action for CWA Women & Locals: The CWA Women's Committee encourages all CWA working women to participate in the survey through the link provided on the CWA website at www.cwa-union.org or www.aflcio.org. Further, all CWA locals are asked to publicize and promote the Ask a Working Woman survey in meetings and newsletters, on bulletin boards, local websites and in all communications with their women members.

CWA/NETT

The CWA/NETT Academy was formed in 2000 and is owned and operated by CWA. The mission of CWA/NETT is to provide educational opportunities that CWA members and their families need to access the jobs of the future and to provide those resources in a cost effective, flexible and easily accessible manner.

For many CWA women, CWA/NETT has helped them upgrade their skills to keep up with the latest technology changes. For others, the online practice tests have enabled them to pass the requirements to move to another job. For those women pursuing a degree, CWA/NETT courses provide college credits towards a Certificate or Associate degree.

Through online courses, CWA/NETT provides the maximum flexibility women need to advance their career without sacrificing the quality of education.

Action for CWA Women & Locals: The CWA National Women's Committee urges women to take advantage of CWA/NETT opportunities to further their education, whether it is for job advancement or personal gain.

Further, all CWA locals are asked to advertise and promote CWA/NETT at meetings and on their websites. For additional information, log on to www.cwanett.org.

CLUW - Coalition of Labor Union Women

The primary aim of the Coalition of Labor Union Women is to unify all union women in a viable organization to determine common problems and concerns and to develop action programs within the

framework of our unions to deal effectively with women's issues. CLUW's goals are to promote affirmative action in the workplace, strengthen the role of women in their unions, organize unorganized women and increase involvement of women in the political and legislative process.

While working women have overcome many obstacles with CLUW's involvement, there is still much work to be done. With your help, CLUW can use the collective strength of union women to make a difference right here, right now.

Action for CWA Women: Because women supporting women is essential to the growth of the labor movement, your CWA National Women's Committee recommends that all CWA women join and actively participate in a CLUW chapter in their area. If there is not one in your area, there is help available to start one through your District Women's Committee representative in your district or visit the CLUW website at www.cluw.org.

Women's Health and Safety

Breast Cancer - Every two minutes a woman in the United States is diagnosed with breast cancer. Breast cancer incidents in women have increased from one in 20 in 1960 to one in seven today. With early

detection, 87 out of 100 women will survive. The largest risk factor is age. Most breast cancers occur in women over the age of 50 and women over 60 are at the highest risk. Other risk factors include heredity, early puberty, late child bearing, obesity, heavy alcohol consumption and smoking.

October is National Breast Cancer Awareness Month (NBCAM). For over 20 years, NBCAM has educated women about early breast cancer detection, diagnosis and treatment. National Breast Cancer Awareness Month continues reaching out to women with several key messages, most notably, the importance of early detection through annual mammography screening for women over 40, or earlier for women at increased risk.

Action for CWA Women: The CWA Women's Committee encourages all CWA women to educate the women in their lives on the importance of monthly self breast exams and the significance of clinical breast exams performed by your doctor and yearly mammograms for women over 40. We also urge locals to remember Breast Cancer Awareness when planning community service activities. For more information you can go to www.komen.org or www.NBCAM.org.

Cervical Cancer & Human Papilloma Virus (HPV)

In 2006, nearly 10,000 American women will be diagnosed with cervical cancer and more than 4,000 will die of this preventable disease-- which disproportionately affects minority women. Hispanic women are almost twice as likely as Caucasian women to be diagnosed with cervical cancer and African American women are more than twice as likely to die of this disease.

Cervical cancer is almost always caused by HPV. HPV is a very common virus. In fact, most people have had HPV at some time in their lives. The type of HPV that can lead to cervical cancer does not cause any symptoms. That's why it is important to get regular screenings, and if possible, the most up-to-date tests. The FDA states that the HPV test, when used with a Pap test in women over 30, has the ability to identify cervical cancer or its precursors 100 percent of the time. Cervical cancer screenings should be done by your doctor using a Pap test if you are younger than 30 or a Pap and HPV test if you are older than 30.

The States of Maryland, Texas and New Mexico now require health insurers to cover HPV testing as part of the routine screening.

Action for CWA Women: In light of the HPV test being an effective way to identify cervical cancer within women, the CWA National Women's Committee encourages all CWA delegates, alternates and members to

support legislation for all states to cover HPV testing as part of the routine Pap test by writing to your senators. Log on to the CLUW website at www.cluw.org or the non-partisan group, Women in Government, at www.womeningovernment.org for more information and the latest information on legislative activity.

ICE (In Case of Emergency)

Because the safety of our members and their families is of utmost importance to the CWA Women's Committee, and eight out of 10 people do not carry emergency contact information that would help if they were involved in an emergency, we strongly suggest that every member utilize the ICE acronym. Storing emergency contact details in your cell phone could assist emergency personnel if you're unable to tell them whom to contact. This should be used in addition to, not in place of, other more standard forms of identification.

ACTION: Add this acronym to your cell phone contact list along with the name and number of someone who should be contacted on your behalf in case of an emergency.

Legislation

Protect Family and Medical Leave (FMLA)

It is very important in today's society to make every effort to encourage flexibility in the workplace. As you know, today's working women must balance work and family life. They often find this difficult, which makes it an important issue to focus on now and in the future. Contracts can and should be negotiated with workplace flexibility in mind. Eldercare is another huge issue that women face in the workplace. As Americans live longer, women are spending more years as caretakers of their children, grandchildren and aging parents—increasing the need for time off to tend to medical requirements.

On March 25, 2006, the Coalition of Labor Union Women launched an FMLA campaign to protect and extend family leave, which included postcards urging members of Congress and President Bush to “fight against any attempts to dismantle FMLA.” Businesses are lobbying to try to change one of this era's most family-friendly reforms. The Department of Labor has placed changes to FMLA on their priority list, so cuts could come at any time. Supporters of family medical leave propose extending the law to allow workers to take leave for additional family needs, such as: parent-teacher conferences, taking an elderly parent to the doctor or staying home with a child who has the flu.

Too many workers cannot take advantage of family medical leave because they can't afford to take unpaid leave. Many women wind up leaving their newborn to go to work because of economic pressures. A Harvard University study shows that 32 countries mandate paid time off for new parents and 19 countries offer two years or more of parental leave. Meanwhile, half of the U.S workforce and three quarters of low wage workers do not even get paid for sick time.

The CWA National Women's Committee strongly supports our members being paid for family medical leave.

Action: Go to www.cluw.org and sign the post card to protect and extend Family Medical Leave.

Employee Free Choice

Union members demonstrated their commitment to workers' rights at a week full of rallies, marches and candlelight vigils across the country leading up to International Human Rights Day on December 10, 2005. Thousands of union women and men marched in Washington, D.C., from the AFL-CIO headquarters to the White House on December 8 to press the Bush Administration to strengthen protections for workers who wish to organize and halt efforts to eliminate collective bargaining rights for hundreds of thousands of federal workers.

“The right to organize has been destroyed, right-wing politicians to cut back the law to nothing, and corporations trample on our freedom like it’s their personal doormat,” AFL-CIO Executive Vice President Linda Chavez-Thompson told the rally. “George W. Bush and his buddies have turned the federal government into the nation’s number one unionbuster.”

On April 9, 2005, the Employee Free Choice Act (S.842 and H.R. 1696) was reintroduced into Congress by a bipartisan coalition. The Act strengthens workers’ rights to unionize by requiring employers to recognize a union after a majority of workers have signed cards authorizing union representation. It also provides for mediation and arbitration of first-contract disputes and authorizes stronger penalties for employers in violation of unionization rights.

CWA knows that unions make a real economic difference for women and their families. Union women earn 34 percent more than non-union women and have better health care and pension plans. Union women also win when it comes to having the power to fight pay inequity and discrimination of all kinds. CWA sisters can help working women by advocating for the Employee Free Choice Act!

Action: The National CWA Women’s Committee requests that you verify if your Representatives and Senators have signed on to S.842 and H.R.1696. If they haven’t, call or visit and ask them to sign on. Let them know how important the Employer Free Choice Act is to working families.

Domestic Violence

Domestic violence is the willful intimidation, assault, battery, sexual assault, or other abusive behavior perpetrated by an intimate partner against another. It is an epidemic affecting Americans in all communities, regardless of age, economic status, race, religion, nationality or educational background.

One in four women will experience domestic violence during her lifetime and each year over 1,200 women are killed by an intimate partner. Homicide is the leading cause of death for women in the workplace. Ninety-six percent of battered women experience related problems at work: 56 percent are late to work, 28 percent leave work early and 54 percent miss entire days of work. Intimate partner violence victims lose nearly 8 million days of paid work per year-- the equivalent of more than 32,000 jobs. The lost productivity and earnings due to intimate partner domestic violence account for almost \$1.8 billion each year.

CWA has effectively led the way in education of its leaders as well as its rank and file members by conducting in-depth training modules. Several districts have negotiated joint union-management training. Some districts and locals have included Domestic Violence training in their education programs. Several locals have grassroots programs. These training courses and activities give CWA representatives and members the tools and awareness to identify and assist domestic violence victims. But additional steps must be taken to spread knowledge to and heighten the awareness of our CWA family.

The impact of domestic violence on our members, survivors, their children and the community is detrimental. CWA must continue to be a leader in the communities in which we work and live. We must work to protect survivors from future victimization and prevent the continuation of the cycle of violence from generation to generation.

Action: The National Women’s Committee calls on CWA to include domestic violence awareness training in CWA education and training programs at all levels.

Help raise awareness by participating in Domestic Violence Awareness Month in October.

Work with policy advocacy organizations to influence your state legislature to pass progressive domestic violence laws.

Volunteer at a domestic violence shelter.

The National Women's Committee submits this report for your help in continuing the support of women's issues in CWA, the labor movement, and our communities.

DELEGATE MARY LOU SCHAFFER (Local 13550): Mr. President, we move the adoption of this report.

PRESIDENT COHEN: There is an adoption motion on the floor. Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Speaking on the motion at Microphone No. 3, Delegate Unger.

DELEGATE LAURA UNGER (Local 1150): When I first took office as President of my local in 1986, I was the first woman President of Local 1150, since an operator named Norma Naughton helped form our local from three independent unions in the late 1930s.

When I went to my first Long Lines Ad Hoc meeting, I walked into a roomful of men, with only two other women in the hall. Now the meeting is over half women. (Applause)

Though our CWA Executive Board does not reflect our union, progress has been made with four women now sitting on the Board.

I used to think that if you were just tough enough, smart enough, bold enough, and fought hard enough, that would be enough to take your rightful place in this union. Sometimes that works, but I hate to think of the talented young women out there in many of our locals who have to keep fighting these same old fights.

The women who showed me the ropes when I was coming up in this union were Dina Beaumont, Ann Crump, Donna Conroy, and Jo Ann Diana. I stand on their shoulders. Without them, I would not be at this microphone. (Applause)

We here today must do the same for the young women activists out there and help them become the leaders they can become. I have more faith right now than ever before that in this Executive Board and this union, we will fight the fight, not just for every member of this union, but will take the lead to fight back against the backward, medieval leadership of this country who are trying to push us all backwards-- back into the kitchen, back to where we were in the '50s. But we cannot take the success of that fight for granted.

I urge, not just support of this report, but united action on every single item. Thank you. (Applause)

PRESIDENT COHEN: On Microphone No. 3, Delegate Santora.

DELEGATE T SANTORA (Local 9000): Brothers and sisters, I urge the adoption of the report, but I keep my remarks for the brothers in the room. I want to draw your attention to the section on domestic violence. What the Committee didn't say shouldn't have to be said, but let's face it, brothers, most of the violence against women, the vast majority of the violence, is perpetrated by men. We have to take responsibility for ourselves and our fellow brothers, and there are good examples out there. I would urge you to look them up.

In San Diego, there is a grassroots committee called the Men's Leadership Forum, which is an organization for and by men to address this problem of domestic violence and violence against women in general. Since the inception of that program, several other programs have developed in other states, including Florida, Georgia, and others, and even in Mexico, the other nation in North America. (Applause)

For those of you who need more information-- and I know most of us do need more information on this topic-- I urge you to contact our brother, Ken Owens, who is a founding member of the forum, from Local 9509 in San Diego. He will be happy to help you and I urge your support and serious look at this issue for all of us. Thank you. (Applause)

PRESIDENT COHEN: No other delegate has asked to speak. Therefore, the question is called. All those in favor of supporting the motion on the floor accepting the Women's Committee Report, please indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

We thank the Committee for their excellent work. (Applause)

Before we adjourn, Barbara has some announcements. And from the "Privilege" mike, I was asked to remind the delegates of a resolution passed in 1990, that all literature distributed here carry the Allied Printing Trades Union's label.

SECRETARY-TREASURER EASTERLING: Before I begin my remarks, I would like to call on Jeff Rechenbach for an announcement.

EXECUTIVE VICE PRESIDENT JEFF RECHENBACH: Thank you, Barbara. I just want to ask for a moment of personal privilege here. As many of you know, after Larry, Barbara and I were elected last fall, we asked Louise Caddell, a staff representative out of District 7, to come to Washington, D.C. to head up our legislative and political operations.

Well, she was barely in Washington for a month when it was discovered that she had a very aggressive form of leukemia. Now, fortunately, Louise has a sister who has a bone marrow match, and she has undergone a transplant, and we should have her back in the fight in short order here. (Applause)

But so many others are not so fortunate to have a sibling match, so you can help that process out. You can register to become a marrow donor at the booth which has been set up outside this hall today. They no longer have to draw blood like those of us that registered years ago had to go through. Today, it is as simple as taking a cotton swab from the inside of your mouth.

So, as a favor to Louise, on today's lunch break I would ask you to take just a few minutes and join the registry. Thank you very much. (Applause)

SECRETARY-TREASURER EASTERLING: Thank you, Jeff.

The CWA staff union will meet immediately upon recess for lunch at the front of this room.

IUE-CWA Local 173, Jim Clark, their Vice President, wanted me to give them the recognition for having secured the scrapers for us that we were given as gifts.

Again, we remind you that our sisters and brothers in the AFA are very much aware of anything dangerous coming on the planes and they, of course, have advised us to be sure you put them in your checked luggage.

You received this on your tables this morning. It is very important that you put that on and wear it. It sends a great message. It says that it is union members. It's not just women, it's union members who are standing up and speaking out to end domestic violence, and these are available through CWA. You have the forms to order more to help us promote that program.

I have some winners of drawings that were held by the individual booths. The Applied Professional Training booth, Local 9509 in San Diego was the winner of the VHS to DVD recorder, and that can be picked up in the booth.

Raffle winners. The Retired Members' Club 9510 announced that a DVD player has been won by Adolfo Mares from Dallas. The iPod was won by Fuzzy Finch from Atlanta, and that can be picked up at the Retirees' booth. The Sage Group: The winner of the Sage Group raffle is Bill Brock from Local 3803, and he can pick up his iPod at the booth.

At the US Airways Bargaining Committee election this morning, John Hansen, Barbara Tobin and Vonda Hardy were elected. Jim Chastain, Chris Fox and Lori Manuel will be the alternates. Vicky Sheffy was elected as the System Board Representative, and Vonda Hardy will be her alternate.

District 3 overwhelmingly reelected Mark Ledford to the Defense Fund Oversight Committee. District 1 elected Terry Daly, Treasurer of 1101, to the Defense Fund Oversight Committee. (Applause)

The CLC officers are going to have a meeting at noon, and that will be in Conference Rooms 5 and 6.

That concludes the announcements, Mr. President.

PRESIDENT COHEN: Thank you. We are in recess until 1:30. Please come back at 1:30, we have a lot of business to do. Thank you.

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

TUESDAY AFTERNOON SESSION

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

PRESIDENT COHEN: The Resolutions and Rules Committee is on the platform. We are now resuming in order, and we will stay in order with the resolutions. We will do several now and then come back.

I will now call on the Chair of the Resolutions Committee.

DELEGATE KENNETH SAETHER (Local 7906, Chair, Resolutions and Rules Committee): Mr. President, the Chair recognizes Luther Jackson.

DELEGATE LUTHER JACKSON (TNG-CWA Local 39098): Thank you, Mr. Chairman. Would the delegates please turn to page 9 of the Resolutions report and look at Resolution 68A-06-3, entitled "Medicare For All."

Resolution 68A-06-3 Medicare for All

The relentless rise of health care costs in the United States is prompting companies to move operations out of the country, shrinking corporate resources available for investment in plant, equipment and job growth, hampering employers' ability to fund pension plans, and straining public sector budgets.

Rather than seeking a long-term solution to this decades-long problem, employers are cutting health benefits, raising worker contributions, and eliminating retiree health plans. Recently they've taken to using buzz words like "individual choice," "individual responsibility" and "consumerism." What they mean is workers pay more. It is a simple calculation: when workers pay more for health care, health care will cost less for employers.

To date, few employers or business groups have called for a comprehensive solution to the expanding health care crisis. Some CWA employers, including Verizon and AT&T, have left the National Coalition on Health Care-- a diverse group of businesses, unions, faith-based organizations, physicians associations and others-- which has developed a set of principles for affordable, quality health care for all and a set of specifications for achieving that goal. Some auto companies have used the media to describe how the U.S. health care system hampers their ability to compete in the global market, but they have offered no solution. Employers that provide health insurance are reluctant to speak out to insist that all of their corporate cohorts provide health care for their employees. And many employers are hesitant to speak out against weak and ineffectual Bush administration proposals for fear of jeopardizing cozy relationships that may be the basis for government contracts or favorable tax treatments.

Many CWA members are still covered by top-rated health plans, but all CWA members have felt the sharp edge of the benefit cuts and are concerned about the future these trends portend.

Some members have reported their stories on www.healthcarevoices.org, CWA's health care policy resource center. For example:

Patricia B from District 6 says, "I shudder to think what it's going to be like in another ten years. The price of our health care has gone through the ceiling. I have a heart condition and will probably have to take medication for the rest of my life. Let us continue to write and e-mail our legislators and voice our concerns. Our current system is not working. Health care should be affordable for all."

"I'm worried that some day there will be no health care insurance for us. Only the wealthy will be able to go to the doctor. We need a plan for everyone-- that will take care of everyone. If we don't do it soon, we may never be able to!" says Barbara S of CWA District 9.

The last few years have been filled with fights at the bargaining table over health benefits. We've fought bankrupt employers who want to leave their retirees with no insurance coverage. We've fought profitable employers who want to substitute our negotiated benefits with cut-rate plans in order to deliver greater earnings to shareholders. We've battled large employers and small employers in every sector. If no change is made soon to the current health care system, our next round of bargaining will be bitter indeed. By every measure, the current health care system is failing the needs of working families.

We cannot be idle. It is time for action. During the 2006 election season, we must urge all politicians to provide bold leadership to enact legislation that will guarantee quality and affordable health care for all.

There is an approach to health care reform that builds on a system that has guaranteed health coverage for older Americans for more than forty years-- Medicare. Sen. Edward Kennedy (D-Mass.) and Rep. John Dingell (D-Mich.) have introduced legislation that would expand Medicare to eventually extend health insurance coverage to every American. The Medicare for All Act (S.2229) would begin by phasing in expanded Medicare eligibility first for those 55-64 years old and children up to the age of 20. The program would be available to all after 11 years. The program would be financed primarily through a 7 percent tax on employers, and a 1.7 percent tax on individuals, as well as general government revenue. Those who prefer private insurance would have the option of keeping employer-based coverage, if offered, or individuals and employers could buy into a private plan offered through a newly created system similar to the Federal Employee Health Insurance Benefit Plan.

Rep. Pete Stark (D-CA) is exploring another way to build on the foundation of Medicare as a way of expanding health coverage to everyone and may introduce legislation in the near future.

Other bills are likely to be introduced as well as a way of drawing attention to the need for major, comprehensive reform of the nation's health care system. CWA members should be among the leaders calling for such reform by calling for the expansion of a program with a proven track record, by demanding Medicare for All.

RESOLVED: CWA shall continue to resist employer cost shifting and shall attempt to educate employers and motivate them to support the concept of Medicare for All.

RESOLVED: CWA shall increase education and outreach efforts around solutions to the health care crisis. Efforts will include utilizing CWA's online health care resource center, www.healthcarevoices.org, to collect member health care experiences, to host online discussions with health care experts, to connect with other health care campaigns, and to present information about health care solutions.

RESOLVED: During upcoming elections in 2006 and through the 2008 elections, CWA will work to build broad grassroots support for universal coverage and Medicare for All. CWA will develop a tool kit for locals to use to hold elected representatives and candidates accountable for taking bold action now to assure quality health care coverage for working families and for everyone.

Mr. President, the Resolutions Committee moves the adoption of Resolution 68A-06-3, entitled "Medicare For All."

PRESIDENT COHEN: It is so moved. Is there a second from the floor?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Microphone No. 3, Delegate Unger.

DELEGATE LAURA UNGER (Local 1150): Actually, I don't have a speech prepared, but I just wanted to get up here and say I think it's disgraceful that we let this resolution be approved without somebody at least getting up here and saying that this is the most crucial issue in America today. (Applause) It's important in all

our bargaining. This is just a completely outrageous situation in this country, that 45 million Americans don't have insurance.

We have to make sure that labor unions, just because we have insurance ourselves, don't get complacent about it. It's going to be the key issue in every one of our bargainings. It means we can't make progress on anything else because they are constantly fighting and re-fighting this issue. If we don't take this seriously and become a key part of the coalition to fight for universal health care in America, then we are completely missing the boat on the most crucial issue of our generation.

I just want to make sure that we get on the record that this is not just another shallow resolution, but this is an issue that we ought to be fighting on day in and day out. (Applause)

PRESIDENT COHEN: Microphone No. 5, Delegate Donohue.

DELEGATE JIM DONOHUE (Local 3104): I agree with everything that Sister Unger just said, but my question is: Could you give us an approximate cost of what this might cost CWA?

PRESIDENT COHEN: This is not a CWA cost, these Resolves. Let's see--

DELEGATE DONOHUE: If we're going to collect information, disseminate it and put on educational conferences, I want to know what the cost might be.

. . . Brief pause while President Cohen conferred with Secretary-Treasurer Easterling . . .

PRESIDENT COHEN: Sorry, Jim. The website is already up, healthcarevoices.org. In the last Resolve, we will be active in many states in those elections through COPE funding. A lot of the COPE funding now is going back through state councils into grassroots efforts. That's not budgeted there. There could be costs here, but they would be within our normal budget, the budget that was approved here.

You are entitled to a second question. Is he there? He's gone. Thanks for the question.

Delegate Kalmijn at Microphone 3.

DELEGATE JELGER KALMIJN (Local 9119): It's really a tragedy that I have to come up and speak for this motion once again. It's almost like saying the sky is blue to say that health care is in crisis. It's outrageous that we have to keep making this speech year after year. We all know the statistics. I won't bore you with them all. We know that we live in the richest country in the world where we spend the most on health care, and we have the worst outcome of any other industrialized nation.

Look at any statistic-- childbirth deaths, longevity, what happens in hospitals, the amount of people that are uninsured. It's horrible. It's a disgrace. Worse yet, the problem is not getting any better. The problem is only getting worse since the last time I made this speech. More people are uninsured, especially people of color, poor people, kids. Costs have increased three to four times the rate of inflation.

I just picked up that lovely corporate rag they dumped at my door today, *USA Today*, and it had a nice headline again. The price of prescription drugs for cancer went up 16 percent last year. That's a little bit more than the raise I negotiated with the University of California for our members.

The system is obviously broken. We all know so. So the question is not that. We all know that. The question is: What are we going to do about it?

There is a lot we can do about it. We cannot just say this is beyond us; this is too big; this is too bad. We have to take individual responsibility, each and every one of us, where we can.

I want to just shine a couple of rays of light. There are some success stories that are going on out there. In Vermont, just recently they passed a universal healthcare bill-- nearly universal-- that will make 96 percent of the people in Vermont covered. (Applause)

This state-subsidized plan will bring the poor people free healthcare and the people who have larger incomes will have to pay some amount of money. It is not what we really want. It is not exactly what we want. We want a single-payer plan, but it is a major step in the right direction. It's one of the first states that brings nearly universal healthcare to a reality.

Back where I live in California, in San Francisco, the Mayor has worked with the City Council and the Board of Supervisors for the County, and they have passed universal healthcare. The 82,000 uninsured people in the City of San Francisco will now have health insurance. (Applause)

Success is possible. The San Francisco Healthcare Access Plan brought about by Mayor Newsom is going to work. The newly-elected Mayor of Oakland, Ron Dellums, has promised to do the same, right across on the other side of the Bay. Little piece by little piece, we are going to do it.

Our local that is based in the Bay Area, as well as in the rest of California, we are going to work to make sure that Ron Dellums keeps his promise and this becomes a reality so that the people of Oakland also will be guaranteed healthcare.

Activists in Massachusetts are collecting signatures right now to get a constitutional amendment, and the polls showed that 61 percent of the people would vote in favor of that constitutional amendment to get healthcare to everyone. Only 26 percent are against it. We know the corporate people will attack us like hell, but we can get out there, too, and talk to everybody and make sure this constitutional amendment is passed.

On the rational level, legislators like Pete Stark, Ted Kennedy, and John Dingle are putting forward proposals to have expanded Medicare, to expand it down to 55 and include kids up to 20. These are proposals that put things in the right direction. We need to fight in every way, however we can, to get healthcare for all.

Finally, we must fight for healthcare where we can do it best-- in our contracts. We know that every one of us is going to be fighting for our healthcare in our retiree healthcare coming up. This is going to be the war for us at the bargaining table, and we need to take this to our membership and let them know what they have taken for granted year in and year out-- I know my members have-- is on the chopping block. The plan for Corporate America is that you do not need to have retiree benefits. You do not need a defined benefit plan. We need to make sure that our members keep their healthcare.

I want to exhort every delegate, guest and staff person here to think about what you are going to do about getting healthcare changes in the next year. There is something where you live. There is some action, whether it's in your contract, whether it is in some legislative proposal, whether it is some other proposal that is coming forth that you can do something about.

We need to have an army of people making sure that we get universal healthcare once and for all so that when I come to make this speech next time we can not only talk about rays of light but actually some sunshine, and thousands and thousands of people with universal healthcare. I strongly advocate that you vote for this and when you vote you act, and when you come back here you can brag and tell everyone what you have done to make sure everyone gets universal healthcare from now on.

Thank you very much, delegates. (Applause)

PRESIDENT COHEN: Microphone No. 5, Delegate Nielson.

DELEGATE DENNIS B. NIELSEN (Local 7032): President Cohen, a question: With the expenses, could

this come out of our newly-created SIF, if we as locals go back and start working with our VPs and bring a proposal, since this here is education and also giving us bargaining strength? I guess I'm asking, could this be one of the projects that the SIF could be utilized for?

PRESIDENT COHEN: Fighting for healthcare reform and for healthcare benefits can be if a district, or across all districts, if that kind of campaign was put together. It does fit into that framework. It is directly related to our bargaining power. The answer is yes.

DELEGATE NIELSEN: Thank you.

PRESIDENT COHEN: There is no other delegate wishing to speak. The question is before us. We are voting on the main motion.

Oh, there is another speaker. Well, if there is another speaker, the problem is, I had a motion to close debate. Is that okay over there? I skipped the motion to close debate because I didn't have a request for another speaker. So, otherwise I would have to have gone to Mike 1 to call the question. Are you okay with that over there? Yes.

So, we are going to call the question. Thank you for your indulgence. Otherwise-- are you okay with that or not? Yes.

All right, we are voting on the main motion on "Medicare For All." All those in favor of the motion, Medicare for All, indicate by raising your hand. Down hands. Opposed by like sign. The motion is adopted. (Applause)

Resolution No. 4.

CHAIR SAETHER: The Chair recognizes Keith Bailey.

DELEGATE R. KEITH BAILEY (IUE-CWA Local 84755): Thank you, Mr. Chairman. Would the delegates please turn to page 11 of the Resolutions report and look at Resolution 68A-06-4, entitled "Cesar E. Chavez National Holiday."

Resolution 68A-06-4 Cesar E. Chavez National Holiday

Cesar E. Chavez, the founder and former President of the United Farmworkers of America, AFL-CIO, stood as one of the heroic figures of the 20th century. He inspired millions of our nation to take action for economic justice, civil rights and political empowerment.

Organized labor is a natural ally in the effort to pay tribute to Chavez, one of labor's own leaders, who led a historic "Si, Se Puede" ("Yes We Can") nonviolent movement for farm workers' rights. That movement included a strike, a five-year boycott of grapes which won the first labor contracts in the grape fields, personal fasts in protest of the use of dangerous pesticides by agribusiness, and the establishment of the Agricultural Labor Relations Act, the first law governing farm labor organizing in the United States.

The legacy of Chavez, like the legacy of Dr. Martin Luther King, Jr., serves to educate, inspire, and serve as a model for all Americans and the generations to come.

The successful campaign to make Chavez's birthday, March 31, an official paid state holiday in California, and a day of service and learning in that state's public schools, has launched a national movement calling on Congress to do the same with an official federal holiday. This would be the first time in history that a labor leader, a Mexican-American and a Latino would be honored in this way.

This movement has now won state holidays in Arizona, Texas, Colorado, New Mexico, Michigan and Utah in addition to California.

Members of the Communications Workers of America throughout the nation have emulated the work of Chavez and his "Si, Se Puede" legacy as they fight for working families' rights.

RESOLVED: The Communications Workers of America calls on Congress and the President of the United States to establish an official federal holiday for Cesar E. Chavez and a day of service and learning in our schools.

RESOLVED: The Communications Workers of America will officially join the National Coalition for a Cesar E. Chavez National Holiday, and in so doing become an active partner with Latino, labor, civil rights, interfaith and other leaders, elected officials and organizations working together to ensure that the legacy of Cesar E. Chavez is recognized and celebrated throughout our nation with an official holiday.

Mr. President, the Resolutions Committee moves the adoption of Resolution 68A-06-4 entitled, "Cesar E. Chavez National Holiday."

PRESIDENT COHEN: The resolution has been moved.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: There is a second from the floor. I would ask again that the delegates please be quiet in the hall. This is, again, a serious resolution, as they all are. We want to hear the Resolves being read.

I am not sure I understand this, but two delegates, Sandoval and Valdez, want to speak together in Español and English, so we will do that. You will decide who is first.

. . . As Delegate Sandoval addressed the Convention, his remarks were repeated in Spanish by Delegate Cecilia Valdez, Local 7026, as follows: . . .

DELEGATE THOMAS SANDOVAL (Local 7019): Mi Hermanos y Hermanas! Hello, Union Brothers and Sisters. I am truly proud and honored to be asked to speak on behalf of one of the legendary unionists and to proclaim that a National Holiday be awarded in his honor.

Cesar Chavez was born in Yuma, Arizona. Cesar Chavez died in Yuma, Arizona. Cesar Chavez said: "It is not about the lettuce and the grapes; it is about the people."

Cesar Chavez, the founder and former President of the United Farm Workers of America, AFL-CIO, stood as one of the heroic figures of the 20th Century. He inspired millions in our nation to take action for economic justice, civil rights, and political empowerment.

Organized labor is a natural ally in the effort to pay tribute to Chavez, one of Labor's own leaders, who led a historic "Si, Se Puede," "Yes We Can," non-violent movement for Farmworkers' rights. That movement included a strike, a five-year boycott of grapes, which won the first labor contracts in the grape fields, personal fasts in protest of the use of dangerous pesticides by agribusiness, and the establishment of the Agricultural Labor Relations Act, the first law governing farm labor organizing in the United States.

The legacy of Chavez, like the legacy of Dr. Martin Luther King Jr., serves to educate, inspire, and serves as a model for all Americans and the generations to come.

The successful campaign to make Chavez's birthday, March 31st, an official paid state holiday in California and a day of service and learning in that state's public schools has launched a national movement calling on Congress to do the same with an official federal holiday. This would be the first time in history that a

labor leader, a Latino, would be honored in this way.

California, stand up!

. . . The delegates from California arose as they applauded and cheered . . .

DELEGATE SANDOVAL: This movement has now won the state holidays in:

Arizona-- Stand up!

. . . The delegates from Arizona arose and applauded and cheered . . .

DELEGATE SANDOVAL: Texas-- Stand up!

. . . The delegates from Texas arose as they applauded and cheered . . .

DELEGATE SANDOVAL: Colorado-- Stand up!

. . . The delegates from Colorado arose as they applauded and cheered . . .

DELEGATE SANDOVAL: New Mexico-- Stand up!

. . . The delegates from New Mexico arose as they applauded and cheered . . .

DELEGATE SANDOVAL: Michigan-- Stand up!

. . . The delegates from Michigan arose as they applauded and cheered . . .

DELEGATE SANDOVAL: Utah-- Stand up!

. . . The delegates from Utah arose as they applauded and cheered . . .

DELEGATE SANDOVAL: Members of the Communications Workers of America throughout the nation have emulated the work of Chavez and his "Si, Se Puede" legacy as they fight for working families' rights. Cesar Chavez proved to us that today's politicians fear your vote and your political contributions. Can you say "COPE"?

Cesar Chavez proved to us that collective bargaining is in fact industrial democracy. The percentage of organized workers will grow only if our members are actively involved in building our union. The surest path to power is through the ballot box. It is the only way to defend those who stand tall with us and defeat those who humiliate us. (Applause)

PRESIDENT COHEN: No other delegate wishes to speak, so the question is before us. All those in favor of the motion, signify by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

Resolution 5.

CHAIR SAETHER: The Chair recognizes Denise Burns.

DENISE BURNS (President, Local 2107): Thank you, Mr. Chairman. Would the delegates please turn to page 12 of the Resolutions Committee report and look at Resolution 68A-06-5 entitled, "Condemning the *Washington Post* Actions." I will read the Resolves.

Resolution 68A-06-5
Condemning the *Washington Post* Actions

Washington Mailers' Union/CWA Local 14201 has been under a vicious attack from the anti-union *Washington Post* while trying to bargain a fair contract for more than three years. Local 14201 has been besieged by the *Post's* draconian and union-busting proposals, not the least of which is the company's demand for a unilateral right to withdraw from the CWA-ITU Negotiated Pension Plan.

The Mailer's contract expired May 18, 2003, and the *Post* refuses to withdraw or modify any of its proposals and has refused to bargain over any of the Union's issues. Workers have been without a pay raise for more than four years, all the while health care costs skyrocket. The *Post's* proposals, if accepted, would cost our members thousands of dollars in give-backs.

The *Washington Post* has now declared impasse and has implemented part of its demands including drastically reducing its pension contributions for the lowest paid workers by \$72.50 a week and thereby stealing from them their retirement security.

RESOLVED: That the Communications Workers of America goes on record as condemning the *Washington Post* for its actions and pledges its support for the members of CWA Local 14201.

Mr. President, the Resolutions Committee moves the adoption of Resolution 68A-06-5 entitled, "Condemning the *Washington Post* Actions."

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Seconded from the floor. On Microphone No. 3, Delegate Fahrenholt.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): Good afternoon, Mr. President. I rise in very strong support of this resolution and would hope that we unanimously send a message to this employer and to every other employer that abuses CWA.

Yesterday I had the privilege of speaking to you about what BellSouth has done to my membership. Brother Wayne Mitchell-- who I could never follow. I made this comment once before, that it would be like kissing your sister-in-law. (Laughter) But Brother Mitchell brought home the point in the SIF debate that we need to become vocal. We are not lapdogs. We are not lapdogs anymore for any corporation-- any corporation-- any corporation. (Applause) Thank you.

PRESIDENT COHEN: Microphone No. 3, Delegate Pullium.

DELEGATE MARK B. PULLIUM (Local 14201): I represent 450 mailers, helpers, and utility workers at the *Washington Post*. We have been without a contract for over three years and have not had a raise in the last four. Although we have tried to bargain in good faith, the *Washington Post* refuses to back off of its draconian demands, wanting to take away everything this union has spent the last 80 years working for.

Some of the key issues are healthcare, a decent pay raise. They want to force us to work overtime. They want to put video cameras in the work areas so they can spy on us. They want to eliminate the union's ability to monitor hiring and prepared grievances for our members.

The *Washington Post* wants to put language into the contract which would allow them to get out of our Negotiated Pension Plan. The only money that the *Washington Post* ever contributed to our pension plan was \$1.00 per shift worked, and that was in 1972.

On January 27, 2006, the *Washington Post* declared an impasse in our contract negotiations. This has allowed them to reduce our Utility/Mailers' pension contribution to \$1.00, putting the rest back into the

Utility/Mailers' paychecks. They are calling this a raise for the Utility/Mailers, but all they have done is taken away from their pensions and told them it was a raise. This has affected half of my workforce, 225 people, and has set us back 35 years.

The Utility/Mailers do the same work as mailers and helpers. We have tried to get them a progressive pay scale, but the *Post* refuses to budge on this issue. They say-- and I quote from Trish Dunn, head of Labor Relations-- "We pay them what we think they are worth." (Cries of "Ooooh")

We believe they deserve equal pay for equal work. What we are up against is nothing but corporate greed. Brothers and sisters, I ask only two things of you all today: Pass this resolution unanimously; and, second, go online and sign our petition at www.washingtonpostunfair.com and send a strong message to the *Washington Post* that this type of bargaining will not be tolerated.

One last thing: We have over 700,000 members in our CWA. Let us tell Corporate America that we will not be bullied into signing unfair labor contracts. On behalf of the Washington Mailers Union No. 29, I thank you for your time and support. (Applause)

PRESIDENT COHEN: Microphone No. 3, Delegate Howald.

DELEGATE JANE N. HOWALD (Local 14177): Thank you, President Cohen. A lot of you know me as a New Era Cap employee. (Applause)

Thanks to the brothers and sisters in this local, I now enjoy a good contract with a company that did a 360 and realized what working with the union can mean. We won the Cornell "Champions at Work" Award, and we are recognized in Western New York as a working group, "The Union and Company Collective to Keep Jobs in Western New York."

I learned when I was on strike a saying that you guys taught me. I want everybody to do this. I also learned from the staff rep that was negotiating: "These dirty rat bastards can't push *The Post* around." So I would like everybody to help me, because one thing that our local did constantly, thanks to our brothers and sisters who taught us this chant, is: What do we want?

. . . Cries of "Contracts" . . .

DELEGATE HOWALD: When do we want it?

. . . "Now" . . .

DELEGATE HOWALD: What do we want?

. . . "Contracts" . . .

DELEGATE HOWALD: When do we want it?

. . . "Now" . . .

DELEGATE HOWALD: What do we want?

. . . "Contracts" . . .

DELEGATE HOWALD: When do we want it?

. . . "Now" . . .

DELEGATE HOWALD: Support to our brother Mailers at the *Washington Post*, and let's get these guys a good contract. Thank you. (Applause)

PRESIDENT COHEN: No other delegates have asked for the floor. Therefore, the question is before us. All those in favor of this resolution, "Condemning the *Washington Post* Actions," please indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause and cheers)

Resolution 6.

CHAIR SAETHER: Would the delegates please turn to page 13 of the Resolutions report and look at Resolution 68A-06-6 entitled, "Restoring the Right to Vote."

Resolution 68A-06-6 Restoring the Right to Vote

Recent Presidential elections in the United States have been discouraging for those who believe this country is built upon the foundation of free and fair elections and the concept of one person, one vote. In 2000 and 2004, scores of citizens were denied the right to vote as a result of failed voting systems, flawed processes, and in some cases by outright intimidation and "dirty tricks." The failure of voting systems throughout the country disproportionately disenfranchised people of color, people with disabilities, the poor and older Americans. This should not be. Not in America.

The United States must remain the beacon of freedom and democracy, but we cannot if basic systems hamper those fundamental principles. The AFL-CIO and other organizations have called for measures that would restore the right to vote. A resolution adopted by the AFL-CIO Convention last year laid out these basic steps necessary to assure full voting rights:

First, voter registration should be simple. There should be universal registration at age 18 and there should be same-day registration and voting. Second, to assure that every eligible voter has an opportunity to vote and to encourage participation in the political process, Election Day should be a national holiday. Third, every vote must be counted. Fourth, voting rights laws must be vigorously enforced and penalties for violating the laws must be serious enough to serve as a deterrent. These reforms should be in place at both the federal and state levels.

Finally, the Voting Rights Act of 1965 has served as one of our most effective and important civil rights laws. Key provisions of this law will expire in 2007. Our experience in the last two Presidential elections makes it crystal clear that the provisions should be reauthorized. Set to expire are requirements that:

- * Bilingual election assistance be provided in certain jurisdictions;
- * The federal authorities monitor any proposed changes to voting laws or procedures in jurisdictions with histories of voter exclusion;
- * Poll observers be deployed for jurisdictions with histories of voter exclusion.

RESOLVED: The Communications Workers of America joins with the AFL-CIO and other organizations to press for reforms at the state and federal levels to ensure equality in voting rights and to increase participation in the political and electoral process.

RESOLVED: The Communications Workers of America wholeheartedly supports and will work to secure the reauthorization of the Voting Rights Act of 1965 to secure the promise of this key civil rights law for years to come.

Mr. President, the Resolutions Committee moves the adoption of Resolution 68A-06-6 entitled, "Restoring

the Right to Vote.”

PRESIDENT COHEN: It’s been moved. Is there a second from the floor?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: It’s been seconded. I see a delegate asking for the floor.

On Microphone 3, Delegate Stephens.

DELEGATE SCOTT STEPHENS (Local 34001): Thank you, President Cohen. I am a proud member of the Northeast Ohio Newspaper Guild and CWA District 4. I am very honored to rise today in support of the resolution entitled, “Restoring the Right to Vote.”

Brothers and sisters, this should be a controversial resolution on this floor-- I would hope it wouldn’t be-- but it’s certainly one of the most important pieces of business we do today. In fact, everything we will have accomplished here in Las Vegas over the last couple days will be rendered meaningless if we don’t have the ability to make our voices heard in November.

I’m from Ohio, the state where John Kerry probably won the 2004 election. (Applause) Ohio today is one of three states where there are lawsuits pending challenging onerous voting rules designed to disenfranchise voters, the voters who are young, old, or who are from racial or ethnic minorities and are the most vulnerable to some of these rules.

Even more troubling is the outrageous possibility that the Republican-controlled Congress will allow key provisions of the 1965 Voting Rights Act to expire. The Act was designed to give historically disenfranchised citizens a guaranteed right of citizenship-- the right to vote. Now people who have had to fight for a seat at the table face being locked out of the room.

Brothers and sisters, it’s incredible that in the year 2006 we would need to consider a resolution such as this, but an open election process is crucial to any democracy, whether it be in this nation or in this union. The rights that were won in Selma and Montgomery have to be reaffirmed in places such as Florida and Ohio this November. Please join me in supporting this resolution, and please let your elected leaders know where you stand. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 1, Delegate Merrill.

DELEGATE TIM MERRILL (Local 27056): I would like to make a motion to amend the resolution with an additional statement.

PRESIDENT COHEN: Go ahead.

DELEGATE MERRILL: The statement would read, “That regardless of type of voting equipment utilized, it is required that there be a verifiable and countable printed record of every vote.” (Applause)

PRESIDENT COHEN: You may speak on the motion. Is there a second?

. . . Applause . . .

PRESIDENT COHEN: I will assume that was the second. You may speak on your motion.

DELEGATE MERRILL: I will try and just be real brief.

We are all well aware of the results of the 2000 election and the 2004 election, where in many instances numerous voters were disenfranchised. Votes were not counted because there was no verifiable way of doing a recount, so those voters essentially did not have their vote counted.

We who hold so dear the democratic process and the belief that every member has a voice should carry forward in our national representation of our issues, of our careers, and of our daily lives.

When you have companies out there such as Diebold who have come out and publicly stated that they will do everything they can to sway an election, if they have the technology to make every one of these devices with a printable record, then there shouldn't be any question that there can be traceable, verifiable record so those votes could be counted.

I think that we as a union family should take the forefront, because there hasn't been an accounting of our congressional leaders or any other aspect to remedy the situation. With this mid-term election coming up in November being so very critical and so very crucial, it just boggles my mind that nothing has been done up to this point-- (inaudible)

PRESIDENT COHEN: I would ask the sound person-- there's some kind of sound problem here. We need to hear the delegate, but we are hearing all other kinds of other noises.

Go ahead, delegate, you may continue.

DELEGATE MERRILL: That's it.

PRESIDENT COHEN: Thank you. (Applause) We are going to replace that microphone. Did you want to say anything more?

DELEGATE MERRILL: No.

PRESIDENT COHEN: You are finished, okay, we've got it. This is a motion to add the statement, "That regardless of the type of voting equipment utilized, it is required that there be a verifiable, countable printed record of every vote." Does anyone wish to speak on that?

What is before us is a motion to add that statement into the resolution. Then we will go back to the debate on the main motion. No one wishes to speak on that?

We are voting on adding that onto the main motion that there be a verifiable record of every vote. Everyone in favor of adding that on indicate by raising your hand. Down hands. Opposed by like sign. The amendment is adopted. (Applause)

Microphone 3, Delegate Thomas.

DELEGATE GEORGIA THOMAS (Local 6201): Brothers and sisters, I rise in support of Resolution 68A-06-6, "Restoring the Right to Vote." It is important that each and every one of us not only preserve our ability to cast a ballot, but also to improve upon that sacred right. We, as a body, should do all that we can to ensure that no one is denied the opportunity to vote, that all votes are counted, and that everyone is encouraged to be a part of that political process. Therefore, I urge you to join me in passing this important and timely resolution. Thank you. (Applause)

PRESIDENT COHEN: Thank you.

No other delegate has asked to speak. The question is before us. All those in favor of Resolution No. 6, "Restoring the Right to Vote," please indicate by raising their hands. Down hands. Opposed by like sign. The motion is adopted. (Applause)

Resolution 7.

CHAIR SAETHER: The Chair recognizes Keith Bailey.

DELEGATE R. KEITH BAILEY (LOCAL 84755): Thank you, Mr. Chairman. Would the delegates please turn to page 14 of the Resolutions Report, and look at Resolution 68A-06-07, entitled "Time for Bold Action on Trade."

**Resolution 68A-06-7
Time for Bold Action on Trade**

Our nation's trade policies have failed in almost every important dimension. They have failed to foster equitable, democratic, and sustainable development abroad. They have failed to safeguard our long-term national security interests. And they have utterly failed to ensure that American producers and workers are able to compete successfully in the global economy.

These failures are evident in the most recent trade figures: the U.S. trade deficit hit \$726 billion in 2005, up almost 18 percent since last year's record-breaker. More than a quarter of the total trade deficit (\$202 billion) is with China. The Chinese government brutally represses the human rights of its own workers, in violation of China's international obligations under the International Labor Organization (ILO). And, contrary to its obligations under World Trade Organization (WTO) rules, the Chinese government manipulates its currency to gain competitive advantage, illegally subsidizes its exports, and blatantly violates intellectual property rules. The Bush administration has failed to effectively address China's illegal actions in any of these areas, siding instead with American multinationals, which profit from many of these policies. The result has been hundreds of thousands of lost jobs and too many bankrupt businesses and ruined communities, in addition to unsafe and exploitative working conditions for many Chinese workers. We simply cannot afford another year of inaction and lame promises.

Growing imports and offshore outsourcing have contributed to the loss of good jobs, including almost two million jobs lost to growing trade deficits in the manufacturing section since 1998. In addition, offshore outsourcing has rapidly moved into information technology, telecommunications, financial services, and health care, among other sectors, raising concerns about national security, privacy and the potential for future innovation and development.

IUE-CWA-- in fact, all of CWA-- has suffered greatly from the offshoring of jobs and unfair global competition. The Industrial Division has lost tens of thousands of members, and seen not only plant closings, but bankruptcies as a result.

The loss of tens of thousands of manufacturing establishments and millions of experienced workers reinforces the threat to our national security of our current trade policies. All of these establishments and workers were part of a greater industrial base that met both commercial and defense needs. The factory floor serves as a source of experimentation, innovation, and product development. Many of the engineers, scientists, and skilled workers who work on commercial products one week are the same ones who work on defense applications the next. This vital link between production and innovation, however, is being severed as manufacturers move plants offshore.

Our country is on a dangerous and unsustainable path, one that encourages and rewards irresponsible corporate policies while leaving workers, family farmers, domestic producers, and too many communities vulnerable and in distress. Growing debt in both the private and public sectors is powering American consumption, which in turn is driving global growth. While debt-driven growth masks underlying weaknesses in the short run, it cannot be a sustainable solution.

The current situation serves the short-term interests of the multinational corporate elite around the globe but is already failing working families here and abroad. Falling real wages, negative savings, and growing inequality in the United States are clear signs that working people are paying the price today for these failed

policies. We are mortgaging our children's future to pay for unsustainable debt and consumption today. And if we do not take dramatic steps soon to reverse this unsustainable trend, the resulting collapse could be devastating to global economic prosperity and stability.

Turning around a problem this big will take enormous political will, but failing to act soon will only increase the danger of an eventual hard landing.

Clearly, the first step is to stop signing and negotiating new trade agreements based on the flawed NAFTA and CAFTA models. While every new trade deal is sold as a market-opening agreement, the reality is that each new agreement just digs us deeper into the hole we're in. Our trade deficit with our NAFTA partners has grown fourteenfold since we entered into the Agreement in 1994, our deficit with China has more than doubled since the grant of Permanent Normal Trade Relations (PNTR) in 2000 and our global trade deficit has grown eightfold since we helped create the WTO in 1995. At some point, the rhetoric has to come face to face with the reality that these policies have simply failed. These deals reflect precisely the wrong model for trade: excessive protection of corporate rights and a flimsy fig leaf for workers, farmers and the environment.

RESOLVED: CWA declares de-industrialization of the U.S. economy as one of the greatest threats to workers in this country.

RESOLVED: CWA resolves to support to the fullest extent its IUE-CWA Industrial Division and work with the AFL-CIO and the Industrial Union Council for fairer trade policies, including:

- * Sending a strong message to the Bush administration and Congress that we need a moratorium on new trade agreements until we can rewrite them to protect and advance workers' interests.

- * Forcing the Bush administration and Congress to start enforcing our trade laws effectively and stop giving tax and financial incentives to corporations that ship jobs offshore.

- * Moving to halt currency manipulation by China, Japan and other nations.

- * Investigating the possibility of levying a temporary import surcharge to help bring our trade deficit under control, relying on the balance of payments exception under WTO rules.

Mr. President, the Resolutions Committee moves adoption of Resolution 68A-06-07, entitled "Time for Bold Action on Trade."

PRESIDENT COHEN: The motion is on the floor. Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Thank you. At Microphone 3, Delegate Perez.

DELEGATE JUDY PEREZ (Local 9400): President Cohen, Delegates and Guests: I rise in support of this long overdue resolution. As workers, as consumers, as Americans, we should be appalled that we've been CAFTAed, we have been NAFTAed, and we have been screwed by our own government. (Applause)

What kind of country do we live in that not only rewards companies that move our jobs offshore but also gives them financial incentives to do so? When are we going to say, "Enough is enough"? Our only hope is to change our trade laws. This can only be accomplished when we change the Congress.

We can pass all the resolutions in the world and talk among ourselves, but unless you go home and mobilize your members, walk those precincts, do phone banking, these resolutions mean nothing.

This is the first time in two years we have had a chance to change this Congress, to get those laws on the

books to protect us and to bring our jobs back. So go home and do the work. Let's take over the Congress this year. Thank you. (Applause)

PRESIDENT COHEN: On Microphone 1, Delegate Margaret Bartley. I understand you have an amendment. Read the amendment, please.

DELEGATE MARGARET BARTLEY (Local 37083): I have an amendment to this, a fifth bullet point in the Resolved, reading that, "We want to work with the Industrial Union Council for fairer trade policies, including working to ensure that trade agreements dealing with services require that workers, regardless of their citizenship or work status, be required to pay into the Social Security Trust Fund, pay all state and federal taxes, and that all agencies selling their workforce in the U.S. be required to comply with all local, state and national hiring and workplace laws."

Now, you may wonder why we need to include this, but in fact--

PRESIDENT COHEN: Wait. Is there a second to the amendment?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Okay, you may speak on your motion.

DELEGATE BARTLEY: You may be surprised that we need to say this out loud but, in fact, for 15 years, more than 15 years, the General Agreement on Trade and Services which precluded the WTO and which is a part now of the WTO and was, in fact, responsible for the breakdown of the latest Doha round of negotiations, deals with what they call Mode 4, which is the movement of natural persons across borders for temporary employment.

We are talking about these very large contracting companies worldwide with hundreds of thousands and soon to have millions of workers under contract. The trade rules that are going to be involved in the movement of these people across borders, just as the trade agreements discuss the movement of goods, they discuss the movement of capital, they discuss the movement of intellectual property, they are also discussing and writing the rules right now for the movement of natural persons across borders.

This is something that has been blacked out in the U.S. press, but it has been under discussion for well over 15 years, and they are very close to coming to an agreement. The U.S. trade position has not been made public. I have a feeling it's because they don't want us to know. Certainly their trade negotiating partners know what the position is. And those positions so far have been coming to a consensus that the workers that are going to be brought into the United States for the jobs that cannot be outsourced will be excluded from having to pay social security taxes, having to pay unemployment taxes, they will not have to comply with local labor laws, state or national labor laws.

They are now coming up with international labor laws that they'll have to comply with. A PowerPoint presentation I saw from an Indian outsource contracting agency very explicitly said that the 20 percent advantage that they receive is crucial to their ability to undercut American workers. This again, as part of the explicit decisions and discussions going on, is a way to undercut American workers and basically end jobs as we know them.

So I just would like to encourage that the union movement, the CWA, the AFL-CIO, and all of the union members not only be aware of what is going on, but that we monitor it and hopefully even have a say in it. Thank you. (Applause)

PRESIDENT COHEN: Speaking on the amendment at Microphone No. 3, Delegate Geluso.

DELEGATE JAMES GELUSO (TNG-CWA Local 37082): Last year at the TNG Sector Conference in

Victoria, we heard about an idea gaining currency among the international super-rich where workers would be subject not to the labor laws of where they work, but where they come from. This would allow companies to bring people in to work the jobs they can't outsource, like fast food.

We have seen what can happen when corporations are allowed to move people. Just look at the abuses in the sweatshops of the Northern Mariana Islands, a U.S. territory. Corporate masters would call this breaking down barriers to trade. I call it human trafficking. (Applause)

I urge my brothers and sisters to take a stand against this loathsome idea by supporting this amendment and this resolution. (Applause)

PRESIDENT COHEN: There are no other speakers on the amendment. I will read it again. The delegate who made the motion, if you could stand by here because it's handwritten. We are adding another bullet:

"working to ensure that trade agreements dealing with services require that workers"-- I assume that means employers as well-- "regardless of their citizenship or work status, be required to pay into the Social Security Trust Fund, pay all state and federal taxes, and that all agencies selling their workforce in the U.S. be required to comply with all local, state and national hiring and workplace laws."

So that is covering both sides of the issue.

If there are no other speakers wishing to speak on the amendment, the question is before us to add that on as a fifth bullet. All those in favor of adding that on, please indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Microphone No. 3, back on the main motion, Delegate Egan.

DELEGATE JOHN J. EGAN (Local 4034): I rise in support of Resolution 68A-06-7, "Time for Bold Action on Trade." My home state of Michigan continues to be devastated by our loss of manufacturing jobs. And because of Michigan's high union density, we are losing good union jobs, jobs that created and sustained the middle class of Michigan-- the middle class that supports our towns, cities and public institutions, thanks to collective bargaining.

Michigan suffered for 12 years under Republican Governor John Engler. He supported outsourcing and offshoring of Michigan's manufacturing jobs. His attack on good union-represented manufacturing jobs led to the National Manufacturers Association hiring John Engler to promote his anti-union, anti-manufacturing policies at the national level.

Michigan voters acknowledged the need to change that anti-manufacturing and anti-union leadership of our state by electing a Democrat as our Governor. Governor Jennifer Granholm was elected to restore our state's economy and save our manufacturing base.

But no individual governor can save an industry that is under assault by globalization and our own federal government through Congress' lack of trade policies. Michigan needs to reelect Governor Jennifer Granholm to save our state's economy and manufacturing base. And with CWA's help and the help of all of organized labor, we will beat a son of the richest family in Michigan who is running against our pro-manufacturing, pro-union Democratic Governor.

After this November's election, we have to give Governor Granholm the tools that this resolution demands of our federal government. Join with me in supporting this resolution and supporting our brothers and sisters in the manufacturing sector of our economy. Thank you. (Applause)

PRESIDENT COHEN: Microphone 3, Delegate Palmer.

DELEGATE MIKE PALMER (IUE-CWA Local 84801): I stand before you today in strong support of this resolution. I stand here as a strong and proud member of this union. However, I must tell you that today might be the last time I attend a National Convention. Delphi Corporation, with all their greed, has told us at our location that the 1,172 people that I represent will be out of a job next year.

Out of the 33 locations and facilities that Delphi has within North America, they told us they are going to close 25. All the while, they have 160 profitable operations overseas, all throughout the world. In fact, many of our IUE-CWA brothers and sisters are unable to attend the Convention this year because of the trade agreements in place right now, such as NAFTA and CAFTA, which have decimated our membership.

Like many of you in this room, I come from a family of generations of union members, and I often sit and think what my late grandfather would say about the current state of this country and the trade deficit we have today. I know that he would once again tell me the story of how he saw, with his own eyes, planes come out of the horizon and bomb the ship he was serving on in Pearl Harbor.

I know that he would rather walk than ride in a Japanese car. I know that he would remind me of his outlook on Communist China. He would remind me that communism is not a way of life but a lifelong sentence and the suppression of human rights and dignity.

This resolution will help us in our fight to lower the trade deficit and impose strict penalties on corporations that move our jobs overseas. Our jobs need to remain American jobs. The fight is no different than the prolific struggle of the labor unions in the past: the fight for the eight-hour workday, the fight for recognition rights, and the fight for healthy and safe workplaces.

We must call for an immediate moratorium on these new trade agreements. We cannot continue to allow greedy corporations such as Delphi to walk away from the contractual commitments they have made to the members we represent. We must force Congress to pass legislation that stops corporations from raiding pension funds, all the while remaining solvent overseas.

Brothers and sisters, I urge you to rise and support with the IUE-CWA in support of this resolution. Thank you. (Applause)

PRESIDENT COHEN: No other delegates wish to speak, and the question is before us, Resolution 7, "Time for Bold Action on Trade." All those in favor of the resolution please indicate by raising their hand. Down hands. Opposed by like sign. It is adopted. (Applause)

I want to thank the Resolutions Committee. They will be back.

Now I am going to ask Vice Presidents Sunkett and Rosen to come to the podium to report on the Organizing Awards.

VICE PRESIDENT SETH ROSEN (District 4): The 2006 Annual Organizing Awards.

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

Now we want to recognize those locals that have accomplished a significant objective: winning representation rights for at least 100 workers in new units in the past year. More than 300 locals have received this award at least once. Each local will receive a \$1,000 organizing subsidy, as well as a plaque for the current year.

So join me as we honor those locals that have met their organizing commitment for the past year by organizing more than 100 workers in new units in at least one year.

. . . As the local unions receiving awards were called, a representative from each of those unions came up to the platform . . .

Local 1031 in Monmouth Junction, New Jersey, organized 19 North Brunswick Library employees, 11 Clifton library assistants, and 75 Cranford Township workers. (Applause)

Local 1032 in Ewing, New Jersey, organized 4 Camp Hope Nutrition Department workers and 125 Housing Finance Mortgage Agency professional employees. (Applause)

Local 1034 in West Trenton, New Jersey, organized 41 prosecutors in Mercer County, 21 Parks Department personnel in Hunterdon County, 33 prosecutors in Atlantic County and 5 librarians in Red Bank. (Applause)

Local 1037 in Newark, New Jersey, organized 2,500 Child Care Workers. (Applause)

Local 1079 in Camden, New Jersey, organized 179 part-time Camden Cafeteria workers. (Applause)

Local 1101 in New York, New York, organized 1,119 Cingular Wireless sales, fraud, and BMG employees, and 36 interconnect workers at 5 different companies. (Applause)

Local 1180 in New York, New York, organized 1,300 Health & Hospitals Corporation coordinating managers. (Applause)

Local 1298 in Hamden, Connecticut, organized 171 Cingular Wireless workers in various units in Massachusetts, New Hampshire, Maine, and Connecticut. (Applause)

Local 2107 in Annapolis, Maryland, organized 23 Cingular Wireless network technicians and 140 Cingular Wireless retail workers. (Applause)

Local 2204 in Salem, Virginia, organized 418 Cingular Wireless customer care specialists. (Applause)

Local 3108 in Orlando, Florida, organized 1,288 customer care representatives at Cingular Wireless. (Applause)

Local 3570 in Jackson, Mississippi, organized 1,195 Jackson City workers. (Applause)

Local 3607 in Greensboro, North Carolina, organized 805 customer service representatives and business employees at Cingular Wireless. (Applause)

Local 4100 in Detroit, Michigan, organized 87 retail workers and 24 network technicians at Cingular Wireless. (Applause)

Local 4202 in Rantoul, Illinois, organized 36 network technicians and 191 sales employees at Cingular Wireless. (Applause)

Local 4320 in Columbus, Ohio, organized 18 Cingular Wireless network technicians and 130 Cingular Wireless sales consultants. (Applause)

VICE PRESIDENT BROOKS SUNKETT (Public, Healthcare & Education Workers): Local 6016 in Oklahoma City, organized 858 customer service representatives and 274 workers in the business

management group at Cingular Wireless. (Applause)

Local 6150 in Dallas, Texas, organized 233 Cingular Wireless telesales employees and 28 Cingular Wireless network technicians. (Applause)

Local 6222 in Houston, Texas, organized 126 retail sales employees and 18 network technicians at Cingular Wireless. (Applause)

Local 6320 in St. Louis, Missouri, organized 35 Cingular retail workers, 8 Cingular network technicians and 66 employees at DirecTECH. (Applause)

Local 7019 in Phoenix, Arizona, organized 106 Cingular Wireless retail employees and 3 computer engineers at XLCON. (Applause)

Local 7076 in Santa Fe, New Mexico, organized 154 New Mexico public workers in 7 different units. (Applause)

Local 7200 in Minneapolis, Minnesota, organized 534 Cingular Wireless business management group workers. (Applause)

Local 7250 in Minneapolis, Minnesota, organized 120 retail workers at Cingular Wireless. (Applause)

Local 7704 in Salt Lake City, Utah, organized 88 Cingular Wireless retail workers and 600 Utah Association of Government Employees. (Applause)

Local 7803 in Renton, Washington, organized 152 Cingular Wireless retail employees. (Applause)

Local 7901 in Portland, Oregon, organized 559 customer care representatives and sales employees at Cingular Wireless. (Applause)

Local 7906 in Eugene, Oregon, organized 10 workers at Armadillo Construction and 95 Cingular Wireless retail employees. (Applause)

Local 37083 in Seattle, Washington, organized 934 Cingular Wireless customer care representatives. (Applause)

Local 9400 in Paramount, California, organized 843 Cingular workers in BMG, customer care, and retail, 13 Velocity Services Inc. technical support workers and 3 Live Wire Telecommunications workers. (Applause)

Local 9415 in Oakland, California, organized 187 Cingular Wireless customer care, retail, and network technicians and 3 Coastside Communications employees. (Applause)

Local 9421 in Sacramento, California, organized 747 Cingular Wireless customer care workers. (Applause)

Local 9423 in San Jose, California, organized 146 BMG, sales and customer care representatives at Cingular Wireless. (Applause)

Local 9510 in Orange, California, organized 634 Cingular Wireless customer care workers. (Applause)

Local 13000 in Philadelphia, Pennsylvania, organized 400 retail and 57 network employees at Cingular Wireless. (Applause)

Local 13101 in Newark, Delaware, organized 113 mechanics at Delaware State Police. (Applause)

Local 13500 in Pittsburgh, Pennsylvania, organized 452 Cingular Wireless customer care representatives. (Applause)

Now at this time I will turn it back to Larry for presentation of the President's Annual Award. (Applause)

PRESIDENT COHEN: This is amazing. By the way, this is the largest number of locals to have done this.

. . . The delegates arose and applauded at length in recognition of the award-winning locals. . .

PRESIDENT COHEN: Picking one out of this group is another story. But this is what we treasure, really, all of them together. It is amazing.

Since 1972 it has been our tradition to recognize outstanding achievements in organizing by presentation of the President's Annual Award. The award started by our founding President, Joe Beirne, to be our union's highest honor. Over the years, this award has gone to individuals, locals and CWA districts that have worked together to build our union.

This year, I have selected one local, nominated by District 1 Vice President Chris Shelton, who has become a model of CWA activism, firmly committed to solid representation, political mobilization, and to building our union through organizing. This year's award goes to CWA Local 1037 and its President, Hetty Rosenstein.

. . . The delegates arose and cheered and applauded in unison . . .

PRESIDENT COHEN: Now, Hetty's got a motto-- which I've heard for years actually-- throughout the local, and they really mean it, "Every member's an organizer." That's the level of enthusiasm Hetty has built up through her constant efforts to educate and empower Local 1037's members.

The local allocates 20 percent of its budget to organizing. Over the years, numerous volunteer organizers have built Local 1037 to represent more than 8,500 workers in a wide variety of bargaining units. And right now, because of their efforts, CWA, in cooperation with AFSCME, has been certified as representing a majority of the 5,000 home day care workers employed across the state. (Applause)

Local 1037 organizers helped day care workers organize around the issues of late payments they received for the care and meals they provided to children. They knocked on thousands of doors-- the whole campaign was done through house visits-- to convince these workers that CWA could help work with them and do something about their conditions. They helped build a strong organization, particularly in Northern New Jersey, and organized rallies in Newark where more than 100 day care workers loudly demanded timely payment.

To gain the governor's support, the local arranged for day care worker Alexis Anderson to meet with Governor Corzine, explaining to him what their issues were. And to make sure there is a leadership structure in place for these new members, Local 1037 is pioneering a new concept of "neighborhood shop stewards." Volunteers are signing up in droves.

Under Hetty's leadership, Local 1037 has become a model of what we're striving to build nationwide: an Army of Stewards.

The local has trained more than 300 shop stewards to be leaders in the workplace, not only handling grievances, but signing up new members, organizing, fighting for contracts, and mobilizing the entire local, 8,500 workers across the state of New Jersey.

For its dedication to organizing and strong support for all three sides of the CWA Triangle, I am proud to present to Local 1037 and President Hetty Rosenstein this year's President's Annual Award. (Prolonged applause)

The inscription reads, "In grateful recognition of dedicated service as evidenced through wholehearted acceptance of CWA's growth policy and program, and dedicated efforts directed toward making that policy effective. Awarded by the President of the Communications Workers of America." On behalf of CWA, congratulations. (Prolonged applause)

And the local will also be inscribed on the actual President's Award, the Joe Beirne's Trophy, the hat award over there, and they get a replica to bring back to the local. It is a little bit hefty to lift.

At this time it is a great honor to present to you first the Vice President of District 1, Chris Shelton, and then the recipient. Chris.

DELEGATE CHRIS SHELTON (Vice President District 1): Good afternoon, sisters and brothers. What an honor. Just a few words about Hetty and this organizing. These locals that Hetty organized here, that the local organized, are some of the lowest paid people in the world, and we are going to do everything we possibly can to change that, and we will change that. (Applause)

I am going to let Hetty explain a little more about it, but I just have to say that I am sure some of you have heard that the state of New Jersey was closed recently by the governor, and that 30,000 of our members were out of work. Well, Hetty was doing this organizing in her spare time while her and all of the other state worker locals in New Jersey fought with the legislature. So I would like all her sisters and brothers from New Jersey who helped in that fight, please stand up at this time, because they did some job. We got a budget, and 30,000 of our members who the legislature swore weren't going to get paid, will get paid for every day that the State of New Jersey was closed. (Prolonged applause)

So, every one of them did that, and here is one of them that did that, and also, did this. Thank you very much, brothers and sisters.

. . . Prolonged applause as Delegate Shelton held up the Award . . .

DELEGATE HETTY ROSENSTEIN (Local 1037): Thank you very much. I am very honored to receive this, and very embarrassed. I especially want to say something about how we did this and how we do this kind of organizing, because I think the reason that Local 1037 is successful and we were successful in a large drive such as the day care drive, is that one person doesn't do this.

Quite specifically, the staff and the officers of Local 1037, who are really incredible people, and they are over there, and they do unbelievable work every day in transforming Local 1037 into this organizing machine. The shop stewards participate, members participate, everybody who knows about these drives helps to knock on doors and does work on it.

It was very exciting to see all these people up here this year doing organizing, and I would just say that we all need to understand that if every member doesn't organize, if every shop steward doesn't exercise every activity, everybody who earns their living from this union, for sure, if we all don't see ourselves as organizing, then we won't leave the labor movement to our children and our grandchildren, and it is our responsibility to do that, to leave this labor movement and this great union to our children and our grandchildren.

I would remind folks that in 1934 there were three million union members in this country. By 1940 there were ten million. And we did this kind of organizing because everyone saw themselves as an organizer.

So I hope that that is what everyone in this room will do, every shop steward, every person who loves this union, organize or die.

PRESIDENT COHEN: Let's hear it again for all the locals up here. All of the locals up here organized together more than 25,000 new members into CWA in ten months. Solidarity!

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

SECRETARY-TREASURER EASTERLING: As you know, the Pediatric AIDS Foundation has been CWA's charity of choice for many years. Its founder and our very good friend, Elizabeth Glaser, attended our conventions, as both her husband and son have done as recently as last year when Jake addressed our union.

The work we do and the contributions you raise in your locals is changing the world through research. Just this week, I read where two drug companies have agreed to combine two HIV-AIDS medications resulting in the need for only one pill. Those of us who have followed the progress in HIV-AIDS medications realize that we are talking about a change that allows HIV-AIDS patients that took dozens of pills, day and night, to live more normal lives.

But most importantly, it is the Pediatrics AIDS Foundation that continues research to make sure that new drugs for adults are redesigned so as to be available to children. Our efforts have allowed Pediatrics AIDS Foundation to extend their work beyond our shores and to address the issue in countries that are years behind us in the treatment and the prevention of HIV-AIDS.

Today, as a member of the Pediatric AIDS Foundation Board, I am very proud to introduce to you the new President and CEO of the Elizabeth Glaser Pediatric AIDS Foundation, Pamela Barnes. (Prolonged applause)

PAMELA BARNES (President and CEO of the Elizabeth Glaser Pediatric AIDS Foundation): Thank you, Barbara, and thanks to President Cohen and to all of you for inviting me here today on behalf of the Elizabeth Glaser Pediatric AIDS Foundation.

I must tell you something for a moment personal about myself. I'm feeling very, frankly, emotional about it at the moment. I have to tell you that my dad was a member of the CWA through 45 years of his work life with the New York Telephone Company. (Applause) My mom was a switchboard operator in the days when there were cords that went into the boards. So I feel very lucky. (Applause) I feel very lucky to be here before you and I know they would have been proud. So I just need to say thank you, because I have many good things in my life because of CWA. (Applause)

Now I also have the privilege of telling you how deeply honored I am to be here on behalf of all my colleagues around the world at the Elizabeth Glaser Pediatric AIDS Foundation. There's a long and rich history between the Foundation and the Communications Workers of America and, in fact, connections deep into many, many of the local chapters. The Foundation's relationship started, as Barbara mentioned, when Elizabeth Glaser came and spoke to you at your National Convention in 1990.

Elizabeth gave a moving speech. At that time there was very little known about HIV-AIDS, and less about what was happening to children in the epidemic. In 1990 Elizabeth spoke about the fact that children were really being treated as an afterthought with respect to HIV-AIDS; that children with HIV-AIDS were not allowed to go to school. And Elizabeth was having that experience with her own children.

It was then that CWA voted to make the Elizabeth Glaser Pediatric AIDS Foundation its charity of choice, and you have been at our side ever since. As a group, you have raised more than \$6 million to help support the programs of the Elizabeth Glaser Pediatric AIDS Foundation. (Applause)

The support of the CWA to the Foundation and the fight against Pediatric AIDS is invaluable, now more than ever. This year marks the 25th year that the first HIV cases were diagnosed. If I stop and think about that, it's hard for me to believe that here we are, 25 years later, and we are still looking at one of the most devastating infectious disease of all time. The toll has been enormous and it has been particularly harsh on

children. Every day 2,000 children become newly infected with HIV-AIDS-- 2000 children a day-- and half of them will die before they're two years old.

I am so honored to be the grandmother of seven, and the thought that any one of them would leave this life at age two is beyond my comprehension. Half a million children a year die of the disease, and that's so unfair. The message of hope that you have helped us bring to the world is that we can save them.

The truth is that since the beginning of this pandemic, children have been grossly neglected. But we are making advances, and we know how we can step out there and we really can change the course of the epidemic.

However, today, fewer than 10 percent of HIV-positive pregnant women in poor countries are receiving drugs that can prevent new infections in their babies. This is an area where we know we can have tremendous impact right away. If we reached all pregnant women who are HIV-positive, we could prevent as many as 350,000 infections per year.

Of the 500,000 children who are currently very sick from HIV-AIDS in the world, fewer than 5,000 of them actually have the medications that can prolong their lives. We can fix that. We know how to do it. When I tell you that in the United States fewer than 200 babies are born a year with HIV, you have helped us show the world we know we can do that. And it is the same drugs and the same treatment that we can bring to the poor countries of the world.

Elizabeth is a hero. She was a hero in her own time. She continues to be a hero. She paved the way for us by fighting for the lives of her own children and all children suffering from HIV-AIDS. Twenty-five years ago, Elizabeth's world changed when she was infected with HIV through a blood transfusion during the birth of her first child. She later learned that she passed the virus to her daughter, Ariel, and to her son, Jake.

After Ariel died from complications due to AIDS because there were no drug tests for children, Elizabeth created the Foundation. You have to remember that she started the Foundation when few people knew that HIV-AIDS even affected children. And even fewer understood how the virus affected children differently than adults. It was also a time when there was absolutely no research dedicated specifically to children's unique needs.

As a mother, Elizabeth said that was just unacceptable. So she decided to do something about it. She took her fight to friends in Hollywood, in Congress, and even to the White House. She was the person to give a voice to children, and put the face of children on the HIV epidemic, and she personally changed the way the world thinks about AIDS.

Elizabeth started the Foundation with her friends around the kitchen table. It has grown into a worldwide effort to create a future of hope for children and families by eradicating Pediatric AIDS and providing care and treatment for people living with the disease.

Here is how we do it: With support from you and others we know, we can work in several critical areas.

The first is research. Barbara mentioned it very plainly. We have several drugs, anti-retroviral treatments, to treat adults. We have few drugs to treat children. We know we can support the science. Your effort is helping us do that. We do not have a cure, and we have a long way to go to find it.

The Foundation has been instrumental in reducing the rate of mother-to-child transmission, so again, there are fewer than 200 babies born HIV positive in the United States today. That means almost every baby in the United States is born HIV-free.

We desperately need more researchers trained specifically in pediatrics, better treatments, long-term follow-up studies of a vaccine for children, and the researchers tell us we are decades away-- decades away

from having that.

The Foundation is also working in the field in very poor countries, and we are able to bring the message of prevention, and we are able to help countries really treat the women and the children. But at the moment we are coming up short. Only ten percent of the moms are receiving the treatment, and again, fewer than five percent of the babies who really need that treatment.

The special needs of children when it comes to care and treatment are still being ignored. They are not just small adults. I would no more give my grandchildren an adult formulation of a drug than I am sure most of you would do, and in fact that's the challenge we face in poor countries today.

That brings us to one more component of the Foundation's work, and that's advocacy. Elizabeth came to Washington more than 17 years ago to convince our nation's leaders that children's health must be one of our top priorities. She was outraged. And because of her, for the first time, children had a voice. Since then, the Foundation's commitment to public policy has produced real victories for children. We have been able to expand funding for pediatric research, creating and improving the Ryan White CARE Act, fighting to prevent discrimination against people living with HIV, and advocating for increased global AIDS funding.

But we have a lot more to do. There should be a renewed sense of outrage that children's health is still falling behind. We must follow Elizabeth's lead and continue to provide a strong voice for children in the Administration, the Congress, the courts, and abroad, so that children are not left behind in the areas of medical research and vaccine testing.

Poor countries are trying to fight this disease with very limited resources. The health care infrastructure is overwhelmed by AIDS and other serious problems. Again, too often the children are at the bottom of the agenda.

When I tell you that I traveled with one of my colleagues, a pediatrician in South Africa, and she told me with tears running down her face that two babies a night die in that particular clinic. And it is not because people are uncaring; it's because people are truly overwhelmed.

The AIDS crisis is a monumental challenge. Perhaps it is the biggest challenge facing the world at this time, and that is why we cannot turn our backs. It is truly a global problem that directly affects all of us, whether we live here, in our very blessed United States, or across the globe in Africa, India or China.

We can't stand idly by while countless children and families fall victim to this disease. We must continue to fund, and you are helping us do that.

The future of the very next generation is truly at stake and, as Elizabeth Glaser said, the opportunity is here and now, and we need the help. We are grateful for all of your help, and we appreciate the fact that you have stepped up to seize the opportunity and give every child a lifetime.

Let me thank you again, and on behalf of the Foundation I would like to take one moment to present an award and recognition from us at the Foundation to both your President Cohen and to Barbara Easterling for their continued work and support. (Presentation - Applause)

I will read this quickly, and I thank you for your attention. "To our friends at the Communications Workers of America, on behalf of all of us at the Elizabeth Glaser Pediatric AIDS Foundation, thank you for your tremendous commitment and partnership over the years. Your generosity to the Foundation has helped to ensure that we will continue to create a future of hope for children and families worldwide. The Foundation's commitment to research, training and advocacy on behalf of children will never waiver because every child deserves a lifetime."

And, from Elizabeth, a quote: "If we can share our wisdom, our light, our love in the smallest way, I know

the world would be a better place. If we are not afraid to touch each other's lives, hope will be our strength, and love our prize." Thank you very much. (Prolonged applause)

SECRETARY-TREASURER EASTERLING: Thank you very much, Pam, not only for the award on behalf of CWA, but for everything that you are doing every day to let us know that our money is well spent.

This year, 419 locals participated in our Charity of Choice program, contributing a grand total of \$476,622.00. (Applause) That's great. But, we have 1,200 locals. So think of how much more we could do if we all participated, and I am urging you to do that. I want to thank each and every one of you that made that possible, and I urge you to keep up the great work.

CWA, as you know, is the Foundation's largest single donor, and we are proud of that. But we can even be more proud if we can reach 100 percent participation. Please make that effort this year to contribute to CWA's Charity of Choice.

Now, to the awards. The Ariel Glaser Award is presented each year to the local that contributed the most money in 2005. This year, the award goes once again to CWA Local 9400 for a contribution of \$64,008. (Applause) Their Vice President, Bill Demers, will accept the award. (Presentation - Applause)

Our next award is the Hope Award, which is presented to the local that achieved the highest percentage of their quota. In 2005, that figure was 1285 percent, and it was given by CWA Local 9505, President Rocio Blanco. (Presentation - Applause)

Again, I thank all of you. And I just wanted to make a comment that what you heard from Pam today is true, because I get to see some of the disasters that are occurring in South Africa. As President of the World Women's Committee for our International Trade Secretariat, UNI, I have traveled to Africa and seen the disasters that are there.

The things that we are doing-- and not only are we doing this, but those of you that participate in the Union-to-Union International Solidarity Fund, which is only ten cents per member per year, that money is being used by the women in Africa to do a lot of training and educating of the women, and it is primarily on HIV-AIDS. Most of our contributions are used for that.

The requests in the programs that are submitted are sent by your districts in that regard, and believe me, it is very, very important. The education of the union women in those countries, and some of the men as well, has helped to alleviate a little bit of the sorrow that is around Africa because of HIV-AIDS. So thank you for that, and I ask you to take a look at that program as well. Thank you so much. (Applause)

PRESIDENT COHEN: Next, we are going to hear a report from our Retired Members' Council leadership. I also want to alert the engineers over there that after this will be the Memorial service. And for the delegates, there is no recess; we are going to keep going. Because we have new technology in this room, we don't need to have a big pause around that service.

So now it is a great pleasure to bring up here the leader and President of the Retired Members' Council, still fighting more than ever, committed to "Ready for the Future," committed to doubling the membership with our help all of us here, of the Retired Members' Council and the various chapters over the next several years, Ed Creegan. And as I bring him up, I want to read off the names of the Retired Members' Council leadership.

. . . As the members of the CWA Retired Members' Council Executive Board were introduced, the delegates responded with a single clap of recognition . . .

Ed Creegan, District 1 President, and Council Chair;
Audrey Buchanan-Swan, District 1 Vice President;
Mike Vivirito, District 2 President and Council Secretary;

Jenny Sylvester, District 2 Vice President;
James Starr, District 3 President and Council Vice-Chair;
Irrel B. "Fuzzy" Finch, District 3 Vice President;
Bill Floyd, District 4 President and Council Treasurer;
Annie Flack, District 4 Vice President;
Bobby Brown, District 6 President;
Ray Kramer, District 6 Vice President;
Ann Cummings, District 7 President;
Lorraine Miller, District 7 Vice President;
Addie Brinkley, District 9 President;
Chuck Latimer, District 9 Vice President;
Ray Myers, District 13 President;
Bill Ahrens, District 13 Vice President;
Joanne Burch, Merger-Partner Sector President;
Bill Freeda, Merger-Partner Vice President.

And now, I present Ed Creegan, Retired Members' Council, ready to fight to build this RMC with us.
(Applause and cheers)

BROTHER ED CREEGAN (RMC District 1 President and Council Chair): I would like to begin with giving Larry a grievance because I was supposed to make the introductions. (Applause)

In return, I will use my position as Chair to ask for a motion to adjourn. (Laughter) Is there a second? No, just kidding.

I just want to let you know that in walking around the Convention today a number of people had commented on my shirt and tie, and I said that my daughter had picked it out for me. But the truth of the matter is, I really got it from Tony Bixler. (Laughter) As you know, he is the best-dressed member of the Executive Board. Tony, are you here? (Laughter) Seriously.

I would first like to, on behalf of the Retired Members' Council Executive Board, thank the officers and Executive Board of CWA, not only for their past support but for the increased future commitment to the CWA/RMC and all CWA retirees.

I was going to say, "Now I'd like to introduce the Board," but we can skip that part. (Laughter)

I have been attending CWA Conventions as a union, and now as a retiree delegate for over forty years. This is without a doubt the most meaningful, interesting Convention I have ever attended. As a part of the extensive agenda to rebuild and energize our union, I would like to emphasize the following:

Retirees are now, more than ever, an important part of the structure of the CWA both at the local and national level. As you should know, we are involved in all job actions, including phone banks, demonstrations and rallying at shareholders meetings and a lot more. However, our union-- particularly our locals-- have not even come close to using the retiree resources available to them.

About 90 percent of our locals do not have a Retiree chapter. The officers and Board of CWA, as well as the Board of the CWA Retired Members' Council, have made a major commitment to organize our retirees into working, active chapters throughout the country in the future.

Our goal is to double in size to 50,000 in the next three years. We actually have the potential for about 800,000. This is a very difficult objective unless we get very significant help from all CWA locals. Will the Board of the RMC help? Absolutely. We will attend Retiree chapter meetings and meetings with the intention of creating retiree chapters. But keep in mind that there are 18 of us representing 50 states and about 1,200 locals. So unless you are serious about making it work, it isn't going to happen.

I ask you to please read the RMC report that is on the table in front of you. In that report we have the list of the locals that have chapters now. I am hopeful that at next year's Convention it will be three pages long and most of you will be listed at that time.

A really positive thing happened today. We have a booth outside, and to my unbelievable joy 135 locals have signed up so far. (Applause) This is more than double the amount we already have. But I am hoping that those of you who have not will stop by our booth and sign up. Let's be serious about this. We are willing to sacrifice a great deal and do everything we can. But as I said, we cannot do it without you.

Two final points: An organized, active Retiree Council can be a tremendous weapon when dealing with unreasonable and sometimes anti-union employers-- not just in taking on the employers, but in taking on the anti-union political establishment, both nationally and locally. We need your help in building new chapters and increasing the membership of existing chapters.

We also need your financial assistance with your chapters, as well as the nine district chapters. For a local donation of \$100 to \$300 a year-- that's \$8.33 a month to 25 bucks a month out of your check-- all of our councils would be well financed.

We have people like in District 7, which has 14 states to cover, who are going to travel around. We are willing to do it, but you have to pay our transportation. We have no damn money as it is. We are on pensions such as Verizon which have been frozen for 15 years. So please, we are willing to come to meetings, we are willing to go around and do what we have to do, but we need your help. I would like to have everybody, every local at least sign up for \$100, if not \$300 a year. Many locals are already contributing, but most are not.

If after today's meeting I am told by my 18-member board or by Helen Gibson's office that we have hundreds of locals asking for forms to start chapters or to donate, I will know that you not only agree with what I have said about building a powerful CWA Retired Members' Council, but you are going to take action to help us financially and create a chapter in your local.

My final point, as if you needed one-- (Laughter)

Oh, by the way, in my introduction before I wanted to say something else before. We have a retiree section over here. I appreciate the way it is laid out for us. It's great. It shows a great deal of respect. In fact, Larry has conformed to the most important demand I made of him. We are only 100 feet from the bathroom. (Laughter and applause) When you have retirees visiting, you always make sure they have that luxury.

Would the retirees over there please stand up? All the retirees.

. . . The delegates arose and applauded as the retirees stood . . .

BROTHER CREEGAN: Thank you.

At our Saturday Leadership Meeting, we had about 135 retiree leaders there. It was terrific. I hope by next year it will be 300. But many of them came on their own. They came from all over the country. One retiree in particular I want to mention to you is our Secretary-Treasurer Emeritus who was unbelievable in helping to build us, and we still have not let him off the hook in terms of work-- Barney Murphy from Wisconsin. (Applause)

I just lost my spot. (Laughter)

My final point, as if I needed one-- I already said that-- I will share with you something I said at my District meeting that I think they found rather entertaining. There are a lot of jokes going around about seniors. The closer you get, the more you will know about it. And a lot of the jokes have a bad basis in fact. But I mentioned about how you go out to the kitchen and open the refrigerator, you look in and you try to figure out,

“Did I just put something in, or do I want to take something out?” (Laughter)

But to add to that, I mentioned something about the fact that I went in to go to the bathroom, and you don't know if you are going or if you already went. You have to look in the bowl. (Laughter)

Was that okay? If you don't like it, fire me. (Laughter) Am I done? I'm not done. (Laughter) They bring these rookies on as President and they just go on like that. (Laughter)

Aside from supporting our union and its agenda, we expect our union to support its retirees' agenda-- not just protecting health benefits, but joining with the retirees to pass legislation that would require employers to bargain with unions on retiree issues. (Applause)

Larry and the officers of CWA and the Executive Board met with me and our Board at the Legislative Conference, and I told them that as far as I'm concerned that's the number one agenda for seniors, for retirees, after the November election. It's absolutely ridiculous, as far as I'm concerned, that sons-of-a-bitches like Verizon-- 15 years of frozen pensions. We have people with \$600 pensions. Their medical has skyrocketed. The Medicare Part B is up to \$170 a month. And pensions are frozen while that bastard Siedenburg is making 18 million bucks a year.

. . . The delegates arose and applauded . . .

BROTHER CREEGAN: At one time, I actually tried to talk with the guy, and I wrote him a letter. I sent a letter out to the district and said, “The only time this company or any other employer does anything or bargains with you is when you hurt them.” And he got offended. He said it wasn't true.

Well, in 15 years we have nothing. For 27 years as a union officer on the bargaining committee, we got everything. And we were always on strike. We always were beating the shit out of them. That's why we got what we wanted. (Applause) Once our union can go in and just say, “Why didn't you give these people a raise? How can you have a pension fund that's 160 percent overfunded and not give them five cents?”

It's absolutely disgraceful what they got away with. But they only get away with it because they can. When our bargaining committee gets back in control for us, that will never happen again. No question about it. So, I hope I made my point. (Applause)

When I mentioned before about medical costs are going up, that's the biggest issue in every bargaining. Our medical is capped. What can they do except keep shifting, shifting, shifting? I believe that in another 10 or 15 years none of you will be retiring. You will have to get a second job. If Social Security is still there, the way they're screwing around with Medicare with this phony Medicare Part D and Social Security privatization, you are in big trouble. So, your retirees are making the fight, but you have to make the fight, too. (Applause)

I just want to tell you, so Larry can come up as soon as I'm done, please remember that all of us retiree leaders have spent our lifetime as union leaders and fighters. We are and will continue to be until we die not just retiree leaders but union retiree leaders. Thank you.

PRESIDENT COHEN: I don't want him to trip going off the stage. (Laughter)

. . . The delegates arose and applauded and cheered, clapping in unison . . .

. . . In preparation for the Memorial Service, “Taps” was played and the lights were dimmed . . .

PRESIDENT COHEN: Assembled here in Las Vegas, Nevada, for the 68th Annual Convention for the Communications Workers of America, it is fitting that we pause and remember those who are no longer with us. We acknowledge the endless debt we owe the men and women who unselfishly devoted their lives to the building of our union, as we set aside all else to honor our colleagues who during the past year have been

called to a higher purpose.

Let us now join in remembering those members of the CWA family who have passed from us, including four active and retired National Officers.

. . . The Memorial video was shown, with Secretary-Treasurer Barbara Easterling and Executive Vice President Jeff Rechenbach paying tribute to the following brothers . . .

MARTIN J. HUGHES - A creative and innovative leader, Marty Hughes served 15 years as vice president of CWA District 4. Coming of age following the Great Depression, he became a telephone repair technician and rose through the leadership ranks of Local 4300 in Youngstown, Ohio.

After Army service in World War II he returned to union work and was named an assistant to CWA President Joe Beirne serving in Washington, D.C. In 1950 Hughes went back to District 4 and served alternately as assistant to the vice president and as CWA's Ohio director in the 1950's and 60's.

He went on to win election as District 4 Vice President in 1972. Marty was passionately committed to political action on behalf of workers and he became a frequent visitor to the White House and advisor to President Jimmy Carter. Marty stepped down as vice president in 1987. He died at age 85 on March 8th of this year.

LARRY McINNIS - A key figure in the creation of TNG Canada and a past vice president of TNG-CWA, Larry McInnis filled out just about every journalistic slot from photographer to managing editor, though many readers knew him best as the weekly stamp columnist of the Montreal Gazette.

He got his start as a photographer with the Royal Canadian Air Force in the early 1950's and returned to the military for two more stints in the 1960's and '70s. He is remembered as a formidable organizer. First elected as president of his local in 1982, he had already done much to organize the editorial departments of both the Gazette and the Montreal Star. He retired in 1988. Larry was 74 when he died on May 15.

HENRY REICHARD - As we were preparing for the CWA Convention, we were all shocked to learn that Henry Reichard, chair of the IUE-CWA Automotive Conference Board, died suddenly on June 5 of an apparent heart condition. He was 55. As chief negotiator with Delphi Corp. and as IUE-CWA's representative on its creditors' committee, he was a tireless champion for working men and women. Henry was elected to head the Conference Board, which enforces contracts of 17,000 IUE-CWA members, in May 2005.

Henry first went to work for Delphi in Dayton, Ohio, in 1969 and he held many offices in Local 84755 before joining the union staff as an organizer in 2000. Over the past eight months, he spent countless hours protecting members and retirees in the Delphi bankruptcy, while at the same time, overseeing negotiations with DMAX and General Motors. Said IUE-CWA President Jim Clark, "He will be sorely missed. There are thousands of IUE-CWA members, retirees and their families who have Henry to thank for their wages, pensions and benefits."

Also this past year, several active and retired staff members have passed from us. Forever mindful of their service and dedication to our union, we will read their names now and show their pictures on the screen, but we invite you to read the full stories of their careers in the Memoriam booklet.

FRANK FIORILLO - As an IUE field representative, Frank Fiorillo was instrumental in bringing GE locals into the IUE. He served as secretary to the IUE GE Conference Board from 1953 until his retirement in 1976. Frank died in February at the age of 93.

PAUL M. MARTIN - For more than three decades, Paul Martin served on the International Typographical Union staff working in public relations, education and contract administration. He retired in 1986 and died April 25 of this year at age 82.

JOSEPH E. MURPHY - Joe Murphy is fondly remembered as a mentor to countless CWA stewards at Mountain States Telephone and Telegraph in Colorado and Wyoming. At the height of his career, he served as assistant to the vice president of District 8, now a part of District 7. Retired since 1980, he died on May 19 of this year.

ARTHUR WADE - Arthur Wade, a retired CWA representative in District 9, was a driving force in organizing and in CWA's political work. Art died at age 79 last September 2nd.

TED WIERZBIC - An employee of Westinghouse Electric in the 1940s, Ted Wierzbic put his heart and soul into organizing that company into IUE Local 1581. He later served as secretary and assistant chairman of the IUE Westinghouse Conference Board. He was 88 when he died on February 10th.

VICE PRESIDENT BOARMAN: As we were arriving here for the Convention, we learned of the passing of Robert S. McMichen, who was President of the International Typographical Union when the ITU merged with CWA in 1987 and became the Printing, Publishing and Media Workers Sector. It was too late to include him in the printed "In Memoriam" booklet, but we prepared a special tribute to him, which you have in your kits.

Bob McMichen considered it one of the greatest achievements of his career to lead the ITU, America's oldest labor union, into CWA to help create a media union for the 21st Century. A veteran of the Army Air Corps during World War II, McMichen became active in the ITU while working as a printer in Atlanta in the 1950s. He traveled the country as a staff negotiator for the union, and rose to the presidency in 1984. He also served as the first Merger Partner Vice President on the CWA Executive Board. Bob retired in 1989 and returned to his home in Colorado Springs. He was 80 when he died on July 1.

PRESIDENT COHEN: Let us now pause to remember those CWA Local Officers who have passed from our midst since our last Convention:

Pat DePalma, Local 1040, Executive Board Member and Retiree Chapter President;
Robert Lilja, Local 1104, President and Chair of the Defense Fund Oversight Committee;
Marsha Burgin, Local 3310, Second Vice President;
Richard Authement, Local 3407, President;
David T. McDaniel, Local 3910, Secretary-Treasurer;
Leon Olson, Local 39521, President;
Ronald Myott, Local 81281, 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 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 the high standards that they exemplified.

May they all rest in peace.

. . . The drum corps played and "Taps" was sounded . . .

PRESIDENT COHEN: Will the Appeals Committee please come to the platform. I will introduce them.

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

Diane Stangle, Executive Vice President, CWA Local 1118; Ronald Munford, Vice President, CWA Local 6320; Joan Huey, Vice President, CWA Local 7800; Don Arbogast, Shop Chairman, CWA Local 84717; Mary Garr, President, CWA Local 3310, Chair of the Committee.

Before I call on the Committee, I want to report on the results from last year's Convention. Last year's Convention ordered that the union arbitrate five cases. Three of those cases have now been heard and the other two are scheduled to be heard soon. We have received decisions on two of those cases.

Hortensia King, Local 3204. Ms. King had been terminated by BellSouth for accessing a customer's account without proper authorization. The arbitrator found that although Ms. King knowingly did do what the company claimed, but also found the company made its discharge decision based on faulty information and that the company conducted an investigatory interview without union representation after misinforming the grievant that she did not need union representation. Therefore, the arbitrator ruled that the company did not have just cause to terminate Ms. King. (Applause and cheers)

Taras Kozak, Local 1023. Mr. Kozak had been terminated by Verizon for violating the code of business conduct because he had claimed false contributions to the Leukemia & Lymphoma Society which Verizon matched. The arbitrator ruled that "Kozak was involved in false reporting of financial information and in securing a fraudulent payment of company funds." Therefore, the arbitrator ruled that Verizon did have just cause to terminate Mr. Kozak's employment.

As I said, we do not have decisions on the remaining three cases. We will report on the decisions in these cases at next year's Convention.

I now recognize the Chair of the Committee.

DELEGATE MARY GARR (Local 3310, Chair, Appeals Committee): Thank you, Mr. Chairman. Good afternoon, brothers and sisters.

The Appeals Committee convened July 6 through July 9, 2006, at the Las Vegas Hilton in Las Vegas, Nevada, for the purpose of receiving and disposing of appeals in accordance with the CWA Constitution and the Internal Appeals Procedures of the Union, as established by prior Conventions and the Executive Board.

The Committee was available to meet with interested parties on July 8 and July 9 between the hours of 2:00 p.m. through 6:00 p.m. Outside of these hours, the Committee was available by appointment.

I would like to personally thank the Committee members-- Don Arbogast, Joan Huey, Ron Munford and Diane Stangle-- for their hard work and the time they devoted to these appeals. Also, the Committee thanks Gail Evans, CWA Representative, District 2, for her assistance and support.

The Chair recognizes committee member Don Arbogast who will read Appeal No. 1.

DELEGATE DON ARBOGAST (Local 84717): Thank you, Mary.

APPEAL NO. 1

Paul Metcalf, a member of Local 1102, has appealed the Executive Board's decision to uphold the results of the local's 2005 local officer elections. The Committee's recommendations in this matter are based upon six separate and distinct conclusions as listed below:

1. The appeal includes the notification of the availability of nominating petitions and the timeline for their return. The appealing party, however, does not cite what issue he has with this notification or how it may have impacted the end result of the vote. As a result of this omission, this concern is considered moot.

2. The appealing party points to Article XV Section 4(a) of the CWA Constitution and Article XIV Section 3 of Local 1102's bylaws to suggest that the letter mailed by then Local 1102 President Ron Statile on September 21, 2005, was illegal. The Constitution and Bylaw provisions cited make no such prohibition. The record does show, however, that the Elections Committee made mailing labels available to any candidate who

requested them. The appealing party has been unable to show that any candidate was disadvantaged by the distribution of mailing labels. Further, President Statile's letter was not sent on Local 1102 letterhead, nor was its printing or mailing costs borne by the members of CWA Local 1102.

3. The April 8, 2006 letter appealing CWA President Larry Cohen's denial states that "we personally witnessed at least 15 duplicate ballots being accepted as valid." But, beyond this written statement, no evidence is in the file or was presented to this Committee that would support or confirm such a claim.

4. The appeal suggests that the method of payment for the U.S. Postal Service post office box with the CWA Local 1102 credit card assigned to the local secretary-treasurer was improper but provides no examples of impropriety.

5. The appeal maintains that within the two-week period in which voting took place that the post office box was not secure. It also states that the local union officers could potentially have granted access to anyone they chose. Once again, the appealing party has not provided any supporting evidence that a breach of ballot security actually took place. In fact, the record indicates an investigation did take place and the post office confirmed that the ballots remained secure until their pick-up by the Elections Committee on October 17, 2005.

6. The appeal brings to light the issue of the failure of the local union officers to hold a regularly scheduled membership meeting during the month of November 2005, as required by Article VIII Section 2 of the Local 1102 bylaws.

While there is no confirmation in the file that the November 2005 regular membership meeting did not take place, that issue could not properly be addressed as an election appeal. There is no connection between the scheduling of the November membership meeting and the general election of officers that was concluded in October 2005.

It is the conclusion of the Appeals Committee that the appealing party has failed to prove that the election process that concluded in October 2005 in CWA Local 1102 was flawed in any material way.

Accordingly, the Appeals Committee, after careful review of this matter, recommends the Executive Board's decision be upheld and the appeal be denied.

PRESIDENT COHEN: You have heard the motion. Is there a second from the floor?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: No one wishes to speak on the motion.

The motion before us is Appeal No. 1. All those in favor of the motion, please indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

CHAIR GARR: The Chair recognizes committee member Diane Stangle who will read Appeal No. 2.

DELEGATE DIANE STANGLE (Local 1118): Thank you, Mary.

APPEAL NO. 2

On August 27, 2005, Sandy Grogan, president of Local 6301, appealed the Executive Board's decision not to arbitrate the grievance of Sheryl Hartke.

Ms. Hartke had 26 years of service as an operator for SBC in the Blanchette OSC in St. Charles, Missouri. She was dismissed for failure to improve quality of work performance to a level that met expectations while on a Decision Making Leave (DML) for quality of work.

Based upon the information provided, Ms. Hartke's appraisals for years 1997 through 2003 were below SBC's expectations in that she failed to apply work procedures correctly, and that customers did not receive correct information or that she did not address customers' requests for information. In some cases, Ms. Hartke billed the customer for services not requested. Local 6301 filed grievances in response to all of the prior discipline. All grievances were denied by the company and closed out by the local.

As a result of these appraisals, subsequent training was provided. However, based on the information provided, the additional training did not cause any improvement in Ms. Hartke's performance. Progressive discipline began in October 2001. A performance notice for quality covering a period of six months duration was escalated on April of 2002 to a written reminder for quality covering nine months duration. This action was escalated to the DML in January 2003, which is a one-day paid leave from work for the employee to decide if she would like to continue her employment. Upon her return, Ms. Hartke continued to be given additional training and was observed, monitored and, based on information given, did not improve.

Ms. Hartke was terminated March 30, 2004. In accordance with Article XVIII of the collective bargaining agreement, she received 25 weeks of severance pay for 25 continuous years of service in the amount of \$18,525.00. Also, in lieu of vacation time, she received an additional \$4,594.20, for a total of \$23,119.20.

The Appeals Committee believes that, based upon the record of progressive discipline as well as additional training given to Ms. Hartke, the union could not prevail in arbitration.

Accordingly, the Appeals Committee, after careful review of this matter, recommends the CWA Executive Board's decision to be upheld and the appeal be denied.

PRESIDENT COHEN: There is a motion on the floor. Is there a second?

. . . The motion was duly seconded . . .

On Microphone No. 4, Delegate Grogan.

DELEGATE SANDRA GROGAN (Local 6301): One thing I would like to say is, on the appeal documentation, you were mistaken. The question was asked of me on Sunday, and I thought you had the answer right, but the local did not close out previous grievances; the district did. And there are records of all of the previous grievances. Anyway, I wanted to make that clear.

I will just read the appeal I sent in, at least one of the levels. The SBC is blatantly dismissing senior operators for the operator service department in St. Charles, Missouri. The company claims that the employee just can't do the job any longer. The job hasn't changed. The company has changed the way they measure work, and they have come up with a formula that targets senior operators for failure.

As you will see, our appeal is as follows: Ms. Hartke had actually-- and this was my mistake-- 26.9 years. She was not retirement eligible. She was an operator for the entire 26.9 years. The company claims she was never satisfactory, but they waited 26.9 years to fire her. (Boos and applause) So, what happened?

Four of our other operators for the same office, each having over 20 years of service, were also dismissed during that same five-month period as Ms. Hartke. There are less than 100 employees in that office.

Quality of work, which the company claims they dismissed Ms. Hartke for, is measured by the whim of management. There are no numeric measurements. Either you did it right or you didn't. "You didn't meet expectations." And in every level we would say, "What are your expectations to do the job as trained?" They didn't even know.

Ms. Hartke was actually dismissed because her CST was higher than the office objective, but CWA/SWB have an agreement that an operator cannot be dismissed solely for CST results. So they found fault with her

quality of work which is a subjective measurement.

For Ms. Hartke to retire from SBC, she would have either have had 30 years of service or be 50 years old. She didn't have either. She was fired two years ago. She just turned 49. She did not qualify.

Four out of five members that were dismissed during the five-month period of time were in the same boat. We believe an arbitrator will agree that Ms. Hartke had done nothing significantly different at the time she was dismissed than she did for the over 25 years she was an operator. (Applause)

PRESIDENT COHEN: Microphone No. 5, Delegate Joyce.

DELEGATE JAMES C. JOYCE (LOCAL 51016): Thank you, President Cohen. I am looking at the appeal, and I see on it that this appeal was filed on August 27, 2005. According to my calendar, that is a number of days prior to the commencement of last year's Convention. My question to the Committee is this: Why wasn't this appeal heard at last year's Convention?

CHAIR GARR: The certified letter from Barbara Easterling's office, dated June 21, 2006, regarding the appeal of Ms. Hartke, reads, "Dear Ms. Grogan, this will advise that the Executive Board has considered an appeal after which they adopted the following motion." This was June 21, 2006. This is the information we have in the file. So that was this year. Does that answer your question?

DELEGATE JOYCE: Well, I have a second question then. Why doesn't the report say that the appeal was filed on August 27, 2005?

CHAIR GARR: The information in our file was that date, August 27, 2005. That is when it started.

DELEGATE JOYCE: But my original question was, why wasn't this heard at last year's Convention if it was filed before last year's Convention.

CHAIR GARR: I can't answer that question. I had the file this year, so I am not sure what took place at last year's Convention, whether it was received timely.

PRESIDENT COHEN: Jim, we will investigate that further, but that date would be right at the date of the Board meeting of last year's Convention. So we will check that out and try to get you a more complete answer. If you think back on the dates, that might have been the date that the Board met.

CHAIR GARR: Yes.

PRESIDENT COHEN: So we will get you an answer to that question.

There is a motion in order at Microphone 1, Delegate Pappas.

DELEGATE JAMES G. PAPPAS (Local 2336): Motion to move the question.

PRESIDENT COHEN: There is a motion to close debate. It is not debatable. It requires a two-thirds vote.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: It is seconded from the floor. All those in favor of the motion to close debate indicate by raising your hands. Down hands. Opposed by like sign. The motion is defeated-- I'm sorry, that is to close debate. The motion is adopted and debate is closed.

Now on the main motion, Appeal 2, we are appealing the decision of the Committee and the recommendation of the Executive Board. All those in favor of the motion-- if you vote yes you are voting in favor of what is in front of you-- please indicate by raising your hands. Okay, down hands. Opposed by like sign. It will be arbitrated. (Applause and cheers)

Appeal No. 3.

CHAIR GARR: The Chair recognizes Committee member Ron Munford who will read Appeal No. 3.

DELEGATE RON MUNFORD (Local 6320): Thank you, Mary.

APPEAL NO. 3

Sandy Grogan, President of Local 6301, has appealed the Executive Board's decision not to arbitrate the termination grievance of Deborah Turner.

Ms. Turner, with a seniority date of July 20, 1981, was classified as an operator at Blanchette OSC in St. Charles, Missouri. She was terminated from her employment with SBC on May 17, 2004, for falling "below expectations on quality of work performance while on an active Decision Making Leave (DML)." The DML is the third step of progressive discipline. The actual leave is 24 hours of paid time, followed by 12 months during which the employee is monitored for any other infractions of company rules or policies.

We have personally reviewed the entire file submitted by CWA Local 6301 in support of its appeal of this case. The file indicates that the grievant had been operating at below expectation since at least January 1998. Her appraisal summary for the years 1998, 1999, 2000, 2001, 2002, and 2003 were all below expectation with regard to quality of work.

Her positive discipline history, as reflected in the file, shows that disciplinary action for quality issues began on April 10, 2002. This was followed on July 5, 2002, by disciplinary action for attendance issues. On Nov. 5, 2002, Dec. 18, 2002, March 20, 2003, April 4, 2003, and finally on Sept. 16, 2003, the employee was further cited for quality infractions, the last of which resulted in her placement on the DML.

There are no records in the file of grievances having been filed to protest the disciplinary actions issued prior to the employee's termination. However, the local president confirmed that grievances were filed on the prior discipline but were denied by the company and closed out by the local. The local has suggested that the grievant was discriminated against on the basis of age, but the instant grievance does not charge management with any form of discrimination.

This case revolves around the principle of corrective discipline and whether SBC properly imposed discipline in a manner consistent with teaching the employee to correct quality issues. The records in the file document that management had consistently provided the grievant with additional training to help the employee overcome her quality issues, but the grievant remained at below expectation in her quality delivery.

The union has argued that the grievant suffered from Crohn's Disease and had applied for an accommodation in her work environment to help her deal with her condition. This argument is not supported by any medical evidence in the file. Management did, however, grant an accommodation to Ms. Turner by moving her work station closer to the women's restroom. There has been no medical evidence submitted to support the contention that her medical condition could have contributed to her quality difficulties.

In recognition of the grievant's length of service, approximately 23 years, and her age at the time of termination, the Appeals Committee has carefully reviewed the documentation contained in the file. Unfortunately, that documentation does not support a reversal of the Executive Board's decision to deny arbitration in this case.

Accordingly, the Appeals Committee recommends the Executive Board's decision be upheld and the appeal be denied.

PRESIDENT COHEN: The motion is on the floor. Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Microphone 4, Delegate Grogan.

DELEGATE SANDRA GROGAN (Local 6301): There were a lot of discrepancies in this report and, had I seen this write-up prior to this morning, they probably would have been cleared up. But one of them is that the entire file was not presented by Local 6301. Actually the International rep, or the staff rep, sent the documentation. I didn't find out until Friday of last week that it wasn't complete. So then I called the district office and they sent the rest of it over, so there is a complete file on her.

There was another discrepancy in that we filed grievance after grievance and we appealed every one of these grievances. They were appealed to the district, closed at the district. One part, on Paragraph 12, you said that there was nothing to ever show that we filed again on discrimination. That was a part of the just cause that we were filing the grievance on. And the accommodation that was noted in the record you have, and if you didn't have the job accommodation form, I wish I had known it prior to when I came here because it is there. And it has been seen and it was referred to.

But anyway, I would like also to read the appeal I sent. And to quote Al Franken, or this is what he would say about the documentation that SBC has. "This should be called, "Lies and the lying liars that tell them." (Laughter and applause)

I think anybody in here knows what I am talking about. The company can document whatever they want, and I am just tired of us rolling over and playing dead. (Applause and cheers) Thank you.

Deborah Turner was dismissed from her job after 22 years of working as an Operator. Deborah was one of six operators over the age of 40-- remember the other was five with more than 20 years, but she was one of them also -- dismissed within a five-month period of time.

She does suffer from Crohn's disease and she was held accountable for her poor compliance results, even though an accommodation to allow her to meet the objectives was not furnished by the company until months after it was requested. The company claimed that she was dismissed for inability to do the job. The branch office has less than 100 operators, so dismissing six people over the age of 40 in five months indicates that people over the age of 40 were targeted for dismissal. It would be unheard of for a spokesman from the company to say, yes, we are trying to weed out people over 40. We are discriminating. They are not going to do that, but we do have the numbers to prove that they are.

The company documentation concerning Ms. Turner indicates that compliance was really the reason that the company went after Ms. Turner. Her doctor had written a request for an accommodation in November of '02, and that accommodation was not met until she returned from a DML in September of '03. She had a serious medical condition called Crohn's disease. This disease, if you are not familiar with it, is aggravated by stress.

The company was aware of the disease, yet they refused to abide by her doctor's request that she be allowed necessary time to use the restroom. Instead, she was moved closer to the restroom, and given one operator position to use. That was the flag to all operators that Ms. Turner had a bathroom problem and had to stay close because they couldn't sit there. That wasn't the accommodation that was asked for.

Management has the document dated 3/30/03. They also have documentation 3/14/03, that they provided her a position close to the restroom. They said it was a job accommodation specialist that told her to

ask to sit near the restroom. I don't even care who. The job--

. . . Time having expired, the mike was turned off . . .

PRESIDENT COHEN: Microphone 5, Delegate Forte.

DELEGATE KATHLEEN FORTE (Local 1023): Along with Sister Grogan, these companies like to tell our employees what they are not doing right, but they don't take any responsibility for what they don't do right. (Applause)

In that spirit, I would like to know what is contained in the file as to how many observations the company did on this employee between April 10th and July 5th, between July 5th and November 5th, and between November 5th and December 18th, between December 18th and March 20th, and between March 20th and April 4th, and between April 4th and September 16th that-- what is the word I am looking for-- that justified that this employee was not working up to par. And then what training did they provide for her after these observations to assist her in doing her job?

PRESIDENT COHEN: Okay, we have at least two questions there. We will try to answer them.

Do we have documentation on that?

DELEGATE MUNFORD: I will start with the training issue. We did not have anything in the file that indicated what type of training she received other than peer training.

. . . Cries of "Ooooh" . . .

DELEGATE FORTE: The observation--

PRESIDENT COHEN: Wait, let's hear the other part.

DELEGATE MUNFORD: And the observation, it didn't include which dates and what dates she was observed. All we know is she was observed per the documentation in the file.

PRESIDENT COHEN: Okay, Microphone No. 4, Delegate Alderman.

DELEGATE BARBARA ALDERMAN (Local 6301): I would like to continue with the merits of this appeal.

The company kept changing criteria for satisfactory job performance. They finally came up with "not following procedures" as a good way to clean house. The supposed training management claims that Ms. Turner received consisted mostly of managers observing her calls and picking them apart. It's clear that Ms. Turner was constantly being ridiculed by management by being told such things as restroom breaks were for her to go when she needed to, not for her to just try to go.

When Debbie was asked by her manager what she, Mona Jackson, could do to help her, Debbie would make suggestions and Mona would tell Debbie that she already had that training and she should be applying it, et cetera. Who's to say the quality of training was adequate when training was done by first one and then another, and all of the trainers were truly not qualified to train?

Documentation of 1-14-03 refers to Debbie's request for an accommodation due to her Crohn's disease. The company has documentation from 11/12/02 through 9/15/03 where Debbie continually inquired about her accommodation and the manager keeps telling her, "Sorry that it's taking so long." During these months, Debbie is also reminded constantly that she is subject to dismissal due to her poor compliance ratings, even though management refused to provide her with the requested accommodation.

Actually, the company did a poor job of covering its trail concerning Debbie's accommodation requests. On 11/12/02, Debbie is told her accommodation request was faxed to smart/jas/medical was submitted. 1/14/03 - Debbie asked about her accommodation request and manager didn't know anything yet. 1/28/03 - Company documentation that Debbie was told there is no accommodation for her since all employees are allowed to use the restroom but had to do so within guidelines to avoid discipline.

On 3/6/03 - Rick Barteau faxes eight pages to JAS but there is no record of those eight pages. 3/7/03 - Company documentation that Debbie said Accommodation Specialist told her she could request a position close to the restroom; management agreed to check. 3/10/03 - Company documented that they told Debbie okay to sit near restroom. 3/14/03 - Company said she was advised on 3/11/03 she could sit near restroom. 3/20/03 - Company documented request to make up minutes that were out of compliance. She was placed on "written" for quantity since accommodation of sitting closer to restroom nine days earlier didn't work.

4/4/03 - Written Reminder, quality. During this meeting per our Steward, Candais Jones' notes, Mona refers to a "performance note" that was issued for quality of work on 12/18/2002.

5/27/03 - Company documented "I reminded Debbie of her accommodation request last month," but during the written reminder meeting Debbie was asked to submit medical even though it was previously submitted. 6/26/03 - Per Company documentation, Debbie is still waiting for JAS to call. 9/16/03 - DML quality (not quantity, which compliance falls under).

The "Last Chance Agreement" that they gave her says, "I, Debbie Turner, voluntarily enter into this Last Chance Agreement. . .I understand and agree that Southwestern Bell Telephone has cause to terminate my employment for Quality of Work. However, in exchange for Southwestern Bell not terminating my employment, I agree that:

"I will comply with the requirements established by SWBT, including but not limited to meet the expectations in Measurement of Work, specifically Quality of Work. . .

"I acknowledge and agree that any discipline I have received up to and including the date of this Agreement was based on just cause;

"I will withdraw any pending charge, claim, complaint, grievance, arbitration or other legal proceeding (like ADA) I may have pending--"

. . . Time having expired, the microphone was turned off . . .

PRESIDENT COHEN: Microphone No. 1, Delegate Pappas.

DELEGATE JIM PAPPAS (Local 2336): We know where this one is going. I move the question. (Applause and cheers)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: The question has been called and seconded from the floor. All those in favor of closing debate please indicate by raising their hands. Down hands. Opposed by like sign. Debate is closed.

On the motion, Appeal No. 3, all those in favor of the recommendation indicate by raising their hands. All opposed. It will be arbitrated. (Applause and cheers)

We thank the Committee for their hours and hours of hard work, as well as the staff who assisted them. Thank you. (Applause)

I now call on our Executive Vice President for the COPE awards.

EXECUTIVE VICE PRESIDENT RECHENBACH: In the interest of some brevity, I have gutted the script on the COPE Awards, you will be happy to know.

The CWA-COPE Awards recognize the outstanding political efforts of our locals and districts in 2005.

The political battle lines have been drawn for the 2006 election. Along with the AFL-CIO, CWA has identified twenty battleground states and eight "watch states" that will make a difference in the fall elections in our attempt to take back Congress.

Thus far, on behalf of our members, CWA has contributed more than \$1 million to political campaigns across the country. CWA representatives are in the workplace, in our communities, and at our local union meetings, asking for your continued support of COPE and organizing our work in the field of political dreams. You are responding like never before.

On the screen-- I hope it will be shortly-- is a list of CWA-COPE Honor Locals that met the COPE challenge in 2005. Congratulations to all of these locals. (Applause)

The list of CWA-COPE Honor Locals was distributed this morning and will be incorporated in the official Convention proceedings.

2005 CWA-COPE PROGRAM HONOR LOCALS

LOCAL	PRESIDENT	LOCAL	PRESIDENT
1009	Daphne L. Clark	81323	Salvatore C. Augello
1020	Elizabeth A. Christy	81340	Claude L. Austin
1060	Douglas L. Brown	81361	Carl Kochersberger
1079	Leroy T. Baylor, JR.	81380	Howard Connors
1080	Joann Colucci-Turbett	81381	John Vasko
1082	Linda J. Smith	81382	Howard J. Vanduyne
1084	Doris Walker-Rice	81401	Syed M. Shah
1086	Judith Street	81455	Felix R. Tuccillo
1101	Joseph F. Connolly	2001	Linda L. Miller
1102	Edward Luster	2003	Jeffrey A. Lewis
1106	Anthony W. Caudullo	2004	Ronald L. Gaskins
1107	Anthony Caprara	2006	Bruce A. Parrish
1108	George C. Welker	2007	Annette Y. Goad
1109	John Dempsey	2009	Shannon W. Fink
1114	Thomas Marino	2011	James J. Mazzie
1117	Gregory L. Chenez	2100	Wilbur S. Holland, JR.
1122	James M. Wagner	2101	Michael R. Schmidt
1123	Stephen N. Matro	2107	Denise A. Burns
1150	Laura R. Unger	2108	Leslie D. Evans
1152	Mary Mazzeo	2109	Charles F. Fouts, JR.
1168	John Klein	2202	Louis J. Scinaldi
1301	George R. Alcott III	2206	Richard P. Wallace
1395	Thomas V. Lane	82162	Mitchell R. Adams
21032	Robert J. Romps	82167	Sherry D. Heck
81232	Patrick J. Conley	82173	Jeffrey P. Taylor
81244	Harry L. Penn	3102	Michael L. Dyer
81250	Richard Chenevert	3106	William DeLoach
81251	Bruce A. Pierce	3115	Samuel J. Bake
81255	Harry Chandler	3120	William J. Tracy
81303	Alfred Broomhead	3122	W. I. Knowles, JR.

LOCAL	PRESIDENT	LOCAL	PRESIDENT
3190	Timothy J. Nuesse	6009	Jerry L. Butler
3201	Roger L. Todd	6012	David F. Ratcliff
3217	Ronald P. Ennis	6113	William A. Smith
3220	John M. McInnis	6132	Luz Riley
3309	Thomas S. Wadley	6137	Charlie Z. Torres
3310	Mary E. Garr	6139	Gwendolyn M. Spikes
3313	Gary A. Shewmaker	6143	Ralph Cortez
3317	Gary W. Coleman	6151	Jerrell B. Miller
3504	Herman V. Junkin, JR.	6201	Denny K. Kramer
3514	R. G. Trammell	6202	Alice C. Andrade
3516	James J. Hudson	6206	Brian T. Goonan
3517	Garry R. Jordan	6214	Glynn R. Stanley
3518	Lawrence L. Sullivan	6215	J. D. Williams
3605	Richard F. Honeycutt	6222	Claude Cummings
3683	Donald K. Tyner	6225	Stephen A. Williams
3706	Debra C. Brown	6228	Ronald Gray
3716	M. E. Parks	6301	Sandra L. Grogan
3719	F. B. McKerley, JR.	6310	Anthony Ellebracht
3802	Christopher Williams	6311	Tim K. Skinner
3904	Andrew J. Gifford	6312	James R. Billedo
3910	L. R. Palmer	6314	Craig R. Thierry
3911	T.J. Pitts	6316	Erin R. Hall
3950	Meverly C. Hurst	6320	Kevin G. Kujawa
33229	Bruce Engel	6325	Gary P. Hough
83709	Catherine R. Wilson	6327	Barbara J. Leuty
4101	D.G. Osim	6350	Robert K. Huss
4107	Janet Rich	6377	Earline Jones
4123	Michael L. Handley	6401	Jason P. Burns
4215	Joanna R. Gerrib	6407	Rory K. Schaffer
4216	Marcus Scaggs	6409	Steven K. Shelley
4217	Bryon Capper	6500	John T. Madsen
4309	Pam G. Wynn	6503	Michael D. Koller
4310	Grace L. Rogers	86029	Rachel A. Valdez
4322	Terry Riddlebarger	86122	Antonio G. Cruz
4326	Paul Storms	7001	Jose R. Araiza
4370	Harry Williamson, JR.	7019	Christopher Rossie
4371	Tami Drollinger	7026	Dean R. Smith
4379	Don D. Carey	7050	David Blackburn
4485	Anthony Sweeten	7101	Mary J. Welsh
4611	Michael J. Goebel	7102	Frances A. Timmons
4622	Roger K. Neubauer	7103	Kenneth J. Mertes
4670	Ron Vechinski	7108	Linda L. Schaffer
4802	Edward J. Bonczynski, JR.	7110	Francis J. Giunta II
4998	Pamela Rogers	7171	Dennis R. Dunbar
84081	Debra L. Ramsey	7200	Gregory A. Perez
84716	Bruce E. Wilson	7202	Thomas M. Eaton
84749	John A. Wise	7205	Anthony P. Schmitz
84773	Richard J. Kroger	7212	Franklin S. Hardee
84797	Kaine Goodwin	7214	Terrance L. Newman
84811	Jack C. Garrett	7219	Chester F. Nettetstad
84846	David Reiners	7250	Shari Wojtowicz-Schalwig
84859	Melvin E. Luigs	7270	David L. Evans
84981	Arthur J. Brown, JR.	7290	Alton C. Mumm
84999	Pamela D. Edwards	7400	Craig A. Cammarata

LOCAL	PRESIDENT	LOCAL	PRESIDENT
7500	Rozanne Dubois	7790	Charles L. Mitchell
7505	William L. Glover	7800	Malachy J. Sreenan
7603	David B. Duvall	7810	Bill D. Jenkins
7610	Russell T. Brower	7812	Kenneth C. Harding
7621	Ronald D. Marsden	7817	Dennis L. Olson
7704	Kent C. Anderson	7818	Sean P. Morrow
7705	Lee B. Linford	7906	Kenneth J. Saether, SR.
7708	Velma J. Patton	9432	Joel A. Nielson
7716	Larry P. McCormick	13100	Diana Markowski
7717	Thomas W. Costello	88120	Michael Cerrone

Another essential part of our political program is the fine work being done by our CWA Retired Member's Clubs. They are ready, willing and able to assist your local in any state or local election campaign. Involve them. They are one of our greatest assets.

This year's awards recognize outstanding achievement in political action during 2005. The first award is presented to the local that raised the most CWA-COPE dollars in 2005. The winner of the award this year was also honored at the last Convention for their outstanding fundraising activities. This year they raised \$15,158.98 more than they did last year, an outstanding achievement. (Applause)

That was worth a round of applause.

We are pleased to present this Special Local Award to Local 1101, which raised \$125,060.67. Local 1101 President Joe Connelly, please come forward and accept the award. (Applause)

The next award is for the local that had the most members signed up in CWA-COPE in 2005. So, stick around Joe. The winner is also Local 1101, with 2,843 members participating in the program. Well done. (Applause)

We will now present the District Achievement Awards for COPE fundraising. This year, the district that raised the most CWA-COPE dollars-- this is for 2005-- raising \$680,309, is District 1, Vice President Chris Shelton. (Applause and cheers)

The district with the highest percentage of member participation in CWA-COPE is District 6, with 14.21 percent of the members in the district contributing. Congratulations to District 6. (Applause)

Our next award is for the district with the most members giving to COPE, and the winner once again is District 1 with 13,709 COPE givers. I will ask Vice President Chris Shelton to once again come forward. (Applause)

I feel like I'm at a ballgame. (Laughter)

We are now pleased to announce the President's Distinguished Achievement Awards for Political Action. These awards recognize locals and districts that reach the \$1 weekly giving target.

First we will present two local awards in this category. The local that had the highest percentage of members contributing to CWA-COPE at one dollar or more per week is Local 1020 with over 75 percent of their members contributing over one dollar a week. Local 1020 President Elizabeth Christy, please come forward. (Applause)

And the local with the most members contributing to CWA-COPE at one dollar-plus per week is Local

1101 with 1,632 members. He is going to need a third hand. President Joe Connelly again. (Applause)

And now we will present the two District awards. The District with the most members contributing to CWA-COPE at one dollar or higher per week is District 1, with 7,272 COPE givers. (Applause and cheers) Vice President Chris Shelton will accept the award. (Applause)

You were number one on that one, but not this next one. (Laughter) The District with the highest percentage of members contributing to CWA-COPE at one dollar or higher per week is District 7, with 9.83 percent of their membership. (Applause and cheers) Vice President Annie Hill will accept the award. (Applause and cheers)

Congratulations again to all the staff, the locals and the officers of all of those Districts for a job well done.

Before we conclude, I want to remind you that by your action yesterday, we now have the ambitious goal of generating \$5 million in COPE contributions within the next three years. And let me tell you what one member in one state, the state that George W. Bush would like to claim as his home state, one member, a woman by the name of Rene Young who is a reports and record clerk working for, I think, Verizon down there, earning \$15.83 an hour in Local 6171, she contributes \$1,000 a year to CWA-COPE. (Applause) That is a week and a half's pay. (Applause) If she doesn't embarrass all of us to dig a little deeper, I don't know what will.

It will take hard work, commitment and borrowing ideas from those of us who had the successes that we highlighted up here today to accomplish our goal of \$5 million. Thanks to all of you for the hard work that you do on behalf of our political program.

I turn the chair back to our President, Larry Cohen. (Applause)

PRESIDENT COHEN: I recognize Vice President Boarman for the Newsletter Awards.

VICE PRESIDENT BOARMAN (Printing, Publishing and Media Workers Sector): Thank you, Mr. Chairman.

Sisters and Brothers, it is time to recognize some of CWA's best local newsletters, and to honor all locals that put the time, energy and funds into producing these vital links to our members.

We know from our polls that our local newsletters have strong readership. Even in our computer age, people still like to sit down with a hard copy of a newspaper or newsletter and read it at their leisure.

From details about new contracts to the date of the union picnic, to articles that report on and even investigate the industries and public agencies that employ our members, CWA's local newsletters are informative, engaging and as important as ever.

I am proud today to recognize our local presidents and editors who this year's judges have named General Excellence winners for their exceptional publications. Many other awards have been presented in sector and district meetings. They include these first-place honors:

For Best News Reporting, CWA Local 1180, *Communique*, Esther Kaplan, editor. (Applause) The winning story was "Striking for the Future," a fresh look at New York City's transit strike in late 2005. (Applause)

For Best Layout and Best Human Interest Feature, TNG-CWA Local 31034, *The Guild*, Mark Hempstead, editor. The judges said the feature, "Play Ball" by writer Rick Karlin, was a "well written, breezy account" of a member's outside interest.

For Best Opinion Column and Best Original Cartoon, CWA Local 6320, *20/20 Vision*, Deloris Rose, Betty

McKeown and Mitchell Morrow, editors. The column, about a racial incident at Wal-Mart, was “reasoned, impassioned and convincing,” our judges said. The cartoon by Mark Edgill, titled “Cash Cow,” took on the SBC yellow pages.

For Best Front Page, AFA-CWA, Local 27066, *West Wing*, Lisa LeCarre, editor. The judges praised its design and good use of color and art.

Our next awards are for overall general excellence. The winner in Category 1, for publications serving locals with fewer than 500 members, the winner is *The Guild*, TNG-CWA Local 31034, Mark Hempstead, editor. The judges praised its “consistently outstanding layout and content.” Accepting the award is Local President Tim O’Brien. (Presentation - Applause)

In Category 2, for locals of 500 to 1,000 members, the winner is *Guild News*, TNG-CWA Local 39098, Stewart Applin, editor. The judges praised its good mix of stories and strong layout. Accepting the award is Local Executive Officer Luther Jackson. (Presentation - Applause)

In Category 3, for locals with 1,000 to 3,000 members, our winner is *20/20 Vision*, CWA Local 6320, Deloris Rose, Betty McKeown and Mitchell Morrow, editors. The judges liked its interesting mix of content and its well-designed format. Accepting the award is Local President Kevin Kujaya. (Presentation - Applause)

For our locals with more than 3,000 members, Category 4, our winner is *Communique*, CWA Local 1180, Esther Kaplan, editor. The judges liked its “creative use of art and provocative content.” Accepting the award are Local Vice Presidents Bill Henning and Linda Jenkins. (Presentation - Applause)

Our final award is the Oscar Jager Journalism Award. It is presented each year to a publication that reflects the dedication and hard work of the late Oscar Jager, a past editor of the *CWA News* and a lifetime labor publicist.

This year’s award goes to *West Wing*, published by AFA-CWA Local 27066, Lisa LeCarre, editor. The judges praised its strong news content, particularly coverage of the US Airways/America West merger and noted the newsletter’s attractive and colorful presentation. Accepting the award are Local Editor Lisa LaCarre and Local President Gary Richardson. (Presentation - Applause)

I want to thank not only our winners but every one of our locals that publishes a newsletter. Never underestimate how important your work is in keeping our members educated, informed and engaged in our union.

Thank you very much, Mr. Chairman. I turn this chair back over to you. (Applause)

PRESIDENT COHEN: Congratulations to all the award winners.

The Resolutions Committee is back-- back and strong as ever. For purposes of a resolution, I call on the Chair. Resolution No. 8.

CHAIR SAETHER: Thank you, Mr. President. If we could have one second, one of our committee members is getting his photo taken.

The Chair recognizes Luther Jackson.

DELEGATE LUTHER JACKSON (LOCAL 39098): Thank you, Mr. Chair.

Would the delegates turn to page 16 of the Resolutions report, and look at Resolution 68A-06-8, entitled “Immigration Reform.”

Resolution 68A-06-8
Immigration Reform that Respects Workers' Rights

America needs and deserves an immigration policy that protects all workers within our borders-- both native-born and immigrant-- and at the same time ensures our nation's safety and security without compromising fundamental civil rights and civil liberties.

The U.S. Senate had an opportunity to repair our broken immigration system in a fair, comprehensive way when it took up the issue in May. Unfortunately, the Senate adopted a plan that builds on some of the selfish and mean-spirited proposals we have seen from the Republican-controlled House and the Bush administration.

The Senate plan created an unfair, "three-tiered" society that will harm immigrant families and keep immigrant workers vulnerable to exploitation. It retains an unworkable guest workers program that serves only to exploit immigrant workers instead of developing a path to legalization for all workers.

In demonstrations across the country, from California to Iowa to New York, working people-- immigrant workers and native-born-- have called for justice and fair treatment. Unions, religious, civil rights and community groups are joining together to make this our national policy. We share the goals of the AFL-CIO in calling for responsible reform of immigration law.

Workers' rights, not corporate greed, must be at the heart of immigration reform. To that end, we continue to call on Congress to reject efforts to expand the H-1B and other visa programs.

Employers in the United States have sought to use these visa programs to turn tens of thousands of permanent, good paying jobs into temporary jobs. Thousands of workers have been brought to the United States to temporarily work as computer programmers, software engineers and designers and in other technical and professional positions, displacing employees in those jobs and lowering working conditions for all.

The Senate, by voting to nearly double, to 115,000, the number of H-1B visas that could be issued annually, has chosen to support corporate greed and not jobs for working Americans. We completely reject this approach.

RESOLVED: The Communications Workers of America will fight for immigration reform that secures our borders and includes a legalization process providing a path to citizenship for all workers presently here and full workers' rights for all workers in the United States.

RESOLVED: The Communications Workers of America will continue to strongly oppose the expansion of "guest worker" programs that relegate immigrant workers to permanent second-class and underclass status. There need to be severe penalties and enforcement on employers that import or hire workers illegally.

RESOLVED: The Communications Workers of America will work to reduce and eliminate the H-1B visa program and supports efforts to cut the number of such visas now permitted. We also call for the restoration of jobs and opportunity that have been lost to U.S. workers especially in technical and professional sectors, as too many companies seek to expand their bottom lines at workers' expense.

Mr. President, the Resolutions Committee moves the adoption of Resolution 68A-06-8, entitled "Immigration Reform That Respects Workers Rights."

PRESIDENT COHEN: The motion has been made.

. . . The motion was duly seconded . . .

The motion has been seconded from the floor. Microphone 3, Delegate Rocha.

DELEGATE LOUIE ROCHA (Local 9423): President Cohen, delegates and guests, sisters and brothers, hermanos y hermanas, I rise in support of this resolution, "Immigration Reform That Respects Workers Rights." In this city, most of you are enjoying services provided by immigrant workers. The immigration question is an old one. It is as old as the founding of this country, largely due to economic and humanitarian reasons.

Employers exploit workers and try to get the least wages and benefits and the highest profits. This is not the fault of the worker, many of whom must leave their home country of origin, and many are forced out now because of trade agreements, and they desire to do better for their families. Immigrants are not our enemy.

Recently, across this great country we witnessed one of the most remarkable public displays of peaceful protest the world has ever witnessed. This grassroots movement sprang up overnight to bring attention to the immigration debate being used as a wedge issue this election year, especially the mean-spirited H.R.4437 bill.

My local helped provide security for the May Day March in Silicon Valley of over 125,000 immigrant workers, their families and people of every ethnic group and nationality. This also took place in big cities and small towns across this country. This was one of the proudest days of my life to be marching on May Day, the true Labor Day, with thousands of workers. (Applause)

One side of our great symbol, the CWA Triangle, includes community and political action. This issue is important for many of our members and their communities-- not only in the Southwest, but throughout this country. Diversity has made our country stronger and can also make labor stronger.

As union leaders, we need to talk to our families, our members, and our neighbors. Since the late 1800s, Organized Labor at times was silent or on the wrong side when legislation was enacted and they came for the Chinese, and then they came for the Japanese, and now it is the fear of Mexicans and other groups driving this extreme legislation. Labor must speak up! (Applause)

Labor got it. Labor got it when the struggle for the eight-hour day in Chicago was started. German and other immigrant workers were an important part of that struggle. In my hall, we have a reproduction of a flier for the Haymarket Rally that is written in both English and German.

Then, as now, many immigrants didn't arrive here legally. Immigrants should be accepted into the U.S. Labor Movement. Immigrant workers are also helping revitalize locals and unions. This is also a human rights issue. Brothers and sisters, families are being torn apart, and women and children are the most vulnerable.

I want to also be clear that advocating harsh penalties usually only hurt the worker and their families. Whether it is the H1B or employer penalties, we need a fair and just immigration policy. Commodities, products and currency should not be given a higher status than human beings. We need fair immigration for workers. We need a secure border, and we need to oppose H.R.4437. (Applause and cheers)

PRESIDENT COHEN: Microphone 1, Delegate Lariva.

DELEGATE GLORIA LARIVA (Local 39521): I move to delete Line 35-- the first complete sentence of Line 35, 36, 37, and 38, and the remaining of the sentence on Line 39, and to substitute with this wording, which I would like to have the brother with me read because he can read his writing better. (Laughter)

DELEGATE MAURICE THOMAS (Local 52031): The substitute language would say: "This Convention strongly condemns the creation of a permanent underclass among legal immigrants by exploiting language barriers, fraudulent documentation barriers, and by employers' terroristic threats against minorities. CWA strongly affirms that these workers must be paid fair wages, at the least minimum wages, and be fully protected by U.S. labor laws for all workers here legally."

PRESIDENT COHEN: You can speak on the amendment. We need a second from the floor.

. . . The motion was duly seconded . . .

DELEGATE LARIVA: Sisters and brothers, our union, especially where I am from in California, has members who have lived and worked in the United States for years. Unfortunately, they are undocumented and live in constant fear of being deported, especially in the face of growing repression by the legislation being debated, by the fascist "Minutemen," and by TV programs like Lou Dobbs.

Anyway, I believe that the line that calls for stiff penalties on employers who illegally hire the undocumented goes completely against the spirit of the resolution, which is calling for comprehensive legislative reform, as well as the last Resolved that regards H-1B visas. These provisions target the workers that we represent, the workers we want to represent, and all workers in the United States. It sends the wrong message because it focuses on enforcement that hurts workers instead of relying in the resolution on the issue of comprehensive legislation which, as you know, in the resolution calls for the legalization process for those who are in the United States.

Notwithstanding the concerns of the workers in this union who are affected by the H-1B visas, it is the wrong approach and focus, I believe, to blame the workers who are here. The massive demonstrations, as the brother briefly said, across the country, especially on May Day, sent a clear message by millions of people. They want equal rights. It is a new movement. It is a civil rights movement. It is a workers' rights movement. And last week, some of my members received match letters, as you know. They were really terrified, because it's the first time now that these workers were told by the company, "You must prove to us that you are legal or else we are going to take action against you."

I had to scramble around and talk to lawyers who said, "Right now, you can send them the form letter which says to the employer that there are arbitrations that protect these workers. If you try to dismiss them or remove them, we will act accordingly."

We have arbitrations that protect them. But in reality, the Department of Homeland Security is in the middle of a 60-day period that will end in August in which they will have more access to be able to wholesale deport people, have access to social security information. And this kind of legislation, if we back it by calling for employer sanctions and stiff penalties, is telling the workers that we are on the side of the government repression, and that Homeland Security provisions endanger all workers' right to privacy against having our social security information being raided.

That is why I believe that I would like to have this resolution simplified to focus on the issue that the labor movement was back, which is legislative reform. If you read the AFL-CIO's statement-- which I think is much preferable but I am not proposing that as a substitute-- it recognizes the problems that this resolution mentions, the H-1B visas. It says, instead of blaming the workers and calling for eliminating that program or firing the workers, it says that there have to be protections, like keeping permanent jobs instead of temporary and other reforms.

I believe we need a resolution that focuses on a pro-worker perspective that calls for comprehensive legislation that puts the onus where it belongs-- on government policies like NAFTA. The AFL-CIO statement, for example, says that the reform in immigration laws must consider the root cause of immigration and take into account the global economic policies--

. . . Time having expired, the microphone was cut off . . .

PRESIDENT COHEN: All right. We are now on this amendment. I want to just make sure everybody understands what is in front of us. This would delete the line that says, "There needs to be severe penalties and enforcement on employers that import or hire workers illegally." That line would be deleted.

We would also be deleting line 37. "The Communications Workers of America will work to reduce and eliminate the H-1B visa program and support efforts to cut the number of such visas now permitted."

It's my obligation as Chair to inform the Convention that in prior years we have adopted exactly that.

In addition to that, there is substitute language. I can read that again as well. The substitute language is a different story. It's additional language. It's not on the points we've eliminated. The substitute language will say, "This Convention strongly condemns the creation of a permanent underclass among legal immigrants by exploiting language barriers, fraudulent documentation barriers, and by employers' terrorist threats against minorities.

"CWA strongly affirms that these workers must be paid fair wages, at the least minimum wages, and be fully protected by U.S. labor laws for"-- I am not sure I can read the last phrase-- "by U.S. labor laws for all workers here"-- what does the last word say? Can somebody who wrote this read the last word here? ". . .for all workers here legally." Is that the word? Mo, or somebody who wrote this? Legally, yes, okay.

So we have additional language which has one intent. We are also deleting lines 35, 36, 37, and 38, as well as part of 39. It's a complicated amendment. There is an addition and deletion.

Speaking for the amendment-- I'm sorry, the "Against" mike goes first. Speaking against the amendment, Delegate Skotarczyk at Microphone 4.

DELEGATE DAVID M. SKOTARCZYK (Local 4050): My brothers and sisters, not to modify this report, the H1-B visa program has been used to attack our own members, let alone other industries bringing in high tech people. It was our own Chicago local, Steve Tisza's local, that found them using this program to bring in strike breakers in AT&T. They went to an empty AT&T building and started training East Indians brought into this country to be strike breakers under the H1-B visa program.

The program was started because they said we didn't have technical workers. We do. It's the high tech workers losing their jobs. This is about bringing in East Indians to do our jobs in this country. Thank you very much. (Applause) Sorry I lost my voice.

PRESIDENT COHEN: Microphone No. 5, questions, Delegate Luzzi.

DELEGATE AL A. LUZZI (Local 1101): I would like to know our position, if we have one, if we've adopted one, on the H-1B visa program.

PRESIDENT COHEN: The position of CWA and the AFL-CIO is to fight the H-1B visa program. It's been our position for several years. We have been leading that fight. This Convention has acted on it before.

You are entitled to a second question.

DELEGATE LUZZI: Has anything changed on this amendment? The amendment in front of us right now, is there any change on it?

PRESIDENT COHEN: Well, it would delete the language in here that says that we will work to reduce and eliminate the H-1B visa program. Again, it's my obligation to share with the delegates that that would be a significant change in what we have been doing. We have been working very hard to eliminate the H-1B visa program, including in Congress which has recently threatened to expand it, basically, to no limit at all. Those are visas that only employers can get. The workers have no right to them. Only the employers get those visas.

We are back on the "Motions" mike, Delegate Schick.

DELEGATE TIMOTHY SCHICK (Local 31041): I move that the question be divided into two, so we can vote on two parts individually.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: That's a second. I am assuming that's a second.

You may speak on your motion to split.

DELEGATE SCHICK: There is something good in the motion. There is something that's not so good. And without splitting the question, we can't do the good without doing the harm. So I believe we should vote to divide in two, so we can individually decide how we want to proceed on the two parts.

PRESIDENT COHEN: All right. Does anyone else wish to speak on that motion? That's a motion to split into two parts. The deletions are part one, and the additional language is part two.

If no one wishes to speak on that, we are voting on that motion to amend the amendment, to split it into two parts. All those in favor of splitting it, please indicate by raising your hands. Down hands. Opposed by like sign.

It will not be split. We are back on the amendment, and we are on Microphone No. 3, I believe, Delegate Kalmijn.

DELEGATE JELGER KALMIJN (Local 9119): As you can tell by my name, I am an immigrant. I come from Holland. I work at the University of California as a researcher. I study the genetics of alcoholism.

I want to tell you a story. My local came into CWA back in '93. We had zero people under contract at that time. Now we have 12,000 people under contract.

. . . Cry of "Point of order" . . .

PRESIDENT COHEN: Point of order. Go to the microphone, please.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): Is the delegate speaking to the amendment or is he speaking to the motion?

PRESIDENT COHEN: He should be speaking to the amendment. That's the amendment to delete.

DELEGATE FAHRENHOLT: Then let's talk about the amendment.

DELEGATE KALMIJN: I would like to finish speaking to the amendment.

PRESIDENT COHEN: Go ahead.

DELEGATE KALMIJN: My story is this: As I was trying to organize the research professionals that I work with, I went into a laboratory at the University of California in Los Angeles to talk to one of my fellow researchers who was sitting there working in a cancer laboratory at the Center for the Health Sciences at UCLA. I said, "We need to have a union here. They are talking about making us all temporary employees, term employees, so we will be laid off every couple of years and we'll have to reapply for our jobs."

She was listening to me, and she was about to sign the union card, and swooping in comes her boss, one of the faculty members, and said, "If she signs that card, she is going to have immigration problems."

This worker who we were trying to bring into our union was on an H1B visa. Her job was totally dependent on that boss. You know what I did? I walked out, because she would have been back to China.

We have hundreds of people in my local who are trying to get decent rights, and they are being treated as second class citizens. They are terrified to fight for what they should have like we have, like myself as an immigrant, the rights of every worker here in the United States. That's the problem we face. We have these people right amongst us.

This Chinese woman that I spoke to who I had to leave is not the problem. We need to really fight the roots of the problems that undermine our working conditions and not the workers that are the victims of this. It's her boss who is the problem, who is fighting her participation in the union. It's the working conditions in China and in Mexico, how labor unions are treated in China and Mexico that are the problem and are the real threat. It's not the workers there. And I am afraid this motion targets the workers. That's why I favor this amendment.

Our government forces structural adjustment programs in Mexico undermining their domestic job opportunities. Our government is fine with doing business in China despite the horrible labor relations violations. Those are the kind of problems we need to address. Let's fight that, not the victims. Let's organize workers for all workers right here and abroad. I hope you will support the amendment. Thank you. (Applause)

PRESIDENT COHEN: Thank you. At the "Questions" mike, No. 5, Delegate Santora.

DELEGATE T SANTORA (Local 9000): I have a question about the statement you just made regarding the H-1B visa program. I am hoping I misunderstood you. Hopefully you will clarify that. If we delete that language, it's simply a deletion of the language in this current resolution, and it should not affect our current policy on the H-1B visas? I am hoping that the answer is that our policy remains the same just by deleting this language.

PRESIDENT COHEN: That's a good question. We could read it that way, meaning that this language would be gone. Before, we have already supported opposition to H1B. We would also be deleting the sentence before it as it stands now which says, "There needs to be severe penalties and enforcement on employers."

I think it is correct that we could construe it to mean-- we have to get a sense of the intent here as well. I don't know if that helps to answer your question or not. There is the issue of intent. You could read the intent being that we shouldn't be working to reduce and eliminate H1B visas. I could ask the maker of the amendment, if that is helpful.

Could the maker of the amendment come back up? We want to make sure we know what we are voting on here. The original maker of the amendment-- there you are. Take your time. I would like some help from you in answering that question. There are basically two ideas here, two sentences of the Resolved that you want to delete. We are only looking at the second one now which says, "The Communications Workers of America will work to reduce and eliminate the H-1B visa program and support efforts to cut the number of such visas now permitted."

So the question would be your intent in putting that before us. It could be two things. One would be that we will continue to fight it because we already have language; we have already passed resolutions; we already have a policy fighting the H-1B program. That would be one option.

The second option would be that your intent is that we should not be working to eliminate H-1B visas. If you could please tell us when you made the amendment what you intended.

DELEGATE GLORIA LARIVA (Local 39521): Thank you. I am very aware that the Whereas is full of language about the issue of H-1B, and declares that the intent is to go to Congress to fight the H-1B. My concern in looking at it, because I know how it is with resolutions and amendments, you try to keep them as simple as possible. I just don't want to go to our workers and say "This union is not for you," and leave the Resolved to have more of a pro-worker perspective. So I am aware of what the language says above it. So I know--

PRESIDENT COHEN: Again, the question, and I'm sorry to interrupt you, I'm trying to get your help answering the question. That's not what's in front of us now. I am trying to answer a question as to whether or not-- we could read it two ways: that you are happy and okay with the fact that the union will continue to fight H-1B. You just don't think it's germane to this resolution, but we will be fighting H-1B, or do you particularly want us to consider that amendment to mean that we would not be fighting H-1B? Just please tell me one or the other.

DELEGATE LARIVA: I do not want us to be fighting the workers who are under H-1B. That's all there is to it.

PRESIDENT COHEN: That's enough. Thank you. I am sorry to cut you off. We are almost beyond the orders of the day, and we have lots of things left here.

My answer to that question would then be, if we strike that language, the intent of offering this amendment by the mover of the amendment is that the union should stop fighting the H-1B visa program.

Microphone No. 4, did you have a second question?

DELEGATE SANTORA: I do, Larry. No problem-- or there is a problem actually. I guess I would ask the Chair to instruct me in how to make an affirmative statement to maintain the policy we have today if this motion is adopted.

PRESIDENT COHEN: I think we could take that up. I could ask the parliamentarians.

We need you at the "Motions" mike to do that.

. . . President Cohen and the parliamentarians conferred . . .

PRESIDENT COHEN: That is in order. So we will consider you at Mike 1. Are you still there? You are. You can go to the nearest microphone and amend the amendment. Go to any mike.

DELEGATE SANTORA: Larry, I'm sorry. I'm not really prepared for this. I guess the parliamentarians will help us out here.

PRESIDENT COHEN: I will give you some guidance. You want to strike the deletions in the amendment or you want to substitute language. In any case, right now we would be striking the language that says, for example, "The Communications Workers of America will work to reduce and eliminate the H-1B visa program and support efforts to cut the number of such visas now permitted." That sentence as it stands would be deleted, as would be the sentence before it that says, "There need to be severe penalties and enforcement on employers that import or hire workers illegally." You have the floor. What would you propose?

DELEGATE SANTORA: I propose to reaffirm our commitment to fighting H-1B visas. (Applause and cheers)

PRESIDENT COHEN: Thank you. So this amendment is now what is before us, to amend the amendment, and to continue to affirm.

All right. We are going to simplify this, T, if this is okay with you, by saying that her additions would stay in, number one. Number two, as it stands now her deletions of lines 35 and 36 would stay in. I know you are not addressing that; I am just mentioning that. What you are addressing is to delete her deletion of lines 37, 38 which say, "The Communications Workers of America will work to reduce and eliminate the H-1B visa program and support efforts to cut the number of such visas now permitted."

The simplest way to deal with what you are saying is that that stay in. If there is anyone wanting to speak

on that, that is, to keep that in, we are amending the amendment to drop that deletion.

All right. Microphone No. 4, we have Delegate Tisza. Knowing Delegate Tisza, I'm not sure that's where he wants to be right now. Is that where you want to be?

DELEGATE STEVE TISZA (Local 4250): I was going to speak on the original amendment against it.

PRESIDENT COHEN: If you could hold up a bit, we need to see if anyone wants to speak for or against the amendment to the amendment, which would keep in the language that says, "The Communications Workers of America will work to reduce and eliminate the H-1B visa program. . ." Does anyone want to speak for or against that amendment?

There is no one at the "For" or "Against" mikes. All right. Then it's not in order, George, thank you.

Therefore, we are calling that question, and no one wants to speak for or against that amendment that's now on the floor. Again, that amendment would amend the amendment to leave in the lines that say, "The Communications Workers of America will work to reduce and eliminate the H-1B visa program and support efforts to cut the number of such visas now permitted."

All those in favor of that amendment, please indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

So now we are back to the amendment. The amendment has now been amended, as I have just stated, the amendment contains the one deletion that says, "There need to be severe penalties and enforcement on employers that import or hire workers illegally." That would be deleted as the amendment now stands.

So those speaking against, as well as the additions that I read before, against the amendment on the floor to this main motion, Microphone No. 4, Delegate Steve Tisza. He apparently had priority at that mike, and you two can sort it out if you want, but these folks tell me who I call on first, and they just changed their opinion. So we have Szekely and Tisza at that mike. Szekely is withdrawing in favor of Tisza. (Applause)

DELEGATE PETER SZEKELY (Local 31003): The amendment to the amendment has addressed my concern, so I am withdrawing my opposition.

PRESIDENT COHEN: Delegate Tisza at Microphone No. 4.

DELEGATE STEVE TISZA (Local 4250): I think maybe we are mixing apples and oranges when we talk about H-1B, which is a non-immigrant visa, as opposed to an illegal immigrant issue. It's a guest worker program basically. And maybe it shouldn't even be part of this immigration reform. I think the Senate slipped it in, as an emotional and health issue of immigration, and put that in the senate bill version of the Immigration Reform Act to double the amount of H-1B visas from the current 65,000 a year cap to 115,000.

So my intent was to speak against the original amendment and I just wanted to clarify that we are putting apples and oranges together here. The H-1B visas are non-immigrant visas, and the employer is the one who applies for a person, and 50, 60, 70, 80 percent of the time, the person who is here on the visa has no intent to become a citizen of the United States.

They are here as a guest worker for a six-year period. Many of them come here to learn on a knowledge-transfer type thing and they go back to India or the Philippines, wherever they might be from, and teach the workers there, and then our work is outsourced there. So it's apples and oranges, again, to maybe just clarify the issue on H-1 and the L-1 visas.

PRESIDENT COHEN: Thank you. Microphone No. 1, Delegate Balsamo.

DELEGATE MARK BALSAMO (Local 2100): I move we close debate on the amendment. (Applause)

PRESIDENT COHEN: All right. I am going to read the amendment again. First of all, we are deleting now only one sentence. "There need to be severe penalties and enforcement on employers that import or hire workers illegally." If we adopt this motion, that sentence would be struck.

In addition, we would be adding, "This Convention strongly condemns the creation of a permanent underclass among legal immigrants by exploiting language barriers, fraudulent documentation barriers, and by employers' terrorist threats against minorities. CWA strongly affirms that these workers must be paid fair wages, at the least minimum wages, and be fully protected by U.S. labor laws for all workers here legally."

That is the question before us, and we will now vote on closing debate on that question. All those in favor of closing debate, indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

We are now voting on that amendment as I just read it. All those in favor of the amendment, the deletion and the addition, indicate by raising your hands. Down hands. Opposed by like sign. The amendment is defeated. (Applause)

PRESIDENT COHEN: We are now back to the main motion. We have a question at Microphone 5, Jeff Wolfe.

DELEGATE JEFFREY W. WOLFE (Local 3305): Under this first Resolved here, I have got a question. Are we talking about legal immigration or illegal immigration, or is that just the same thing in this Resolved?

PRESIDENT COHEN: We are talking about a legalization process for workers that are already here. I am not sure I can clarify that any better.

You have a second question.

DELEGATE WOLFE: My second question would be then, do we support illegal immigration?

PRESIDENT COHEN: No, we are not supporting here illegal immigration, but it's up to the delegates to decide what this language means. But, no, this union has never taken a position in favor of illegal immigration.

On Microphone No. 3, speaking for the main motion, Delegate Taylor.

DELEGATE MICHAEL TAYLOR (Local 7990): Brothers and sisters, Mr. Chairman, and delegates: I rise in support of the immigration reform resolution before you today. I didn't come here today with a prepared speech, but I did come with a common cause. Our cause is to stop the government's subsidizing of outsourcing and insourcing of good American jobs to corporate greed and profiteering.

This resolution is an important step, which is not only critical to the aspirations of our members, but to future generations and the very fabric of America. America needs a fair immigration policy which encompasses fair immigration and not a free ticket, with penalties to employers who exploit the human and economic rights of aliens in America and around the world. A unanimous "yes" vote for this resolution today will show that CWA cares about human and economic rights, and that we are united and determined to stop uncontrolled corporate greed and to preserve the American way of life. God bless the United States of America, and God bless the Communications Workers of America. (Applause)

PRESIDENT COHEN: No one else has asked for the floor; therefore, the main motion is before us. All those in favor of the main motion, Resolution No. 8, "Immigration Reform That Respects Workers' Rights," please indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

Resolution No. 9, "Speed Matters: High-Speed Internet For All."

CHAIR SAETHER: Thank you, Mr. President. Before I recognize our next speaker, there is a typo throughout. It says “megabytes,” it should say “megabits”. I apologize for that.

The Chair recognizes Denise Burns.

DENISE BURNS (President, Local 2107): Thank you, Chairman. Would the delegates please turn to page 17 of the Resolutions report and look at Resolution 68A-06-9, entitled “Speed Matters: High-Speed Internet For All”.

PRESIDENT COHEN: I am just going to interrupt for a minute. I want the delegates to understand that as people are leaving, this Convention is still in session and business is still in order. I just want delegates to understand that, new delegates and old. Sorry for the interruption.

MEMBER BURNS: That’s okay.

Resolution 68A-06-9 Speed Matters: High-Speed Internet For All

The United States-- the country that invented the Internet-- should be at the cutting edge of communications. Instead, we have dropped to 16th in the world in broadband deployment, behind Japan, Korea, Sweden, Canada, the Netherlands, Switzerland and others.

All 15 nations that are ahead of us have made broadband deployment a national priority and have ensured that national public policy reflects that goal. The lack of a clear, consistent and comprehensive national high-speed Internet policy jeopardizes our economic future. A vibrant national economy depends upon world-class digital networks connecting companies, suppliers and customers, stimulating job-creating innovation and growth in content and applications.

Investment in high-capacity networks by CWA employers creates opportunities for good union jobs. But too many high-tech and communications companies have taken the low-wage, anti-union path. We must ensure that job growth translates into career, middle-class union jobs.

Speed matters for digital networks. Speed of data delivery defines what is possible. Some countries have plans to deploy nearly universal networks capable of delivering 100 megabits per second (mbps). In Japan, fiber networks delivering 100 mbps already pass more than 70 percent of the homes serviced by NTT East, one of their two local telecommunications carriers.

In the U.S., the Federal Communications Commission (FCC) today counts speeds above 200 kilobytes (500 times slower than Japan’s standard) as “broadband” - the proxy for high-speed Internet. The FCC should change its measure of high-speed Internet to measure downstream speeds to the house and upstream speeds from the home to the Internet. Current benchmarks should be set at 2 megabits downstream and 1 megabit upstream and should increase over time. Such a redefinition would reveal the problems we face in high-speed Internet deployment and our nation’s need to invest in networks.

High-capacity networks provide numerous social and economic benefits which must be accessible and affordable to all Americans.

High-speed interactive broadband offers instantaneous contact between health professionals and patients that enables remote monitoring, efficient chronic disease management and more effective responses to emergencies.

Dynamic two-way communication, discourse and conferencing allows students and teachers to minimize the obstacles of distance and maximize the potential of simultaneous voice, data, and video sharing.

Governments increasingly rely on the Internet to provide information and forms for taxes and government programs. For example, enrollment in the Medicare Part D drug plan relied on web-based communications, and people without broadband access were disadvantaged. High-speed interactive broadband can also improve citizens' ability to interact with government officials.

Access to high-speed broadband is important for police, fire, and emergency medical personnel as a means to respond to crises in this post 9-11 world.

Multiple forms of simultaneous transmission allow individuals to break through the limits of physical disabilities.

High-speed networks can break down the barriers of distance allowing residents of rural communities to participate fully in economic and civic life.

In sum, high-speed networks are the critical infrastructure of a 21st century economy and society. Since market forces alone will not provide affordable high-speed Internet to all Americans, the United States must do more to promote investment so that all residents are able to participate equally in the benefits promised by the information revolution.

The first step is to establish a national broadband policy with clear goals for high-speed Internet deployment. As a realistic but aggressive goal, CWA recommends that all Americans should be able to connect to a digital network capable of delivering at least 10 mbps by 2010, increasing to 25 mbps by 2015.

To achieve this goal, government at all levels should adopt policies to stimulate investment in and demand for high-capacity net works. Investment policies include direct subsidies, tax incentives and/or loans. Subsidies for emergency services (police, fire, medical) should be a top priority. The highly successful E-rate program of subsidies for schools, libraries, and rural health centers should be continued and expanded to include community centers. Housing advocates have demonstrated how to leverage public money to stimulate broadband deployment in publicly subsidized housing; similarly, publicly funded health care, education, or job training could support more efficient provision of these services over high-speed networks.

Governments should also adopt policies to overcome barriers of cost, geography, or disability that consumers face in gaining access to high-speed broadband networks. Governments could aggregate demand by requiring their administrative units to utilize high-speed broadband, becoming "anchor" tenants in buildings or developments. Government can support demonstration projects in equipment distribution, consumer education and development of socially-useful content.

Government policies should also promote an open Internet to ensure the widest possible dissemination of information from a multiplicity of sources that is the foundation of a democratic society. Bandwidth scarcity and unequal deployment of high-speed networks undermines the value of the Internet.

CWA supports public disclosure of broadband access, speed, and usage policies and a complaint-based adjudication process at the FCC to protect consumers' right to access the content, run the applications and attach the equipment of their choice to high-speed networks. In addition, the federal government, through the FCC, should maintain active oversight of the Internet marketplace to ensure that all providers, including network providers, content providers and application providers, continue to advance these important consumer principles.

To remote consumer choice, government policy should require carriers to offer the option of selecting individual channels on an a la carte basis or as a self-selected tier.

CWA members develop the content, build and maintain the networks and service the customers of high-speed communications networks. We must take the lead together with progressive employers and public interest organizations to ensure universal, affordable access to high-speed networks; quality service and

quality jobs; and responsible corporate practices and consumer protections.

RESOLVED: The Communications Workers of America will launch a national “Speed Matters: High-Speed Internet for All” campaign involving CWA locals, districts and the International Union to promote action by the federal government to adopt a national broadband policy that will result in deployment of universal, affordable high-speed networks of at least 10 megabits per second (mbps) to all Americans by 2010, with increasing speeds over time.

The CWA “Speed Matters” campaign will develop educational materials and conduct training workshops for CWA leaders and activists; disseminate promotional materials including web-based outreach; and position CWA as the leader in coalition with progressive employers and community groups in support of local, state, and federal policies for affordable, universal high-speed broadband networks and quality jobs.

Mr. President, the Resolutions Committee moves the adoption of Resolution 68A-06-9, entitled “Speed Matters: High-Speed Internet For All.”

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Microphone No. 3, Delegate Stangle.

DELEGATE DIANE L. STANGLE (Local 1118): Thank you, President Cohen. Thank you, brothers and sisters. I rise in support of Resolution 68A-06-9, “Speed Matters.”

CWA Local 1118 is located in Upstate New York and represents members working for Verizon from Albany to Plattsburgh. The growth and economic development for our communities will depend upon our ability to compete in global industries, in education, and in health care where the transmission of data at high-speed is vital. This area we represent is primarily a rural area, and we are fortunate to have dial tone, let alone high-speed data transmission. (Laughter) I know this sounds archaic, but it’s very true.

Recently our local, along with other locals in District 1, have lobbied our State Assembly and Senate to adopt legislation to assure all New Yorkers access to an affordable, quality telephone service. However, guess who else was there lobbying with us? Verizon. Verizon sent their lobbyists to beat back our attempts to protect our members’ jobs and to assure our communities will be able to survive.

CWA believes Verizon is selecting only upscale communities to upgrade their network to high-speed fiber. In that way, Verizon is assured the best bang for their buck.

For the first time, the United Farm Bureau and AARP have agreed with CWA that Verizon’s attempt to cut communities and elderly out of their network is a reality, and has lobbied with us.

Our infrastructure in Upstate New York, as Verizon rolls out the high-speed fiber network, leaves the vast majority of New Yorkers on traditional copper lines that are rotting off the poles. With no investment in copper lines-- for those delegates who are familiar, Verizon now is replacing 100-pair cable with drop wire. We cannot be heard any longer. You cannot hear me now!

Verizon says, “Don’t worry, everyone will be upgraded to fiber.” You may remember that Verizon put the entire Upstate New York access line up for sale. What, me, worry? Verizon, get a grip. (Applause)

We as members of CWA, the loudest voice the country has in protecting our members’ jobs and securing affordable access to a digital network, must take a leading role for every state, regardless of who provides the service.

I urge you, sisters and brothers, to adopt this resolution and to launch a national campaign to promote action to create a national broadband policy. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 1, Delegate Pappas.

DELEGATE JAMES G. PAPPAS (Local 2336): I would like to offer an amendment to Resolution 9 to add the language, "The Speed Matters campaign will support that networks and services will be provided by union workers and will oppose all efforts by local, state and federal governments to compete with our unionized employers and the jobs of our members." (Applause)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: I take that as a second for your amendment. You may speak on the amendment.

DELEGATE PAPPAS: I offer this amendment because since 1984 many new companies have entered the telecommunications industry, and many of them have operated with an unfair advantage.

But recently, a new competitor has entered the scene. In Washington, DC, Philadelphia, San Francisco and many other cities, the local governments have been building their own networks for Wi-Fi, Voice-Over IP, Broadband and other services. These networks were originally built to provide services within the government and have now started spreading into the community.

In DC, the local government is attempting to spread into new territory offering their network and services to other customers who will be paying them for the service. They justify this on the same grounds as they provide sanitation, snow removal, education, police, fire and other services.

Make no mistake, this is our work! They are competing with our unionized employers and they enjoy a huge advantage. They use tax dollars instead of investment dollars. They sometimes seize pathways from our employers. They do not take the same risks as our employers.

I believe our union should support a high-speed network for all, and I believe it is best provided by our unionized members. So I urge you to support this amendment. (Applause)

PRESIDENT COHEN: Thank you. Now we have a question on this amendment. At Microphone No. 5.

DELEGATE ED PARADIS (Local 3250): My question actually would apply to the original motion as well as the amendment that is before us now, but I am reading through this and it looks like a substantial amount of material and training and things of that nature that would be provided by CWA, but I find nothing in the literature about how it is going to be paid for or funded.

Could we get an idea where the money for this would be coming from, and an approximate-- I guess that would be the second question-- but what the approximate cost of this would be? Thank you.

PRESIDENT COHEN: Thank you. I am just reviewing the Whereas portions on the training. Is the committee familiar with this? Does anyone there want to answer? Ken?

Actually, it is referring to the one sentence. I assume it is referring to "The CWA Speed Matters" campaign will develop educational materials and conduct training workshops for CWA leaders and activists," and your question is how will we do that?

DELEGATE PARADIS: My question was: How will it be paid for or funded?

PRESIDENT COHEN: Yes. Well, if it's anything-- some of this is in the budget in terms of CWA-net. Some of this is in the budget in terms of the legislative staff that we already have that are already doing this. Beyond that, it would have to come from a huge-- an SIF proposal that is not in front of us now.

DELEGATE PARADIS: Well, the second part of my question was, an approximate-- do we have a

budget for this or know how much this is going to cost us?

PRESIDENT COHEN: The intent of this motion is that it is run within the existing CWA budget, solely-- this is from the Resolutions Committee who worked on this-- and that we would be using our existing staff and working with locals. Anything beyond, that is not what the intent of this motion is.

DELEGATE PARADIS: So we don't know what an approximate budget or cost would be on this?

PRESIDENT COHEN: Yes. I am saying it is already in the budget, and it is not broken out in that way. If that was your two questions, I hope that was helpful in some way.

So it is the existing legislative and educational staff and our existing commitment to develop educational materials. That is what this is intended to be about.

On the amendment. No one else is seeking to speak on the amendment, so we are voting on the amendment, which as I read it here says essentially to add that "all work is done by unionized workers and we oppose governments competing with our unionized workers." So we are voting on that.

All those in favor of adding that, please indicate by raising your hands. Down hands. Opposed by like sign. The amendment is adopted. (Applause)

We are back to the main motion on "Speed Matters". We are back to the "Motions" mike again. At Microphone No. 1, Delegate Endara.

DELEGATE JOSE R. ENDARA (NABET-CWA Local 51011): If you look at page 19, line 96, I would like to insert a sentence that would read, "This initiative needs to recognize our Spanish-speaking members, leaders and activists."

Then you pick up your own line 96, "The CWA 'Speed Matters' campaign will develop--" and I would like to insert the line, "bilingual educational materials and conduct training workshops for the CWA leaders and activists," and then on line 97, "disseminate bilingual promotional materials". The rest of the Resolved is the same.

PRESIDENT COHEN: Bring it up to us. Do we have a copy of that? We need a copy up here. You can speak on the motion first. Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Thank you. Speak on the motion, Jose, and then bring it up to us.

DELEGATE ENDARA: Thank you, President Cohen. We just had a debate on the issue of immigration. This should now be considered part of the immigration. However, I strongly feel that there is, give or take a million and change, 35 million documented Spanish-speaking people in the US. It is expected this number to grow to 45 million in the next five to ten years.

We must take the lead and educate these people, my people, if we want to get their votes and if we want them not to be afraid of being in a union such as CWA. (Applause)

We need to develop all these materials and have a dual training system so we can reach this huge group of Spanish-speaking people, not to mention just here in the United States, but in Puerto Rico and other areas in the U.S. where the population is extremely high. Thank you, Larry.

PRESIDENT COHEN: Thank you. If you could bring the text up here so that we can repeat it.

Speaking for that amendment at Microphone No. 3 is Delegate Gelber.

DELEGATE RICHARD GELBER (NABET-CWA Local 51016): This should be very simple. Bilingualism, Big Ten, education, inclusion-- this shouldn't be hard to get behind. Thank you very much. (Applause)

PRESIDENT COHEN: Is there anyone else speaking on this? No one else is speaking on this amendment, so I will read it back again. I will try it anyway, you will get the gist of it.

We are adding the bilingual notion of the educational materials. It says on line 96 that the "Speed Matters campaign will develop" and "bilingual" would be added before "educational materials", and on 97, "disseminate bilingual promotional materials."

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

They are going to stand by me here and we are going to do that vote again. It is a close vote.

All those in favor of this amendment-- this is simply adding the word "bilingual" in the educational materials-- all those in favor of that amendment please indicate by raising your hands. Down hands. Opposed by like sign. It is defeated.

I might add that we have less and less hands. I am not the only one tired here.

Okay, we are back to the main motion. No one else desires to speak on the main motion, so we are calling the main motion now, and it is without amendment; it has not been amended at all. It is as written in front of us-- I'm sorry, it is with the amendment, which I will read.

It is the motion in front of you, and it includes the addition, "work is done by unionized workers and we oppose governments competing with our union workers." Sorry about that.

So, as amended, all those in favor please indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

At Microphone No. 1, Delegate Prince.

DELEGATE DEBORAH L. PRINCE (Local 2001): Thank you, President Cohen. I would like to make a motion to refer the three additional supplemental resolutions to the CWA Executive Board.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: There is a second from the floor. You may speak on your motion.

DELEGATE PRINCE: As I am sitting here, or sitting at the table, and looking around I was noticing that we are losing delegates left and right who are leaving the Convention, and I just feel in order to maybe save on time, and not having those who are not here to vote on these last three supplementals, that I would like to send it back to the Executive Board.

PRESIDENT COHEN: If I could ask you a question on that, if you don't mind. There is also quite a number of other people with other resolutions, so can I ask that we say that those additional resolutions be included in those submitted to the board as well?

. . . Cries of "No" . . .

PRESIDENT COHEN: I am asking her. We will vote on that in a second.

DELEGATE PRINCE: Just the three additional supplements.

PRESIDENT COHEN: Just the three additional ones, okay. That motion is before us. Are you finished? Did you want to speak, or are you finished?

DELEGATE PRINCE: Yes.

PRESIDENT COHEN: Yes, thank you. Does anyone else wish to speak on this motion? This would be to take the three remaining resolutions from the Committee and submit them to the Executive Board because of the attendance.

Microphone No. 4, Delegate Stein.

DELEGATE JASON STEIN (AFA-CWA Local 27048): We have Resolution 11 to be read, and we need it to be read. Our flight attendants on Friday, my members and my council, will hear from a bankruptcy judge whether or not the company is given the authority to abrogate our contracts.

Our members sent us here to ask CWA to support us if we end up there or end up out on strike, or whatever means we take, if our contracts are abrogated. We need your support. We need this read before the floor. (Applause and cheers)

PRESIDENT COHEN: Microphone No. 3, Delegate Jackson.

No? Okay, on Microphone No. 4, Delegate Singleman.

DELEGATE GARY SINGLEMAN (Local 59053): Thank you, President Cohen. I am speaking on the motion. I am opposed to it. We have members that are involved in a major strike situation that need this union's support. They came here to see that support. It's vital that this Resolution 13 come to the floor today. (Applause and cheers)

PRESIDENT COHEN: Microphone No. 4, Delegate Sarnoff.

DELEGATE STEVE SARNOFF (Local 3179): Sisters and brothers, there is no mystery about this Convention, about the work to be done with Resolution 1. We knew that two days would not be enough time to complete this mission. (Applause)

I came prepared to stay all night to complete the business of this union. (Applause and cheers) We are not here to vacation; we are here to do our members' business, and we shall do it. And those who can't, we understand and we wish them well and hope they get home safely. Thank you. (Applause and cheers)

PRESIDENT COHEN: Microphone No. 1, Delegate Gibson.

DELEGATE DOUGLAS GIBSON (Local 7011): I would like to make a motion to amend the motion that is on the floor, to exclude the 11th resolution from the motion.

. . . Cries of "Object to consideration" . . .

PRESIDENT COHEN: Okay, we need courtesy for everyone here, please. No shouting out.

Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Object to consideration was just shouted out, which is fine. It's not debatable. It requires a two-thirds vote. All those supporting the objection to consideration please indicate by raising your hand. Down hands. Opposed by like sign. It will not be considered. (Applause)

Microphone No. 1, or is that it? Anyone else speaking on this motion?

Okay, there is a motion to close debate. All those in favor of closing debate on the motion, please indicate by raising your hand. Down hands. Opposed by like sign.

Now we are voting on the motion that would refer the remaining resolutions here, I guess, the Supplemental Resolutions, to the Executive Board. All those in favor of that resolution please indicate by raising your hand. Down hands. Opposed by like sign. It's defeated. (Applause)

Resolutions Committee, Resolution 11.

CHAIR SAETHER: Thank you, Mr. President. Before I introduce the next speaker, I guess I want to, for the record, say that those spelling corrections will be corrected in the final draft.

The Chair recognizes Bob Huss.

DELEGATE ROBERT HUSS (Local 6350): Thank you, Mr. Chairman. Would the delegates please turn to Page 2 of the Supplemental Resolutions report and look at Resolution 68A-06-11 entitled, "Supporting AFA-CWA Members at Mesaba Airlines." I will read the Resolves:

**Resolution 68A-06-11
Supporting AFA-CWA Members at Mesaba Airlines**

AFA-CWA members at Mesaba Airlines face the dire threat of the U.S. bankruptcy court granting a motion by Mesaba management to abrogate the flight attendants' collective bargaining agreement.

Mesaba flight attendants have proven they are strong, committed and will stand behind their 94.1 percent strike authorization vote if necessary to fight this attack on their contract and their jobs.

Mesaba flight attendants are determined not to let the management of their airline use the bankruptcy process to make them the lowest paid crew members in the airline industry.

Mesaba Airlines flight attendants are proud members of AFA-CWA who support their union and its leadership and believe that together in CWA we will successfully navigate through this trying time.

RESOLVED: The Communications Workers of America stands behind the Mesaba Airlines flight attendants in their quest to maintain livable wages and benefits and to preserve their jobs.

Mr. President, the Resolutions Committee moves the adoption of Resolution 68A-06-11, entitled "Supporting AFA-CWA Members at Mesaba Airlines".

. . . Applause as the motion was duly seconded from the floor . . .

PRESIDENT COHEN: We will consider that a second from the floor. At Microphone 3, Delegate Stein.

DELEGATE JASON STEIN (AFA-CWA Local 27048): I represent the Flight Attendants at Mesaba Airlines, a regional partner for Northwest Airlines.

Brothers and sisters, I stand before you today to ask you to rise in support of the AFA-CWA members whose lives may be shattered this Friday by a federal judge when he rules for the second time on giving the unethical management at our airline the right to abrogate our contract and impose a 19.4 percent reduction in wages and benefits.

The management at our airline is attempting to use the employer-friendly bankruptcy process to rid our members of their livable collective bargaining agreement and impose a wage and benefits package that will make our flight attendants the lowest paid in the industry, rather than bargain in good faith or even bargain at all, while management has continued to receive their bonuses.

Management has given us a choice: Fly for poverty wages, or the airline will liquidate. The company's proposal says that a first-year flight attendant, after paying for family health insurance and before taxes, would make under \$10,000 a year. Mesaba management must be stopped in their quest for bottom-of-the-barrel wages and benefits. Management in Minneapolis may be 1,300 miles away from this Convention but, trust me, with your voices they will hear us say ENOUGH IS ENOUGH! (Applause and cheers)

. . . Chants of "Enough is Enough, Enough is Enough" . . .

DELEGATE STEIN: Now, 94.1 percent of our hardworking members voted, and if management imposes they have just one word-- C.H.A.O.S!

. . . Chants of "C.H.A.O.S.", "C.H.A.O.S.", "C.H.A.O.S." . . .

DELEGATE STEIN: We ask you today to support our right to a livable and fair wage at our airline and let management and the traveling public know that C.H.A.O.S. is coming.

We cannot stand by the side and allow the management of our airline to be an example for other airline management to follow on how to use the non-labor-friendly bankruptcy process to rid the industry of livable wages for flight attendants. If it happens at my airline, you can be damn sure it will happen in every other airline.

It needs to stop now. Get up. Stand up. We must preserve fair wages. Do not sit by the side and let this happen. Tell our members at my airline you are here for them, and tell management loud and clear-- loud and clear-- that 19.4 percent equals C.H.A.O.S. Thank you. (Applause and cheers)

PRESIDENT COHEN: Microphone No. 3, Delegate Alexander.

DELEGATE TAVIS ALEXANDER (Local 24051): How can you top that?

At American Eagle, I have been a flight attendant there for ten years, and we just completed an agreement. It took us nearly five years to reach an agreement. During those five years, the flight attendants did not receive any pay increases or incentives. A full-time flight attendant at Mesaba qualifies for government subsidies, and now management wants to even take those benefits away.

Many of these flight attendants are choosing to leave the profession that they love and have dreamed of because they simply cannot afford to be a flight attendant. Airline management is taking away pay, pensions, and benefits at an alarming rate.

We need to support this resolution and send a message to management that we will not stand for corporate bullying. We are a part of something greater than the company we work for. We are the union. (Applause and cheers)

PRESIDENT COHEN: Microphone No. 1, Delegate Pappas.

DELEGATE JIM PAPPAS (Local 2336): I move the question. (Applause and cheers)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: The question has been called. It is not debatable. All those in favor of calling the question please indicate by raising their hands. Down hands. Opposed by like sign. The question has been called.

Resolution 11, "Supporting AFA-CWA Members at Mesaba Airlines." All those in favor of the resolution please indicate by raising their hands. Down hands. Opposed by like sign. It is adopted. (Applause and cheers)

For Resolution 12, I call on the Committee.

CHAIR SAETHER: Thank you, Mr. President. Would the delegates please turn to page 3 of the Supplemental Report and look at Resolution 68A-06-12 entitled, "Protecting State Councils." I will read the Resolves:

**Resolution 68A-06-12
Promoting State Councils**

State Councils are instrumental in building CWA and the Labor Movement.

CWA commits to continue to promote the formation of State Councils throughout the United States.

There is no intention to change the structure of existing councils, but the union desires to stimulate growth of new councils.

RESOLVED: The Communications Workers of America will pursue the formation of CWA State Councils where none exist today in order to strengthen all sides of the CWA Triangle.

Mr. President, the Committee moves the adoption of Resolution 68A-06-12 entitled "Promoting State Councils."

PRESIDENT COHEN: Quiet in the hall please.

Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Okay, Resolution 12 is before us, "Promoting State Councils." At Microphone No. 1, Delegate Santora.

DELEGATE T SANTORA (Local 9000): I move to amend the Resolved on Line 7 after the word "today" to include the words "and provide appropriate resources. . ."

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Okay, you may speak on the amendment.

DELEGATE SANTORA: Thank you. Delegates, I will try to keep this short. I know it's been a long day. But I do want you to know that it's been about two years we have been trying to change the culture of the union to focus a little bit more on state legislation as opposed to the federal level. Not that we want to supplant

it, but we want to improve what we do at the state.

In the booklet that we have on Resolution 1, much discussion has been made about the need to recruit 50,000 new stewards and activists. It is estimated that every year, approximately 150,000 bills will be considered by the 50 state legislatures, and about 25 percent of those will become law. That equals more than 75 times the number enacted by Congress in the same legislative year. Next year, 2007, all 50 states will be in session, setting the stage for the enactment of new laws and regulations with enormous impact on our lives as workers and private citizens.

Courts and the current Republican majorities in Congress are aggressively pursuing a "states rights" agenda (also referred to as Federalism). If this trend continues successfully, states will become even more important targets for anti-worker legislative and political action.

Because there are generally fewer organized interests to compete for attention in State Houses, CWA and other progressive allies can develop more powerful and effective legislative programs than is possible at the federal level. Additionally, parochial economic interests are "closer to home" for state officials as well as our members, providing for a more receptive audience and a more motivated base of activists.

CWA enjoys a strong reputation in the halls of Congress. Yet in the states, where most legislation is adopted, we have little consistency from one state to the next. With few exceptions, CWA members and the local officers that represent them have sparse internal resources to rely on for legislative and political advocacy.

For example, in virtually every state, CWA activists and staff have suggested they could arrange for CWA-sponsored legislation to be introduced; however, most indicate they would experience great difficulty in shepherding such legislation through the entire process without significant assistance.

To take advantage of the opportunities in the states, we must focus more resources on building effective and self-sustaining state legislative programs. We must find creative ways to encourage the formation of CWA State Councils that include all sectors of our union, provide basic and advanced training on legislation and political action, give consistent guidance to Council legislative committees, commit adequate staff time and resources to pursue CWA legislative programs and goals, and support efforts to coordinate state legislation with a national impact.

Brothers and sisters, I urge the adoption of the amendment and the adoption of the resolution. Thank you. (Applause)

DELEGATE ED PHILLIPS (Local 4340): Objection.

PRESIDENT COHEN: Before you leave, the parliamentarian pointed out to me that in Article XIV, Section 4, it says, "Councils shall be financed by participating locals." So how would you tailor your language to deal with that contradiction?

DELEGATE SANTORA: Thank you, President Cohen. I had discussions about this very issue, and I appreciate that discussion. As you know, we attempted, when I was in the Legislative Department, we had attempted to effectuate information gathering and dissemination of that information to state legislative coordinators and the councils in those states. That is all I'm talking about. It's increasing the resources available from the National Office to the states so it's a resource center is all I'm talking about. It's not funding. It's not changing any councils.

There was some discussion about consolidating councils where they are regional as opposed to state. That was never the intent. We clarified that. We are just focusing on it, and I think it fits with Resolution 1.

PRESIDENT COHEN: The parliamentarian nods. Okay, so the language would provide adequate

resources as explained, not in contradiction to the Constitution, obviously.

Microphone No. 4, Delegate Phillips.

DELEGATE PHILLIPS: With the clarification on funding, I withdraw my objection.

PRESIDENT COHEN: At the “Questions” mike, No. 5, I think it says Ward, Delegate Ward.

DELEGATE PAUL WARD (Local 6200): I think you answered the question. We assume this might have been furnished by the SIF fund, but it’s from the locals. Is that correct? Is that what I understood?

PRESIDENT COHEN: What is your question?

DELEGATE WARD: My question was: How was it going to be funded?

PRESIDENT COHEN: The answer is that it’s going to be funded in the way we normally furnish materials to councils through the Legislative Department. That’s the amendment before you.

DELEGATE WARD: Okay. I guess.

PRESIDENT COHEN: Microphone No. 3, Delegate Capper.

DELEGATE BRYON CAPPER (Local 4217): I rise in support of the amendment. As part of our local’s resolution, our “Ready for the Future” resolution, that was one of the things that we concentrated on; that we need more presence in the state houses. There is a lot of legislation that directly affects our membership–telecommunications rewrite bills, and you can just go on and on.

I spend a lot of time at the state house. I see the companies that we represent there with armies of lobbyists. They even have presidents of companies designated to do nothing but lobby in the state house, but I see very little CWA presence there.

So I agree with T Santora’s amendment to this, that we need to focus more resources on the state house lobbying. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 5, Delegate Egan.

DELEGATE JAY EGAN (Local 4034): I understood between the amendment and the clarification the parliamentarian provided that the funding would stay as the Constitution currently specifies. My question is: Is there a conflict where a state council currently exists? Because this speaks to “where none exists today.”

PRESIDENT COHEN: No.

DELEGATE EGAN: Thank you.

PRESIDENT COHEN: Nothing more on the amendment, so the amendment is before us. The amendment again would provide for appropriate resources, meaning resources in keeping with the Constitution, as we discussed.

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

We are back on the main motion, “Promoting State Councils.” Microphone No. 3, Delegate Sarnoff.

DEGATE STEPHEN C. SARNOFF (Local 3179): Sisters and Brothers, I rise to support this resolution. I am an officer of the CWA Council of Florida, and in that experience I have learned the importance of having it done by the members. Our presidents support this program. We have a full-time person, Gail Meade-Perry, who has done an outstanding job representing our interests in Tallahassee for the last several years under the most onerous conditions you can imagine. I especially want to thank Jimmy Donohue, 3104, for supporting her in her efforts.

Brothers and sisters, our staff representatives are overburdened. We are looking for ways to have them assist but they do not have the time to devote to political issues the way they may have in the past. It is just impossible.

So we do have to be the masters of our own fate and, believe me, our presence in the state legislature, our members going up there themselves on a daily basis during the session, has more impact than an army of lobbyists can ever do because those representatives know that our members vote. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 5, Delegate Gibson.

DELEGATE GREGG W. GIBSON (Local 9586): I want to be very clear on the term “state councils.” For example, in California we have three very effective and active state councils. Are we saying that that is existing state councils? Are we saying one state council in addition to the existing regional councils within the states?

CHAIR SAETHER: We do not want to change the existing councils as the one in California, or wherever, throughout the country. There are several places that have councils that are fully functional. So the intent is not to change those councils; just to stimulate growth for new state councils.

DELEGATE GIBSON: Thank you.

PRESIDENT COHEN: Nothing further, so Resolution 12 is before us, “Promoting State Councils.” All those in favor of the resolution please indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

Resolution 13.

CHAIR SAETHER: Thank you, Mr. President. Before I introduce our last speaker, I would like to say “Thank you” to this committee, personally say “Thank you” to this committee. It was a pleasure working with each and every one of you.

The Chair now recognizes Luther.

DELEGATE LUTHER JACKSON (Local 39098): Thank you, Mr. Chairman. Would the delegates please turn to page 4 of the Supplemental Resolutions Report and look at Resolution 68A-06-13, “Supporting the National Captioning Institute Strikers.” I will read the Resolves.

Resolution 68A-06-13 Supporting National Captioning Institute Strikers

The National Captioning Institute has unfairly fired workers and has refused to engage in honest and truthful collective bargaining with NABET-CWA Local 59053. Fourteen union members are on strike against the company.

The Los Angeles Regional Director of the National Labor Relations Board (NLRB) has refused to acknowledge this unlawful act and the Board’s General Counsel has refused to conduct a complete and open hearing regarding this charge.

RESOLVED: In a quest for righteousness that is reinforced by outrage, the CWA supports this fight to prevent such unlawful labor practices from being used to decimate workers' rights.

RESOLVED: CWA goes on record as condemning the National Captioning Institute, supporting striking local members and urging the NLRB to conduct a complete and open hearing of the issue.

Mr. President, the Resolutions Committee moves the adoption of Resolution 68A-06-13 entitled "The National Captioning Institute Strikers."

. . . The motion was duly seconded . . .

PRESIDENT COHEN: There is a second from the floor.

Microphone No. 3, Delegate Jackson.

DELEGATE LEROY G. JACKSON, JR. (NABET-CWA Local 59053): Thank you, President Cohen, and thank you to the Resolutions Committee for presenting Resolution 68A-06-13 to recognize the fight of our NCI unit and to have this opportunity to have this questionable non-profit company repeat their lies and deceptions under oath to the NLRB.

To clarify this matter for the delegates, out of 200 employees of this company, in order to save this company, this company chose to fire only 14 captioning editors out of their Burbank facility. If you look into the struggle of this unit, you will find some gigantic travesties. For example, perhaps you have seen Leslie Hersikof, E-Board Member and negotiator from the NCI unit, out in the lobby passing out petitions. You might have also noticed Leslie dropping stacks of petitions on occasion. That is thanks to 19 years of captioning for this company, she has been diagnosed with carpal tunnel syndrome.

Leslie filed a valid workers comp complaint over this condition and she did that on the 19th of January of this year. On January 20th, 2006, NCI's attorney in a negotiations session was forced to admit that this company had allowed their workers' compensation to lapse ten months prior, and only for the union facility in Burbank.

Maybe you have met Jonathan Peterson, who is also a negotiator, who was also passing out petitions. Jonathan is a very talented writer and caption editor. And I want you to understand captioning is not just typing text up on the screen for the hearing impaired. It is telling the story of what is happening in a television scene. That a hearing impaired cannot discern for themselves. Jonathan went to Sacramento, California, on a legislative and political trip, and he was told by some of our most experienced lobbyists, "Don't bother messing with Governor Arnold Schwarzenegger. They are not interested in listening to you."

I want you to know this gentleman went into Arnold's office and told his story, and not only told his story but had the staff put that thing on the top stack of Arnold's "to do" list. And he did get a response from Arnold-- who we hate and we are going to get out of office-- but he promised to do something with the appropriate agencies of the State of California, to try to help in this fight.

Last but not least, you may have noticed Michelle, who has a camera here in front of me, who is also a caption editor that transferred from Vienna, Virginia, a non-union facility that is doing some of this work. On her way to Burbank, the company tried to fire her before she got there. She managed to work as a union employee, and she's been a devout CWA member now for about a year, but this tells you what type of ethics this company has.

And finally, there was Paul Martin who was outside sitting at the table. And despite his handicap, Paul was not a caption editor; Paul was a caption operator whose work continues to be done in the Burbank facility, who was fired simply because he was a union worker.

We went after this company with the NLRB. We had a ULP filed against them for firing these people. They fired only these fourteen people to avoid collective bargaining. This company has gotten away with it with the Regional Director. They have gotten away with it with the General Counsel. And this resolution is to force them, along with the petition, to make this company stand up and tell the truth. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 3 Delegate Gelber.

DELEGATE RICHARD GELBER (NABET-CWA Local 51016): I am also Regional Vice President for Region No. 1 of NABET-CWA.

President Cohen, members of the Executive Board, and my fellow sisters and brother delegates: I rise in support of this resolution to achieve justice for the fired and striking NABET-CWA Local 53 members at the National Captioning Institute in Burbank, California. Everyone here must understand that this dispute is about far more than 14 fired employees at the shop. This is about getting the justice that was guaranteed by the Congress of the United States 70 years ago, long before any of these members were born.

This dispute is indicative of the pitifully weak legal framework under which we have to struggle to assert our workers' right in this country. The original ULP charge was denied by the Board Agent originally assigned, based on the patently false and inaccurate information supplied by the employer.

These obvious errors could have been and should have been corrected by the NLRB Regional Director. That did not happen. The erroneous finding could further have been remedied by the NLRB General Counsel. That also did not happen. The full Board now has it in its power to do the right thing, but what should we expect other than nothing from this Board, which is fully controlled by "King George IV" and his corporate plutocracy? (Applause and cheers)

By the way, the same bankrupt NLRB process also currently has before it the outrageous discharge of Dennis Selig, the President of NABET-CWA Local 54 in San Diego.

It is long overdue for the working people of this country to rise up and demand that the Congress enforce what is stated to be the public policy of the United States in the Wagner Act, and not just stand aside to watch us fend for ourselves on a lopsided playing field with moving goalposts. Thank you. (Applause)

PRESIDENT COHEN: Microphone No.1, Delegate Glover.

DELEGATE WILLIAM L. GLOVER (Local 7505): I move the question. (Applause)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: The question has been called. It is not debatable. All those in favor of closing debate indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

We are voting on the motion, Resolution 13, "Supporting the National Captioning Institute Strikers." All those in favor of the motion indicate by raising their hand. Down hands. Opposed by like sign. It is adopted. (Applause and cheers)

Microphone No. 1, Delegate Nilsson.

DELEGATE GARY NILSSON (Local 1365): Thank you, President Cohen. I move that CWA ban all Coca Cola products from our CWA offices, and that we ban all Coca Cola products from all CWA-sponsored meetings. (Applause)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Go ahead. You have a second. You have more than a second.

DELEGATE NILSSON: Good, I have a lot to say.

PRESIDENT COHEN: That is not the entire resolution either, right?

DELEGATE NILSSON: No. "That CWA advises all CWA locals of the ban on Coca Cola products, and urges all CWA locals to honor such a ban. And that CWA advises all CWA members of such ban through the CWA Newsletter and other such communication media to urge all CWA members to honor such a ban of all Coca Cola products.

PRESIDENT COHEN: There was a second. You can speak on your motion.

DELEGATE NILSSON: Coca Cola is without a doubt the evil empire. Coca Cola has blood on their hands, and that blood is the blood of union activists.

I had the opportunity to go to Colombia about a year ago to meet with the Coca Cola workers who are our union brothers and sisters. And Coca Cola participates and condones in the murder of union activists at the Coca Cola facilities simply because they are union activists.

Seven union activists at the plant that I toured were murdered, two or three of them on their way to work in front of the plant, in front of their co-workers, in front of their families. They even murdered one manager who was union-friendly.

In the last approximately 20 years, over 4,000 union activists have been murdered in Colombia, and Coca Cola is heading the effort to murder union activists. Less than one percent of those murderers have been brought to justice, and none of them have served any time in jail.

Can you imagine, if our corporate enemies here in the United States had the opportunity to murder union activists simply because they could get away with it, where would we be today? I suggest many of us would be dead.

Coca Cola is complicit in these acts of murder. They allow paramilitary groups into the Coca Cola facilities to identify outspoken union activists who will be murdered, tortured, kidnapped, or displaced the next day. It is outrageous that a U.S. company can go and murder union activists simply because they are union leaders. This is outrageous and this is wrong.

We must send a strong message to Coca Cola and any other corporation that thinks they can take us out with a bullet in the head, and we must stand up to them and refuse to take their products and to advertise their products by using their products. And I would suggest the first place we start is in this union hotel, and advise them and lobby against them, against their use of Coca Cola products and urge them to break all contracts with the Coca Cola Company. (Applause)

PRESIDENT COHEN: Microphone No. 5, Delegate Lewis.

DELEGATE JEFFREY A. LEWIS (Local 2003): I am a little conflicted on this, because I understand the member's passion as far as the issue that is going on. But where I live and work, Coca Cola is the only union provider that we have there. Pepsi is non-union. So, you know, I am a little conflicted to boycott our union brothers and sisters living here. I want to know if there is any way to maybe, you know, just reword it so that we could-- I don't know-- address the issue that the brother has explained in his motion. But at the same time I would like to protect the union workers that we have here where we live and work.

SECRETARY-TREASURER EASTERLING: We had this situation because SunTrust Bank was also involved, and we were able to resolve that and we are working with the schoolteachers, or the AFT, because

they were facing the same situation. It is true that Coca Cola is organized in the United States, and they are organized by the Teamsters. So what I would rather do is talk to the Teamsters and determine how they are dealing with this, because I understand they are dealing with it. There must be a way that they are dealing with it, so that they would work with them and not hurt the jobs of our union brothers and sisters. (Applause and cheers)

PRESIDENT COHEN: Gary, did you want to address that suggestion?

DELEGATE NILSSON: I appreciate the comment and I understand the concerns, and I am certainly not advocating for Pepsi Cola or any other company. I am advocating against murderers, and that's it. But to address the question of that, yes you are right. Coca Cola organizations are organized, they are union, there are unions down in Colombia. But Jimmy Hoffa has written a resolution to boycott Coca Cola products against the murderous Coca Cola Corporation. He supports the boycott. He has written his own boycott. The Teamsters have a resolution to boycott Coca Cola products.

SECRETARY-TREASURER EASTERLING: I would say that we should get that resolution, and that is the one we should be dealing with. It is no different than if we had somebody going out and saying, "Let's boycott an airline because of something that is going on in another country." I would want to know what the Teamsters have said in their resolution so that we can be supportive of their resolution. (Applause) We should not design something that might hurt the unions. So maybe, you know-- it is a democracy, so it is up to you guys, but I would hope that maybe somebody would table this and do something to give me the opportunity to do this.

PRESIDENT COHEN: All right, on Microphone No. 1, Delegate Cheliotas.

DELEGATE ARTHUR CHELIOTES (Local 1180): I wish to refer this to the Executive Board to find a solution that accommodates what has been said here. I think we all want to support our brothers and sisters in Colombia, as well as our Teamster brothers and sisters. I strongly support the proposal and the intent of what my brother has said here, and I think we all are of the same mind. We just want to do it right.

I move that we refer it to the Executive Board. (Applause)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: There is a second. Do you want to say anything more?

DELEGATE CHELIOTES: It has all been said. Time's awastin'. Let's get on with it. (Applause)

PRESIDENT COHEN: There are no other speakers on that amendment to refer it to the Executive Board, in that spirit. All those in favor of that amendment please indicate by raising your hand. Down hands. Opposed by like sign. The amendment is adopted. (Applause) So that is referred to the Board, the resolution in its entirety.

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

DELEGATE JUDY BRUNO (Local 3406): Brothers and sisters, to quote Albert Einstein, "If the facts don't fit the theory, change the facts." I rise to submit the following motion.

In recent months in an effort to highlight the horrendous working conditions at Verizon Wireless, CWA has spotlighted Cingular as a "union-friendly employer." Many who have bargained contracts and handled grievances with Cingular have found that oftentimes local and some upper management does not follow the union-friendly path espoused by their corporate leaders. During the recent Cingular negotiations in the District 3 area, management was openly distributing information on how to resign from the union and using other union-busting tactics.

At the same time, CWA was running ads in the *CWA News* praising Cingular as a union-friendly company. This has sent an extremely mixed message to the young, first-time union members at Cingular who feel that Cingular doesn't live up to the last award of respecting their employees. (Applause)

Therefore, be it Resolved: That effective with the adoption of this motion, CWA cease awarding corporations free publicity and union goodwill.

PRESIDENT COHEN: Is there a second to the motion?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: You can speak on the motion.

DELEGATE BRUNO: Thank you. In a letter from the Resolutions Committee, they advised they would not report out on my original resolution and stated the following: "It is important for CWA to be able to clearly communicate these concerns to Cingular so the company and union can continue to develop a productive partnership."

I ask you, what better way to develop a productive partnership than to treat our members with respect? (Applause) This motion is not intended to ask people to stop using Cingular. Let me repeat that. This motion is not intended to ask people to stop using Cingular or any other union company. We are asking that they earn their free publicity and union goodwill. I ask you, at what price to our existing members do we continue to say a corporation is union-friendly in the hope of getting future members at Verizon Wireless or any other company. Although Cingular is the corporation that moved me to submit this motion, this will help us all be "Ready for the Future" with any corporation that believes that their obligation to our members stops at the card check.

Brothers and sisters, the former facts did not fit the theory in the past four years. We have not gotten card check at Verizon. I ask you for your support on this motion. Thank you.

I also want to let you know, I have a huge call center in my city, 1,400 people in a right-to-work state, and we are 95 percent organized. So we are very much in touch with our membership. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 4, Delegate Mitchell.

DELEGATE WAYNE MITCHELL (Local 14170): Brothers and sisters, first I have to tell you, I haven't had this much fun since Dick Cheney shot his friend Harry. (Laughter and applause) But things are a lot more serious here right now. Nothing could be more emotional-- and unfortunately more divisive-- than when we are standing up here arguing whether or not we pat an employer on the back. Employers will never get between us as members. I think we should start from that premise. We are family; they are adversaries, and we go from there. But you have to recognize things for what they are.

We promote union hotels, union autoworkers. We promote the Union Label on our printing, because if we don't promote those that employ our members and pay their benefits and pay their paid vacations, we are out of business.

We have over 37,000 members. We have over 37,000 members at Cingular. We have card check at Cingular. At places like Verizon, we have a lot of fired people for trying to join a union and exercising their right as free Americans.

We have a company like Cingular who, for the most part, respects our right to be at a bargaining table. We have to recognize that for what it is. (Applause)

Now I understand, obviously, there are locals here who are having problems with Cingular. As long as

you have employers and contracts, we are going to have problems.

I am about to go to war with the *New York Times* in New York City, but they employ over 400 of my members. They are my largest employer. Meanwhile, they are at the bargaining table, they have 11 contracts with five different Internationals. I have problems with them, but meanwhile, they have union contracts better than the *Bergan Record* with no contract at all.

We need to send a message to people about know who our friends are. We can't leave it subject to their thoughts, or let them guess. We are either behind the company that employs our people and we deal with our day-to-day problems through the contractual process, or we are going to send the wrong message. It has taken four years. We still have not gotten card check at Verizon. Then we will fight them for four more years, but we don't throw in the towel.

We've got to keep promoting Cingular as our friend, and make sure everybody we know signs up Cingular. We have to make 37,000 into 57,000. When they violate the contract we file our grievances and we use the contract in the process, and let the leadership of the union let the members know we have issues with them.

We must promote our friends that employ our members. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 5, Delegate Fahrenholt.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): Good evening, Mr. President.

PRESIDENT COHEN: Good evening, Michael.

DELEGATE FAHRENHOLT: For the past two days we have discussed the merits of a number of employers, including--

PRESIDENT COHEN: Your name and local.

DELEGATE FAHRENHOLT: I'm just so nervous up here, I forgot. You broke my whole train of thought there.

PRESIDENT COHEN: Sorry. What is the question you are looking for?

DELEGATE FAHRENHOLT: I am trying to get to my question. You just kept interrupting. (Laughter)

The question is very simple. For two days we have stood here and chastised employers, including Vice President Rechenbach from the podium. So, my question is, why can't we chastise this one? (Applause)

PRESIDENT COHEN: The answer is, we can chastise anything we want to chastise. That is the nature of CWA. (Applause and cheers) I think part of the issue is, and I think Judy addressed it in the resolution, we are still saying, as I understood it-- I still don't have a copy of it, so if you have a copy that would be great.

Anyway, as I understand the resolution, it is still saying "Buy Union." You are not saying "Don't buy union," right? So the resolution is saying-- and I will read it before we vote on it.

Well, be patient here. I am reading the resolution. People heard you read it, but the resolution is saying-- we will hear it again.

We have issues at Cingular and we want them to know that, and we are essentially chastising them. I will read the resolution AGAIN before we vote. Where are we next?

Do you have a second question? I don't know how many that was, but go ahead.

DELEGATE FAHRENHOLT: That was question one, and I will tell you, yes, I do, but then it would be question two. You ain't been around as long as Marty Bahr. (Laughter)

PRESIDENT COHEN: Go ahead, Michael.

DELEGATE FAHRENHOLT: Question two is real simple also. Will we continue to invite Cingular to our conventions, Cingular management?

PRESIDENT COHEN: The answer is, as our rules state, this is an open convention. Anyone can come. I don't think we invited them, as far as I know, or does anybody know? Did we invite Cingular to the Convention?

The answer is, yes, they were invited.

Microphone 3, Delegate Benoit.

DELEGATE KENDRICK BENOIT (Local 3406): President Cohen, delegates and guests of this great 68th National Convention, many of you will recognize my face and my voice from "A Tale of Two Companies." My goal with the "A Tale of Two Companies" was to let the employees of Verizon know that at Cingular Wireless, where I am currently employed, we are protected by this great union. However, my goal was not to let the employees of Verizon Wireless think that Cingular was a great employer. If you sit in the great room today and believe that Cingular Wireless is a great employer, you are a fool. (Laughter and applause)

We do not have a fair governance process, and the company has the nod and that company is a dirty rotten snake. And I had a whole speech written, but I might as well throw it out the window, just the way they do our grievance process and our bargaining agreements. (Throwing away her notes). Applause)

You can sit here and believe what you want to believe. We are not asking you to stop shopping for Cingular Wireless. Why would I want to lose my job? I don't love my job, but I need my job. I have rent, gas, lights, and as you can see, I love to eat. But it is time that we as a union let this company know that we are the mighty union-- the mighty, mighty union. (Applause and cheers)

PRESIDENT COHEN: Microphone 1, Delegate Unger.

DELEGATE LAURA UNGER (Local 1150): Yes, I think this is going to be a friendly amendment. It is to add to the resolution, but in no way changes or argues our position to encourage the public to buy union. I would like to speak to it.

PRESIDENT COHEN: Go ahead.

DELEGATE UNGER: I absolutely agree that we as union should not be singing the praises of corporations that abuse our members or undermine our union. We should be open in our criticism of them and fight them in every arena. On the other hand, we trade unionists have a principled commitment to buy union products and services as opposed to non-union ones.

During our worst moments with AT&T, except as a short-term tactic during particular contracts, would I tell people to use the viciously non-union MCI. We are about creating work and protecting jobs for our union brothers and sisters in union companies.

We should never be apologists for companies that attack us, and we should be open and aggressive on our issues. We should not send mixed messages to our members by praising companies with one hand while we fight them with the other. But I, for one, will never stop encouraging my members, friends and the public

that it is better to buy union products made by union members than non-union ones. (Applause)

I believe that the maker of the motion agrees that this is a friendly amendment.

PRESIDENT COHEN: Thank you. I hope that clarifies this for everybody, where are we on this.

Judy said, yes, it is a friendly amendment. The answer is, yes. So that is included now in the resolution.

Next speaker, at Microphone 4, Delegate Trainor.

DELEGATE JAMES J. TRAINOR (Local 1101): We are the only local that represents the 54 people in Verizon Wireless, the only members in the CWA at Verizon Wireless. (Applause) So I speak to you in that vein.

I have organized over 1,000 people in telecommunications-- and when I say "I," I mean my local-- I have organized over 1,000 people in the public sector, in education, adjunct faculty. I have organized also 1,000 people in healthcare. So I am an amalgamated local.

So I speak to you today to say that in all of my experience, the only campaign that I have ever had that has not been adversarial has been Cingular. They have committed to their commitment of being neutral. And being the local that has spent thousands and perhaps maybe even millions of dollars in organizing campaigns to gain those workers' rights, I speak for Cingular as an employer that respects CWA.

I would say to you, because I was at the 2000 bargaining, that we negotiated a neutrality agreement with Verizon Wireless. And I was there, Larry, with you, where we negotiated that agreement. And the day after we walked away they turned around and fought us from day one. Cingular on the other hand, has honored the neutrality agreement and we have been able to bring in thousands of members into the CWA, through that neutrality agreement.

In closing, I would also like to say, my own daughter works for Cingular. She is a chief steward in the New York Metro retail market, and she was able to organize 500 people under the neutrality agreement.

I believe that this union should honor its commitment to Cingular, just like Cingular honored its commitment to CWA, to be neutral and to let employees, to let members decide whether or not they want to belong to a union. Thank you. (Applause)

PRESIDENT COHEN: Microphone 1, Delegate Green.

DELEGATE FREDDIE GREEN (Local 3410): Mr. President, I move the question. (Applause and cheers)

. . . The motion was duly seconded . . .

. . . Cries of "Point of Order" . . .

PRESIDENT COHEN: Point of order, go ahead.

VOICE: Other than the original motion maker, there was only one speaker for the motion.

PRESIDENT COHEN: There were two. The maker counts as a speaker.

VOICE: Who else spoke besides her?

PRESIDENT COHEN: Kendrick.

VOICE: No. He spoke to the original motion.

PRESIDENT COHEN: The amendment was friendly; therefore, there were no speakers on the amendment. The amendment is part of the motion before us now, on which the question has been called.

All those in favor of calling the question indicate by raising your hands. Down hands. Opposed to calling the question. The question has been called.

For the resolution before us, I think you have all heard it, including the friendly amendment, it is something like-- where is the friendly amendment? Who has the language on that?

The Resolved is that "effective with the adoption of this motion, CWA ceases to award corporations with free publicity and goodwill." And the friendly amendment is: "In no way changes our encouragement of the public to buy union."

What else? That is about it, right, "our encouragement of the public to buy union." Those are the key operative words. Okay, so that is the motion in front of us.

All those in favor of the motion indicate by raising your hands. Down hands. Everybody sit down in your seats, please.

We are getting a second platform observer. One of them left. I will introduce her to you. The second platform observer is Jenny Sylvester, Local 2108. (Applause)

Okay, would all those in favor of the resolution as amended please indicate by raising their hands. Down hands. Opposed by like sign. The motion is carried. (Applause and cheers)

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

PRESIDENT COHEN: Did somebody call for a roll call? Or is that just a joke, because you have the right to do it. Quiet in the hall.

VOICE: Roll call.

PRESIDENT COHEN: There was a call for a roll call. It is not debatable. All those in favor of a roll call please indicate by raising their hands. It is not 20 percent. (Applause)

Okay, I have a motion to adjourn. It does take precedence. But there are a number of people at the "Privilege" mike. With the consent of the Convention, I would like to hold the motion in order to recognize some of the delegates who have something to share with this Convention. These are not motions, they are privileges. If that's okay, I will recognize them, without objection. We just have three.

Delegate Amber.

DELEGATE ARNOLD AMBER (Local 30213): I am the elected Canadian Director for the CWA in Canada. (Applause)

Thank you, brothers and sisters, for that note of recognition. I requested to speak following the roll call vote earlier this morning but was told that it was out of order and I should return at this segment of the Convention. And I have to tell you this: On behalf of the entire delegation from Canada, we would like to, from the bottom of our hearts, thank all of you who helped over the last two days to try to get our point across about the need for a Director on the Board of the CWA from Canada. Many of you stopped by our booth. You signed our list in support. You talked to your colleagues from the United States. We appreciate it far more than you know. We are a small band here in Las Vegas, and without your help we could not have gotten to

where we did yesterday.

And we also want to thank all of you, all the delegates, the ones that were here this morning, this afternoon, and those of us who are still here this evening. We want to thank all of you for voting for us. We believe very strongly in the principle which was behind that amendment, and we still do. So we thank you very much for your help. (Applause)

Lastly, let me get to what happened this morning. What happened this morning to us was a great difficulty-- not because we lost, because we could have lost yesterday; but the manner in which this morning's meeting was carried out, the manner in which the various motions were put forward, we believe was not correct. And I have been instructed by my delegation-- and once I have the concurrence of the Executive of the CWA in Canada, we will prepare a documentation-- I am here to advise the President and the Executive Board that we will be presenting a document to you that will both protest and have a note of condemnation for the way the process went on this morning.

What we also seek when we come to either CWA meetings or when we face an employer across the table, or we deal with our own members, are the issues of fairness and equity. And these are the same standards and the principles by which I and all of you, I believe, who belong to a union believe in. And we will stress that in our documentation. We hope that one day the results will be better because what we try to do here was to make the CWA a better union in this country and in the country of which I am very proud to be a citizen, the great country of Canada. Thank you very much.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: Delegate Santos.

DELEGATE STAN SANTOS (Local 9408): I originally considered a resolution regarding the war in Iraq, but due to the power of that issue, and out of consideration for everybody here, particularly families or persons who have a family member there, and the fact that it is something that should really be treated at the beginning of such an important gathering rather than the end, I decided that I would rather speak to-- maybe if we could remember, in our hearts and in our prayers, the casualties of this war, and I would like to read a list, if that is appropriate, with my time.

"U.S. military killed in action in Iraq today, July 10, 2006: 2. Current total: 2,571. Wounded (as of July 5, 2006): 18,786."

I hope anybody who has a family member there will understand that my intentions are with the utmost respect for them. Also, I have a son-in-law who was deployed to Kuwait for a year and recently returned. My daughter was in the National Guard for seven years and recently left, after the urging of her husband. They have two small children. My son-in-law is receiving advanced training at this time.

So, as I said, I do respect the feelings of anybody else here.

"Killed In Action: Derrick Joseph Lutters, 24, Burlington, CO; Kenya A. Parker, 26, Fairfield, AL; Juan de Dios Garcia-Arana, 27, Los Angeles, CA; Charles S. Cooper, 19, Jamestown, NY; Darren A. Deblanc, 20, Evansville, IN; Ralph J. Harting III, 28, Union Lake, MI; Steven W. Frank, 29, Lansing, MI; Clifford V. Gadsden, 25, Red Top, SC; Robert W. Murray Jr., 21, Westfield, IN; Ricky W. Rockholt Jr., 28, Winston, OR; William A. Edens, 29, Columbia, MO; Eric Wayne Morris, 31, Sparks, NV; and Timothy Craig Kiser, 37, Tehama, CA."

Also, for those of you who are concerned about the willingness of immigrants to defend their adopted homeland, California has given around 260 of its own, among them are 90 with Spanish surnames. They include: Sergio Diaz Varela of Guadalajara; Sergio Escobar of Vera Cruz; Jose Garibay of Jalisco; Jose Gutierrez, who was an orphan who came here illegally from Guatemala was one of the first killed; Atanasio Haro Marin of Momax; Victor Rosales of Mexico City; Jesus Suarez of Tijuana-- my dear friend Fernando

Suarez' son whose home I have been to and whose grave I have visited also; Francisco Martinez Flores, Marcos Nolasco, Rafael Peralta, and Jose Carlos Rangel. He was with my son-in-law's unit, and he was from Fresno. Once immigrants, they all died American heroes.

So I would like to just ask for a moment of silence and prayer for them and respect for them and their families.

. . . The delegates observed a moment of silence in respect of the fallen soldiers . . .

DELEGATE SANTOS: Thank you. My respect to all of you. Gracias.

PRESIDENT COHEN: On the "Privilege" mike, Delegate Lowdenslager.

DELEGATE ED LOWDENSLAGER (NABET-CWA Local 4773): Brent Chaney was a communications technician for Verizon for nine years and a loyal member of CWA Local 4773. On Friday, May 26, 2006, he was killed on the job. At the time of his death, he was using an automatic electric Speedsys brake-down box on the main frame at the Elkhart Co. The coroner has ruled that his death was due to electrocution. He was 31 years old and had served honorably as a Navy Seal prior to hiring on at Verizon. He has a wife, Christine, and a daughter five years old named Kia.

My purpose in bringing this up is twofold. Number one, part of-- even though OSHA has not completed their investigation into this accident, we did some investigating on our own, and the area rep and the steward in that location went and found that some time ago the brake ropes on the back of the ladders on the main frame at one time were nylon rope. They had been changed and replaced with what they call airline cable, which is a metal twisted cable that is the conductive type and was coated with a clear plastic insulator.

In this case-- and what has to happen, as I think most of you know, is, in order to release the brake on the ladder and move it on its wheels, you have to reach through and release the brake. What they found was that the insulator on the airline cable was broken in several places and worn in several places, and the metal conductor was bare. They then took a 360 meter and measured the ground and found that the cable was a direct ground.

The reason I tell you this is that it's our suspicion that what probably happened is that he somehow had the brake-down box hot lead in his hand and reached through the ladder to move the ladder, which put him straight across about 750 volts.

That is one purpose. I think maybe it would behoove you to go back to your locals and check to see, or have your safety people go look at the cables and the ladders to see if they have been maintained properly.

The other reason is that I would like to ask you to see if you would look in your hearts and wallets for his widow and his five-year-old daughter, and I have been told that somebody smarter than I am at the podium would tell you how to make a donation at the end of the day. Thank you. (Applause)

PRESIDENT COHEN: Thanks, Ed. Thanks for the compliment. But the answer is quite simple. The Sergeants-at-Arms will be at the doors on the way out. You can donate in that way, as is our custom.

At the "Privilege" mike, Delegate Woods.

DELEGATE TEREZ WOODS (Local 4309): Thank you. On a second point of personal privilege. I appreciate the help from the parliamentarians in correcting the record. I would now like to correct it for the delegation. The record that you received this year reflects the President of our local incorrectly. Our President is Pam Wynn. This is her first Convention and we are very proud of her. So we wanted to make note of that. (Applause)

PRESIDENT COHEN: Thank you.

At the "Privilege" mike, Delegate Green.

DELEGATE FREDDIE GREEN (Local 3410): Mike earlier thanked you all for what you did for us during and following Hurricane Katrina. I personally wanted to come up and thank you because one of the houses you saw on the video used to be my house. Hurricane Katrina changed a lot of things for a lot of people. I have never been more proud to be a part of CWA than I am today.

So I just wanted to come up here and let everybody know that this is a great organization. I am proud to be a part of it. Thank you for what you did. Thank you.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: At the "Privilege" mike, Delegate Strauss.

DELEGATE DAN STRAUSS (Local 14164): I would like to ask Secretary-Treasurer Easterling and Executive Vice President Jeff Rechenbach to open up the Disaster Relief Fund for all those members who were affected by the floods that just occurred in the northeast.

PRESIDENT COHEN: No problem.

DELEGATE STRAUSS: Okay. There were a lot of people in my local that were affected by this, as well as members in various states around the northeast-- New Jersey, Pennsylvania. Right now, I know for sure there are 18 members of my local that have lost their homes from those floods. There are another 150 or so that have been waiting to find out if they can go back in and try to rebuild their homes, or if their homes will be condemned.

It gives me great honor to know that I have the opportunity to bring this forward to this Convention. The same way as we came to the rescue of the members from Katrina, we come to the rescue of the people in the northeast and our brothers and sisters who have been affected. Thank you. (Applause)

PRESIDENT COHEN: Thank you, Delegate.

I think we have one or two more. Then we will be at the "Motions" mike.

Delegate Winther.

DELEGATE YVONNE WINTHER (Local 7170): Brothers and sisters, I will be really brief, but what I have to say should be important to all of us. We need to support our members in our great union by buying the products and services which provide jobs for our own sisters and brothers of CWA. I must say, I was surprised to see a vendor here at our CWA Convention that does not carry the ITU or Allied label, and employs only its owners. CWA holds the registered trademark labels of the ITU and the Allied Trades Council.

We must be supportive of our own labels. It's time, brothers and sisters, to support CWA members. I stand before you with my Cingular phone. You can call or e-mail me on my Qwest Communications land line. And when I fly home, it will be with AFA flight attendants.

I am here before you to ask you to support our fellow brothers and sisters in the Printing, Publications and Media Workers Sector by doing business with the CWA printshop and any other CWA-represented business. The jobs we save may be our own.

Finally, I would also urge the International to thoroughly research the vendors they rent a booth to, and to make sure that they hold our values to support our CWA brothers and sisters, and that all materials and

products sold or displayed at our Convention bear the ITU and Allied Trades Council label. Thank you. (Applause)

PRESIDENT COHEN: The Secretary-Treasurer wanted me to point out that at any time, if there are any issues about those vendors, bring it to the attention of the Secretary-Treasurer's office. We thank you for that.

Delegate Joyce-- this is the last point of privilege, and then we will go to the Motions mike.

DELEGATE JIM JOYCE (Local 51016): I am here today to thank the attendees of this Convention for supporting the Don DiFranco Scholarship Fundraising efforts that my local conducted. As you know, we are selling t-shirts to raise money for a scholarship that we established in Don's memory.

Don was our member and my friend who was working on top of the World Trade Center on an WABC transmitter on 9/11. We established a scholarship fund to keep his memory alive and his service to the union recognized for our membership. Thank you. Through your help, we have collected nearly \$3,000 in contributions to the fund. (Applause)

We will continue to be selling shirts as you are exiting the hall. If you have not picked one up yet, please do. It's a worthy cause. We provide scholarships to the sons and daughters of union members.

And finally, to those of you who did buy t-shirts, I ask you to please wear them on 9/11 this year to commemorate the Fifth Anniversary of Don's death and the deaths of all the CWA members and Americans who died on that day. We have to show the country and the world that CWA does not forget our fallen brothers and sisters. Thank you. (Applause)

PRESIDENT COHEN: Okay, at the "Motions" mike, Delegate Miller.

DELEGATE LINDA MILLER (Local 2001): From the "Almost Heaven" State of West, by God, Virginia. (Laughter) President Cohen, Secretary-Treasurer Easterling, Executive Vice President Rechenbach and Executive Board: I would like to make a motion to adjourn the 68th Annual CWA "Ready for the Future" Convention. Thank you. (Applause and cheers)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Before I take the vote-- please don't leave the room. (Laughter) Before I take the vote, let me ask you to stay behind for some closing comments-- and they will be brief-- from me.

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

I'll tell you the results in a minute. (Laughter)

Let me first say that some very good news was just handed to me by Vice President Maly. The Avaya contract has been ratified by over 95 percent. (Applause and cheers)

I was also asked to announce from the Public Sector, Public Healthcare and Education Workers, that, just to bring to your attention, a committee has been launched. Three vice presidents and three local presidents are enabled by the Executive Board to investigate and to develop a proposal to create a campaign and organizing fund for the Public Sector. And that committee has been named. It's Vice Presidents Sunkett, Hill and Shelton, and Local 1040 President Carolyn Wade, Local President Robin Gould from District 7-- I forget the number-- and Steve Sarnoff, District 3, Local President. So that committee will be meeting and will bring their proposal to create a fund for the Public Worker Conference next year.

I want to thank all the committees for their work, more work than ever this year. We all had more work

than ever, as it should be, given the challenges that we face.

I was in Freddie Green's house with Mike Fahrenholt. Freddie was in the hospital that day, unrelated to Katrina. And on the lawn, which I'll never forget, of his house and every house in that area-- this wasn't the Ninth Ward; we went there later-- were all of his possessions. And this was four months after Katrina. When I think about all of his possessions, the house itself-- volunteers had come and helped gut the house-- and inside the house were some puddles, lots of mold, and empty walls where a family had been for years. On the front lawn you could see photo albums, all kinds of things that represent our families.

For blocks and blocks, this was what this neighborhood looked like. Brick houses, not in the Ninth Ward. We have to ask ourselves, in the richest country in the world, how is it that five months later we can't even take out the garbage? I'll never forget that. There are many things like that, that seem incongruous, that seem absurd in this country.

There were many comments here about the management we work with. The sky is the limit for them. They tell us that's what the market bears. Then they tell us the same market means that we can't afford a pension increase for our Retirees; that we can't afford healthcare for those Retirees. We have to cut back healthcare all across America. But as I said in the opening remarks, not a single one of them yet has joined with us to help lead this country to healthcare for all. Not a single one. We are still waiting. I'm still waiting. There are employer reps in the room, and I don't say this in a mean way.

To change this country, it will take some of them. Maybe not too many. But it's going to take a lot of us. It's going to take a lot of us. So whoever we each think about, and as I said, we will all remember that picture, particularly those of us who were there at Freddie's house, of what we saw that day, in the richest country of the world.

We all remember many of the stories that we heard here, whether it was the National Captioning Institute or the brothers and sisters at Mesaba Airlines, or the Flight Attendants who just joined us last Thursday, or Direct Air workers, the 5,000 that were not even considered employees, example after example.

We leave here with a question: What does leadership mean? And if leadership means that working women and men across this country are going to lead and bring about a new day, then so be it. Because at a certain point, we can't wait. We can't wait for elected officials, many of whom are bought off and are just asking how much will you give to me, and then they are not there when we need them.

We can't wait for management, most of whom talk about shareholder value and then negotiate extraordinary contracts for themselves.

We certainly can't wait for the National Labor Relations Board, which is close to being, as I said on Monday, as I said yesterday, like an arm of apartheid, where working people are on one side and the new ruling class that has no limits is on the other.

We came here with hope. We came here with bold ideas. We came here with the notion that united we can make a difference, and we came here with the notion that we will always work on our own unity, when it's hard, even when there is some pain with it.

We will cherish the democracy that CWA is. Even as union after union has abandoned democracy, we will dig deeper here, we will become more democratic, not only here but in every local union.

We adopted a resolution for a 50,000-strong Stewards' Army, and we mobilized the stewards to carry this message to every worksite. But it is still difficult to enforce our contracts. It is about fighting for our dreams. We do not just dream at night; we fight for our dreams. We will fight for our dreams and we will fight for those four goals. They are simple. We remember them as we march out of here-- jobs and welfare and retirement and bargaining and organization rights, 50,000 strong.

And we adopted a Strategic Industry Fund which will help fund our campaigns that we could not fund before.

And we will continue with unity and diversity with the Easterling Committee. We said to everyone here, "There is room for all of us." This is the most democratic union in the world. It is not always easy to have a democracy, because there are challenges to it. We have 1,500 of us here with more than 600,000 members. Democracy does not come easy. It is not automatic unity. It does not fall from the sky.

We work just as hard toward unity as we do towards those four goals, but we march out of here proud to be CWA, determined more than ever to make a difference, and knowing that together we will make a difference. Together we will continue to make CWA stronger and more democratic.

And, together, we will help make the United States and Canada and workers around the world more powerful, stronger, and with a vision that we can fight for and that we can win.

Thank you. This Convention stands adjourned. (Applause and cheers)

. . . Thereupon, the 68th Annual Convention of the Communications Workers of America adjourned, sine die, at 7:05 p.m. . . .

. . . The following Greetings were submitted to the Stenographer for inclusion in these Proceedings . . .

Communications Workers of America
601 Third Street, NW
Washington, DC 20001

Dear Friends,

It is my pleasure to extend greetings to everyone attending the Communication Workers of America National Convention being held at the Las Vegas Hilton Hotel & Casino. I regret that my schedule has prevented me from joining you.

As the Representative for Nevada's First Congressional District, I commend the delegates of this convention as you meet to discuss your various issues, particularly those relating to legislative priorities of the United States Congress. I know your membership is focused on the issue of Social Security preservation. I have been a strong advocate against the partial privatization of Social Security. I believe doing so would undermine retirement security by cutting guaranteed benefits and risking benefits for future generations. I am committed to protecting and strengthening this successful program.

I continue to be a life-long advocate for working families. I am a strong supporter of increasing the minimum wage and against efforts to erode the 40-hour workweek and overtime protections. Additionally, I support fiscally responsible economic policies that will effectively stimulate the economy and get our nation back to work. I hope all of the delegates attending this convention will have the opportunity to enjoy Las Vegas, the Entertainment Capital of the World, and all that Southern Nevada has to offer.

Best wishes for a most successful convention.

Sincerely,
Shelley Berkely
Member of Congress