
Proceedings and Index of the 62nd Annual Convention - 2000

**Communications Workers of America
Anaheim Convention Center
Anaheim, California
August 28 - 29, 2000**

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MONDAY MORNING SESSION

August 28, 2000

The Opening Session of the 62nd Annual Convention of the Communications Workers of America, held at the Anaheim Convention Center, Anaheim, California, August 28-29, 2000, convened at nine o'clock, a.m., Phil Hanneman, Executive Board Member, CWA Local 9511, Temporary Chair, presiding.

. . . Prior to the official opening of the convention, the delegates were entertained by the singing of thrilling union songs by Freedom Song Network musical group . . .

TEMPORARY CHAIR HANNEMAN: Let's all give the band a round of applause. (Applause) Thank you.

The band is called the Freedom Song Network, with Pat Wynne, Reed Fromer on the keyboard, Alex and Harriet Bagwell. They are all good union members, and they do have audio tapes for sale.

The official clock of the Southern California Council indicates that it is 9:00 a.m. I would like to have everybody to please be seated. I call the 62nd Annual Convention of the Communications Workers of America to order. (Applause)

We have a busy morning and a very full schedule. Please take your seats as soon as possible so that we can begin.

Delegates, alternates, officers, staff and guests: Welcome to District 9 and the 62nd Annual Convention of the Communications Workers of America here in Anaheim, California.

I am Phil Hanneman, Chairperson of the CWA Southern California Council, and Executive Board Member, CWA Local 9511, Escondido. I have the honor of serving as your Temporary Chair.

As is our custom, we will open the convention with a prayer. I would like to call upon Monsignor John Sammon of the Catholic Diocese of Orange County.

After the invocation, please remain standing for the presentation of colors and the singing of the National Anthem. Please give Monsignor Sammon a warm welcome. (Applause)

. . . A group of delegates marched into the hall carrying placards and banners reading "3 days longer and a whole lot stronger," chanting in unison, "United we stand, divided we fall." The delegates rose, applauded and cheered as the demonstrators marched around the convention hall waving their banners and chanting . . . (Applause)

TEMPORARY CHAIR HANNEMAN: Would the convention please come to order? Thank you.

Would you please give Monsignor Sammon a warm welcome. (Applause)

MONSIGNOR JOHN SAMMON (Catholic Diocese of Orange County): Thank you.

Almighty and Eternal Father, as we begin this convention, send Your blessing upon all gathered here for the work they do in communications, which is so important for the welfare of any organization or country or state.

Give each one of them a renewed effort to even do better than they have been doing. As I just heard, Eternal Father, united we stand, divided we fall, but let that be united with You we stand, apart from You we fall.

Bless those who have taken hours and hours to make this conference possible. Should there be any delegate who is dissatisfied with something and makes complaints, let that individual be the chairperson or the chairlady of next year's convention on that particular committee. (Laughter)

Also, Eternal Father, let the discussions and policies and goals always be on principle and reason, never degrading to personalities, without insults and name calling. That is division. That is not united.

Should there be any, Eternal Father, who would like to go across the street to the world of Disney during the convention, go only on the issues that they are familiar with being talked about here, because when they get back home and are questioned about the convention, and found that they did not attend all of it, they might not be attending the next one either, Eternal Father. (Laughter)

So, Eternal Father, since I only came to ask you briefly to bless, I will quit and say, amen,

so they can get on with their business. (Applause and cheers)

TEMPORARY CHAIR HANNEMAN: Thank you, Monsignor Sammon.

Our Colors this morning will be presented by the Boy Scouts of America, Troop 885 from Brea, Calif.

TNG-CWA Staff representative Debbie Thomas will sing the National Anthems of the United States and Canada. Minerva Clements-Vejar, TNG-CWA Local 3069, will sing the National Anthem of Puerto Rico. And I would like to remind the delegates to please remain standing until the Color Guard has left the hall.

. . . The delegates rose as the Colors were posted and Debbie Thomas led in the singing of the National Anthems of the United States and Canada. The National Anthem of Puerto Rico was sung by Minerva Clements-Vejar, after which the Color Guard retired . . . (Applause)

TEMPORARY CHAIR HANNEMAN: 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)

Again, I want to welcome you to Anaheim and to the 62nd Annual Convention of the Communications Workers of America. We are so proud of the Anaheim area with all of its amusement parks, sports teams and tourist attractions, some of which we won't mention because of who owns them.

But there is so much more to see and do, and please don't let the construction slow you down. Southern California has so much more to offer. From the wide-open spaces of the Los Padres National Forest down through Santa Maria, Santa Barbara, Solvang, Santa Monica, through the glamour of Hollywood, Studio City's Universal Studios, and into Los Angeles, home of the NBA champions, the Los Angeles Lakers. (Applause) And where just two weeks ago we hosted the Democratic Convention where we had the privilege and honor of nominating Al Gore for the next President of the United States.

What a fitting event that was. For those of you who attended as delegates, alternates, guests or volunteers, it was a most exciting and wonderful experience.

But now, of course, you are in beautiful Orange County with its diverse educational and recreational culture and sightseeing activities. Cyprus, where Tiger Woods learned to play golf, Buena Park, home of Knotts Berry Farm, Independence Hall and Medieval Times. There are Disneyland, Edison Stadium, and the Anaheim Pond; the diverse cultures of Little Saigon; and the Latino neighborhoods of Santa Ana, the Congressional District of Loretta Sanchez.

Yes, Southern California has it all—almost. But now that the CWA delegates are gathered here, we are really and truly complete. We welcome you and we hope you enjoy your stay. We hope that this convention is productive but also fun.

I would like to turn your attention to the host gifts you have received. On your bag you will find the names of the Council Officers and the Executive Board members, and the names of the Local Presidents who make up the Southern California Council.

We come to conventions and take for granted that everything is in order. That is the way it should be. But there is a great deal of work that goes on behind the scenes. An enormous amount of planning and hard work has gone into our efforts to make this convention exciting and memorable. The Southern California Council Host Committee has been working overtime to ensure the success of this convention. I would especially like to thank the Committee members for all of their hard work in coordinating, planning, implementing and stuffing all the delegate bags--which was by no means a snap of the fingers.

If you have any questions about the Southern California area and what there is to offer, please feel free to ask any one of these qualified representatives. At this time, I would like to introduce the Host Committee:

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

Chair, Linda Porter, President, Local 9550; Peggy Allen, Local 9510; Patsy Castruita, Local 9510; Bob Bartels of the Calvert Company, Local 9510; Gerry Grooms, Local 9503; Judy RaPue, Local 9586; Sylvia Zavala, Local 9588; Irene Baltazar, Local 9588; Rosemarie Medena, Local 9588; Sylvia Caratachea, Local 9400 and Ed Venegas, District 9 Staff.

I am also happy to announce that the convention bags will be available to the alternates at the Host Committee table until 1:00 p.m. (Applause) Let's thank them all, the Host Committee.

(Applause)

I would also like to say "thank you" to Nita Moreno, President, Local 9510, Orange County, the Host Local, for her continued support of the Southern California Council and her contribution to this event. Nita has so graciously allowed the Southern California Council to use the office facilities at her Local to hold our Council Executive Board meetings, the Convention Host Committee to hold their meetings, storing the convention gifts, and the room to stuff the gifts in the bags. Thank you, Nita. (Applause)

I am now pleased to introduce our first guest speaker, Mayor Pro Tem Shirley McCracken of the City of Anaheim, who will welcome us to California. Please give a warm CWA greeting to Mayor Pro Tem Shirley McCracken. (Applause)

SHIRLEY McCracken (Mayor Pro Tem, City of Anaheim): Good morning. On behalf of Mayor Tom Daily and the members of the City Council, welcome to Anaheim.

Anaheim is more than Disneyland. It happens to be home to 305,000 residents and covers 50 square miles. So it is an exciting place that has managed to be the oldest city in Orange County. In 2007 it will be 150 years old.

When your organization was founded in 1938, you never dreamed of the extent of communications. Here in Anaheim, we never dreamed of what would happen. In 1938, it was a little sleepy farm town of about 8,000 people. About the time your organization was formed, our utility company, which is 103 years old, decided it needed a method to control switches and pumps in the city and started with a copper coil. About ten years ago, that copper coil which surrounded the city began to wear out—just like all things, you know, even our selves, begin to wear out.

We decided to redo it. And we did it with fiber optic materials long before people were thinking about what fiber optics would do to a community. So, we had a loop of 90 strands of fiber optic surrounding the City of Anaheim. About four years ago, a company came in and said, "Well, we could connect all of your office buildings, major office buildings and high tech centers." So three years ago, the city of Anaheim managed to have fiber optics telecommunications in many parts of the city.

This past year, the cable company decided to pull fiber optics through all the cable that covers about 50,000 homes in the city.

So it's an exciting time for us, as far as communications. It is an exciting time for your organization. And as we enter the 21st century, you have many challenges ahead of you. Here in Anaheim, I hope you take the time to work on those challenges, but also take the time—don't steal away from your meetings—but I'm sure your schedule has given you some time to have some fun, some relaxation, time to enjoy the Southern California sunshine. The sun does shine, it's just a little slower getting here. By noon today you will probably see the sun.

Enjoy yourselves and enjoy Anaheim. Know that you are welcome. We enjoy having you. Our construction has slowed down a bit. At times we had 3,000 or 4,000 workers on site here in Anaheim. We have \$5 billion worth of construction going on, so it is the kind of construction that we hate to see come to an end. But we would like some of the discomfort that comes with construction to really be phased out. By the end of the year, that will happen.

We hope to look for new and exciting projects for this city of 305,000—over 106,000 registered voters and individuals who are working in all forms of communications. We are glad to have you here. Enjoy yourselves and do come back again. Thank you. (Applause)

TEMPORARY CHAIR HANNEMAN: Thank you, Mayor Pro-Tem McCracken.

Our next guest is Art Pulaski, Executive Secretary-Treasurer of the California Labor Federation.

CWA plays a big role in California labor. Under Art's leadership we intend to win this day for Al Gore and elect all of labor's endorsed candidates in November.

Art also led a great victory against Proposition 226, which would have silenced the voice of working families in politics. The resounding success of that campaign stopped "payroll deception" right in its tracks.

Let's all show him our gratitude for that victory and the many victories to come in California, as we welcome Art Pulaski. (Applause)

ART PULASKI (Executive Secretary-Treasurer, California Labor Federation): Thank you very much.

Morty Bahr, Barbara Easterling, officers, our own District Vice President here in California, Tony Bixler, and, in conjunction with our brothers and sisters from California in District 9 over there, we want to welcome you to California. (Applause)

I want to tell you we are proud to welcome you to California because we are proud of this great, great union, the CWA. And, by the many ways we may count it, the CWA stands in greatness as the union for the future in North America. (Applause)

In terms of the great organizing that you do, in terms of the great mobilizing that you have done and continue to do, in terms of the kind of contract campaigns that you continue to conduct, and most recently, of course, how you represented CWA. We salute you, the CWA members at Verizon, for a great contract campaign and victory. (Applause and cheers)

We admire and respect this, not just because of the great improvements in the quality of life for your members at Verizon, but also for the way that you have strategically placed CWA at the threshold of being able now to organize through card check neutrality the largest cell phone company, serving 25 million people in North America. That is the kind of strategic thinking that makes CWA such a great union. (Applause)

We are proud to have your convention here in California because this great union is a good marriage with California which sets the trends for many new, emerging industries, especially in technology and communications. California engages in many epic battles like Proposition 226, "paycheck deception," which we would not have defeated here if not for the great work of the CWA in California and across the country. (Applause)

You know, "paycheck deception" began here in the right-wing, anti-union entities that thought they were going to build a tidal wave that would have moved across North America to destroy our unions everywhere. But, with the work of the CWA and the other unions here, we stopped that tidal wave and turned it into a small ripple before it got going here on this coast, and we thank you for the great work that you did to save union members everywhere in the United States and Canada. (Applause)

In California we follow your lead. We set a vision that leads us into strategic directions for the future. We are moving now new legislation that calls for the right for workers to organize across this state.

We have new legislation which will be passed on the right to organize, and hopefully signed this week in Sacramento by our governor.

We have right to organize legislation, and, listen to this, that includes a new twist. It is a twist on geographic jurisdictions. We passed a bill, now signed into law, that gives the right to organize not only for California workers, but for members, workers, at the University of California, Los Alamos Labs, in New Mexico—a right to work state, where five thousand University of California workers now have the right to organize. And many, if not most, of those workers we hope and believe will be members of the great CWA. (Applause and cheers)

Our fight to win back daily overtime for most workers in California, to use sick leave for the care of sick family members, stop AIDS discrimination and enact living wage laws and ordinances to raise the bottom, so that we don't have such non-union competition for our good union members.

We are building high road partnerships with those companies that want to work with us. And, brothers and sisters, this November we in California, like you in every other state in America, will engage in a massive campaign to mobilize our members to stop "Bush Lite." "Bush Lite" has a terrible vision for America. With nearly \$100 million in his campaign, he will no longer be "Bush Lite." Heavily laden with money in his pockets and his backpacks and suitcases, his is going to be a tough campaign to overcome.

But his vision is a terrible one. Tax welfare for the rich. Contracting out. Privatizing. Contingentizing. Paycheck protection across America. Right to work, that destroys the protection of every union member and every potential member of the CWA.

This is a campaign that we must win. This is a campaign that we rely on you for. As soon as you are done with this good convention, we are relying on you to go back home and immediately begin to mobilize for those last 9 or 10 weeks before November, so that we mobilize to win, to build our army, to win a victory for a better America, an America that works for working people, the people that make it work.

Brothers and sisters, enjoy Anaheim. Plan in this convention to make this union even

greater than it is. And, as soon as you go home, mobilize, organize and win in November.

Thank you very much. Keep up the battle. (Applause)

TEMPORARY CHAIR HANNEMAN: Thank you, Brother Pulaski.

Our next speaker is a child of immigrant parents from Mexico, who has worked hard to live the American dream. She is a living example of how the labor movement opens the doors of opportunity for all of our people.

Linda Sanchez-Valentine is Executive Secretary-Treasurer of the Central Labor Council of Orange County. She has devoted her life to labor and the cause of minority working families.

Please give a warm welcome to Linda Sanchez-Valentine. (Applause)

LINDA SANCHEZ-VALENTINE (Executive Secretary-Treasurer, Central Labor Council of Orange County): Buenvenido, mi hermanos y hermanas. Good morning, brothers and sisters. How are you this morning?

. . . The delegates responded with enthusiasm . . .

Great! First of all, I would like to welcome you to Orange County, but, more specifically, to the beautiful City of Anaheim, which happens to be my hometown, the town that I grew up in.

I am excited that the Communications Workers are assembled here in the "belly of the beast," so to speak, to witness the rebirth of a labor movement. Quite frankly, a labor movement that not too long in the distant past was given little chance to survive here behind the "Orange Curtain." But what a difference labor can make when we stand together. (Applause) That's right.

Not too long ago Orange County was best known for the extremist policies of its elected officials. Now we are known as the fertile training ground for star political leaders like Congresswoman Loretta Sanchez, State Senator Joe Dunn, Assemblyman Lou Correa. What a difference labor made when we stood together to ensure that our elected officials would carry a working family agenda. (Applause)

And not too long ago, sadly, Orange County was experiencing severe overcrowding and dilapidated public school system buildings and now, not too long later, we are about to embark on one of the biggest school construction and renovation projects ever, thanks to labor's help in placing a school bond initiative, which is providing the funding to rehabilitate those schools.

Indeed, what a difference labor made when we stood together to ensure that only a simple majority was needed to pass school construction bonds for schools that are so desperately needed here.

And not too long ago here in Orange County, we were viewed as one of the most hostile environments in which to unionize workers in the nation. Now, Orange County stands out as the only county in the State of California to have a project labor agreement for all county-financed construction projects.

What a difference labor made when we stood together to ensure that all county construction projects would be performed by good, skilled union workers, who are paid a decent wage and given health and pension benefits, in addition to that wage. (Applause)

Brothers and sisters, take heart from these examples that I have just given you. The union movement cannot be stopped if we continue to stand together.

Having lived in Orange County my entire life, let me promise you this one thing: If we are able to achieve this kind of success here in conservative Orange County, this kind of success can be a reality in any other county in the United States of America. (Applause)

All it takes is for labor to stand together. It takes working men and women from every sector, whether it be the building and construction trades, the service unions, or whether it be university employees, telecommunication workers, broadcast technicians, newspaper workers, and public sector employees. At all levels of government, it takes you to give our labor movement life.

Without your actions, your hard work, and your dedication, all workers will endure hostile elected officials, harmful public policies and injustice on the job site. So, please, I ask you, take full advantage of the information available to you during your stay at your convention.

Please listen, interact, learn, take as much information back to your hometown as possible. The labor movement is depending on you to move it forward.

My best wishes for a very successful convention, and my heartfelt thanks for all the good work that you do. God bless you. (Applause)

TEMPORARY CHAIR HANNEMAN: Thank you, Sister Sanchez-Valentine.

At this time, I have the honor and pleasure of introducing District 9 Vice President Tony Bixler. (Applause)

Tony has been our Vice President for four years, and we hope for at least another four. Tony started in the trenches of Los Angeles, working his way up to where he is today, learning every step of the way. With Tony leading our district, we have brought back the philosophy of the CWA triangle: political action, organizing, and representation. Our membership has grown. We have fought management and prevailed.

Here in California, CWA helped fight the anti-union ballot, specifically Proposition 226, and sent those out-of-state union busters packing.

At this time, I am happy and most proud to introduce you to an individual who has been the heart of our district. He has been the leader in all areas of unionism, organizing, legislative, political, bargaining, since I have known him. Delegates, alternates, officers, staff, and guests, I am very proud to introduce the Vice President of District 9, and my very good friend, Tony Bixler. . . . The delegates rose and applauded . . .

VICE PRESIDENT TONY BIXLER (CWA District 9): Thank you, Phil, for that introduction.

Sisters and brothers, welcome to Southern California, the land of hopes and dreams and earthquakes (laughter), and a revitalized labor movement that is going to sweep this state for Al Gore on November 7th, and for all the candidates who stand for working families. (Applause and cheers)

My thanks on behalf of the locals of District 9 to the host committee for the wonderful job that they have done. They have really worked hard. We appreciate that. (Applause)

It is my honor this morning to introduce to you our President, Morty Bahr. I had the privilege of introducing Morty four years ago at the Las Vegas Convention. What do you say about an individual who keeps leading our union, making it stronger and stronger? CWA is growing in strength, members, and power.

There are unions and there are union presidents, and then there is CWA and Morty Bahr. Both are in a league of their own.

To think what this union and our members have gone through over the past fifteen years is staggering. At a time when the rest of the labor movement struggled just to stay even, CWA, under Morty's leadership, continues to grow and become more powerful every year.

We continue to build our union's strength the old-fashioned way. When I say "we," I mean everybody in this room, every leader in this room, because that is where it's at. Where it's at is the locals. And we continue to organize the same way we used to, but the right way: member-to-member, local-to-local. That is what builds our union and our strength.

And guiding our union every step of the way is Morty Bahr with a clear vision and a steady hand. Morty's leadership has had a profound impact on our union in every way. He has brought the CWA triangle alive: Organize Now, Union Wall-to-Wall, Jobs With Justice, and the best representation for our members and political and community action second to none.

Whenever anyone asks me why our union is involved in international politics, international affairs, and what we are doing in these other countries, the answer comes clearly to me: It's for the children. I really believe that.

I have heard Morty talk many times about the kids. You know he is talking about our kids, but he is also talking about poor kids in villages all around the world. What he says, he means. Because when moms and dads have a union, and when they can work with dignity and they can live a decent life, then the kids can dream about their future instead of where their next meal is going to come from.

So thank you, Morty. Thank you for your leadership of our great union, but most of all thank you for continuing to help us maintain our heritage as a union that cares so deeply for every member, every family, and every child.

So sisters and brothers, I am proud to present to you my friend, and our great President, Morty Bahr.

. . . The delegates rose and applauded at length as President Morty Bahr came to the podium . . .

PRESIDENT MORTON BAHR: Thank you. Thank you very much. Thank you, Tony, for what was a most moving introduction. You are a dear friend and a great union leader. I also want

to thank Phil Hanneman for getting our convention off to a fine start. (Applause)

I regret that our close friend and esteemed leader, President Emeritus Glenn Watts, couldn't be with us. We spoke last Tuesday or Wednesday and he told me his health was such that he just couldn't make the trip. And I know everyone here wishes him a speedy recovery and good health. (Applause)

And it is a pleasure for me to introduce to you someone who so many of you know, my best friend, my wife Florence. (Applause)

Sisters and brothers, this is our first convention of the 21st Century. As I look over this annual gathering of our CWA family, I see many new faces, faces that show the growing diversity of our union, of our members, and the jobs they do.

And next month we will embrace another new partner—the International Union of Electronic Workers—into the CWA family. Our merger with the IUE will again broaden the diverse groups of workers represented by our union, and as a demonstration of his commitment to this merger, IUE President Ed Fire announced that the IUE will contribute \$5 million in advance to the CWA Defense Fund. (Applause)

Tomorrow you will hear from President Fire, and I might say that during the lunch break a copy of the draft merger agreement will be distributed on the tables.

Now, CWA conventions are always a time of celebration and camaraderie. We have a full agenda ahead of us. For the first time, we are going to put video highlights of the convention on the members' only section of our web page. With this new technology, our members can experience firsthand what a CWA convention is like.

I want to say a special hello to one of our members at home, Marie Scheuerman. Marie is Secretary-Treasurer of Local 1009 and ill-health prevents her from attending. This convention is the first that she has missed in almost fifty years. Marie is one of the real pioneers of our union. She took me under her wing many, many years ago when I first came into this union. So, Marie, we miss you and wish you well. (Applause)

We have had a busy year since our last convention. The pace of our work is breathtaking, and I can report to you that the state of our union is strong. Our union is organizing. Our members are mobilizing. Our leaders are among the finest in the labor movement. We congratulate the 10,000 U.S. Airways reservations and passenger agents on winning their union and negotiating an outstanding first contract.

We applaud the Printing, Publishing and Media Sector for their ambitious I-95 organizing program. (Applause) Our members in AT&T and Lucent fought hard and continue to fight hard to protect their jobs and organizing rights. Our Canadian Guild members continue to build and strengthen their union.

We led the global campaign that stopped the Sprint-MCI merger dead in its tracks. (Applause) We moved toward a national contract for wireless workers in SBC, and in the community we provided assistance to the CWA families who suffered from Hurricane Floyd. IBM workers are now fighting for a voice at work through our union after the company robbed them of a part of their pensions.

But nowhere was solidarity of our members more on display than during the recent strike against Verizon. (Applause) We have had many tough strikes. Just two years ago, our members at Qwest struck the company when it was US WEST. They did an outstanding job.

But this strike was different. We won an unprecedented contract that has attracted national attention, particularly in the area of organizing rights. Just as important, we addressed issues serious to our members, such as the company's demand to move our work at will. Forced overtime. Job stress. Excessive monitoring. And I want to especially thank our members in the old part of Verizon, the old GTE, who also demonstrated their solidarity. They let their managers know that no struck work was going to be moved into the old GTE territory, and they were successful. No struck work was moved. (Applause)

Our contract has been hailed as a great victory for all organized labor, notwithstanding some unfortunate confusion that took place. I worked with the South bargaining committee through Wednesday, when finally issues important to their members were resolved. This represented a total victory for our union.

Please join me in thanking our members who worked for Verizon and their local leaders for their outstanding work.

. . . The delegates rose and applauded at length . . .

I want to make it abundantly clear that there should be no question about the trade union dedication of anyone who took part in this process. I am proud they have conducted this fight with everyone who worked on either or both committees who struck and got what we needed for our members, and we are going to march out of this Convention in solidarity, totally united, because to do otherwise we would not be serving our members. The fight is over, and we won.

. . . The delegates rose and applauded at length . . .

And many of us, each one of us can take pride in their achievement. We set new higher standards for wages, benefits and working conditions that other bargaining units can aim for in the future.

We broke new ground in winning organizing rights. Most gratifying was the clear understanding among our members that the future growth of our union and future career opportunities for them demanded that we organize the company's wireless and broadband businesses. I never was so proud of our members as every time I saw on TV or heard on the radio a reporter interviewing one of our members on the picket line, at random, and they repeated our message about neutrality and card check and the need for union access to the growing parts of Verizon's business.

Our message had gotten through to the rank and file. Bargaining to organize is an essential strategy for our survival. It affects all CWA members. This strike may have focused on telecommunications, but in reality we achieved a major breakthrough not only for our union but for the entire labor movement.

You know, the news media headlined the walkout as an "old economy" union versus a "new economy" company. But the issues in this strike were issues for the entire union; every job, every occupation and every employer represented by CWA.

In 1992, when we adopted our CWA Wall-to-Wall strategy, the New Economy wasn't even a buzzword. Today, we are fighting over the very essence of how work and jobs will be performed in the 21st Century.

All CWA members face this question: Will employers take the high road of creating skilled, good-paying jobs with a future? Or will they take the low road of low-wage, stressful jobs and contracted-out work?

There is nothing inevitable or preordained that requires New Economy jobs to be cheap-wage, non-union, and insecure. But it is up to us to challenge the New Economy evangelists who preach their anti-union gospel.

If we do our jobs right, just as we are doing in SBC, with 6,000 new members at their wireless company, the New Economy jobs in North America will be union jobs. (Applause and cheers)

Sisters and brothers, this is just the beginning for us. With our growing strength and leverage, we will move rapidly to organize workers in whatever economy they work.

Whether we are talking about the old economy or the new, the basic concerns of workers for dignity, for security and hope for the future do not change. The only effective way workers can achieve a voice on the job is through union organization. But we also recognize that work is changing. The majority of jobs will be professional, technical and administrative. And the majority of workers will be minority and women. They work in an environment that can be very different from what most of us have experienced. They find the New Economy's vague promises of future wealth and opportunity very appealing.

You know, last month, when I was at our International Trade Secretariat meeting in Scotland, where unfortunately Eduardo Diaz' death took place, I did an interview on the BBC television network. I did not know that they were going to have another person — I did it remotely from a truck in front of the hotel where we were staying—I did not know they were going to have another person in that interview with me. They had not told me. The subject matter was "the new workforce."

I laid out many of the things I have said here. The other person was a woman who appeared to be in her middle thirties who worked in Silicon Valley.

She said, "I concede Mr. Bahr is correct; we do work 70 and 80 hours a week. He is correct; we really don't have good health care. And he is correct about all these other things that he said they don't have. But, I would do it again."

Clearly, this attitude that we see reflected in the press reflects a very small minority of the workers who are the so-called New Economy.

This is the one in a hundred, or whatever the number is, who were lucky enough to get the options to make them millionaires by the time they are 40. But somebody is not getting that because the average wage in Silicon Valley is under \$10 an hour. So we know that the vast majority find that the New Economy really has vague promises of future wealth and opportunity. We need to be prepared to transform our union to meet the aspirations of this new workforce.

I recently appointed an Executive Board committee to examine the growing contingent workforce that seems to be a trademark of the New Economy. The committee chair is TNG/CWA Vice President Linda Foley. The committee will develop a set of recommendations for us to consider as to how we can best position ourselves to recruit, organize, and represent this new workforce.

The Government Accounting Office estimates that contingent workers make up 30 percent of the total workforce. Few have health care. None have pensions. But the key to organizing this new workforce is hard work—the same as it has always been—the kind of hard work that we are doing in the Washington Alliance of Technology and the Alliance@IBM.

You know, the New Economy is often used as an excuse by employers to justify anti-unionism, cutting of staff, the use of agency temps, contracting-out or privatizing jobs, and lowering wage and benefit standards. We must be totally committed to fight them.

Today, for example, we have 40 campaigns in more than 30 locals in AT&T. We are engaged in a struggle that will determine whether or not AT&T will be a union company in the future. And it is somewhat ironic that we find ourselves looking at how to save Mike Armstrong from John Malone. You wouldn't think it could get worse, would you?

With your commitment and solidarity, we will begin to transform the New Economy into a union economy. I see this objective as our major long-term union priority. I know you are ready to meet the challenge. But we will not be successful if we deceive ourselves into thinking that we are immune from the political climate that affects everything we do.

Every election is critical, but never before has the potential outcome of an election presented such a clear threat to the future relevance of the labor movement as it does this year. Who wins in November really does matter to you, your members, your family, and our union.

Anti-union zealots already control the U.S. House of Representatives and the U.S. Senate. About three weeks ago, when the Senate debated legislation to extend union organizing and collective bargaining rights to physicians, majority leader Trent Lott told reporters, "I don't think we need more labor unions in America."

Sisters and brothers, what we don't need is more Trent Lotts in America. (Applause and cheers) George W. Bush and Dick Cheney are cut from the same cloth. They tried to hide their true colors at the Republican Convention. But remember, when Dick Cheney was in Congress, he had a 6 percent COPE voting record, which is worse than Newt Gingrich's.

So there really is a stark difference between the candidates. We must communicate this message in the strongest terms to our members.

For a moment, just imagine on November 8th, when we wake up, that Bush/Cheney are elected and their anti-union pals still run the Congress. We don't need a crystal ball to see what legislation will be passed. That is called my "Doomsday Slide." We know what bills they will pass because every one of these bills has been introduced in Congress over the past six years.

We can clearly say to our members, and any worker, that if this doomsday happens we can accurately predict what the legislation that will be passed in the year 2001 will be, not because we have a crystal ball, but because they have tried to do it for six years, and only the veto by President Clinton or the threats of a Clinton veto or a filibuster in the Senate, usually led by Senator Kennedy, defeated them.

Now, there are ten or twelve bills, and you can put them in any order you want. I just want to go over a few of them. We all know that virtually every one of our employers would give anything, and what they are giving is a lot of money to the Republicans, for the repeal of the Family Medical Leave Act. We have had to take some of them to court in order to comply. So we will clearly see repeal of the Federal Family Medical Leave Act. George Bush, Sr., vetoed it twice, and Bush, Jr., will surely sign it into law.

"National Payroll Deception Act." They will put a bill in nationally of what we defeated

here in California, Proposition 226, to take us out of the political process.

Compensatory time in lieu of overtime, at the employers' volition.

And certainly a National Right to Work (for less) Law.

The following bill is still in the hopper: to amend the Fair Labor Standards Act. And they say this is a family-friendly bill that would make time and a half for overtime payable after 80 hours in two weeks, so that the employer can work you 60 hours this week for straight time, 20 hours next week, and the other 20 hours you can spend with your family.

And the TEAM Act that will reinstate company unions, even where labor unions exist.

OSHA made voluntary. In a number of different ways, including if an employer hires an outside consultant and that outside consultant certifies that the premises is safe physically and from toxic waste, there will be no inspections by OSHA until there is a death in the workplace, until a worker is killed in the workplace.

No ergonomic standards. No union more than ours knows about carpal tunnel, about musculoskeletal illnesses. And here we have a great Secretary of Labor, Alexis Herman, who promulgated fair ergonomic standards that will require employers to do certain things to make the conditions in the workplace better.

And how do the Republicans deal with this? They have an appropriations bill that will come up next month that will prohibit her from spending money to implement the standards. We believe President Clinton will veto it. On the other hand, if Al Gore and Joe Lieberman are elected, Dick Gephardt becomes Speaker of the House, and Tom Daschle becomes Senate Majority Leader, we can finally get off the defensive and move forward with a pro-working families and pro-worker agenda. (Applause)

Al Gore supports workers' rights and labor law reform. He supports stronger federal safety and health standards. He will extend coverage of the Family Medical Leave Act. He will improve public education, protect Social Security and pass tax cuts that help working families instead of the rich.

Al Gore has been a longtime friend of CWA and all union members. He stood with us on the picket line and in support of every struggle that we have waged. From promoting CWA-backed legislation in 1983 that protected the pensions and seniority of Bell system workers to the lockout at ABC, Al Gore has been there for CWA members. Now we must be there for him. (Applause)

When the Verizon strike started, one of the first calls I received was from the Gore campaign. No one had to ask them to call. But they have been so well-trained by Vice President Gore that they instinctively wanted me to know that they, like the Vice President, do not cross CWA picket lines, electronic or otherwise. (Applause)

But I want you to hear in his own words, Al Gore's commitment to workers' rights.

. . . A video clip of Al Gore talking about organizing and his commitment to help veto anti-worker legislation was shown . . . (Applause)

He has spelled out a campaign agenda to put these words into action after he is elected.

You are going to have the opportunity to reaffirm CWA's endorsement of Al Gore and his vice presidential running mate, Joe Lieberman.

I want to tell you just a little anecdote about how we got Senator Lieberman to come here. Before he named his running mate, I called the Vice President, and I said, "Hey, I got a great idea. The CWA Convention is just a week after the Democratic Convention, and you know how energized you become every time you come to our Convention."

He said, "I'll be there."

I said, "No, we are not inviting you. We want you there as President Gore next year."

(Applause)

But I said, "What better place for your running mate to make his or her first major address." And he thought it was a great idea, and we tied it down even before we knew it was Lieberman.

So we are looking forward to seeing Senator Lieberman with us tomorrow. (Applause)

There is also another campaign that I want to call to your attention. First Lady Hillary Clinton is running for the Senate in New York. (Applause)

Some of the most important and close elections are taking place all over the country for the House, the Senate and for state and local offices. State legislative elections this year are

particularly important because of the congressional redistricting that will take place as a result of last year's census. But a national spotlight has fallen on the New York Senate election. Right-wing, anti-union groups have turned this race into a national campaign with a virulent attack on Mrs. Clinton and her ties to organized labor.

Tonight, we have the opportunity to support her. I want to inform you that a special fund-raising event for Mrs. Clinton will be held in the hotel beginning at 8:00 p.m. in the Pacific Ballroom. Information about the event has been distributed to every delegate.

Hillary will be there tonight and is looking forward to greeting you. I hope you will attend and help make this event a great success. She will be with us for a couple of hours, and she has an opportunity to meet and talk with you and greet you. If you have kids with you, bring them. She is in a very tough race. Right-wing, anti-union money is pouring in from all over the nation to smear her. Why? Because, among other reasons, she supports union workers like our striking members at Verizon.

Here she is on the picket line with them in Albany.

. . . A photograph of Mrs. Clinton on the Verizon picket line was shown to the delegates via the monitors . . . (Applause)

PRESIDENT BAHR: We have always had a special relationship with Hillary. She speaks out on so many issues of importance to CWA members, such as health care, workers' rights and family concerns about our health care system. So, tonight, let's show her that CWA members across the nation are solidly behind her. Hers will be a national voice for all of our concerns.

As I suggested, if you have children with you, bring them along.

Nothing is more important to us or our union over the next nine weeks than the elections in November. Every District, every local, every member must be involved. You will hear in greater detail later today what is at stake and the opportunities we have to move our agenda forward.

As you listen to the speakers and take part in debate, I want you to keep in mind why we are here and why each of us gives so much of ourselves to the union.

During the strike, I received hundreds of e-mails from our members. They were from regular people who talked about their jobs, their families and their children, their hopes and dreams. They had great faith in their union to do the right thing for them. I felt so proud to be a part of our great union.

All of you, CWA officers, stewards and activists, are special people, special people who deserve our thanks and recognition. We stand for values and principles that are the foundation of a fair economy and a just society. Because of you, the spirit of our union grows stronger every day.

The passion that motivates us to work a little bit harder, to commit a little deeper, to summon greater courage for our principles, runs deep like a raging river. I want to show you an example of courage and commitment from our CWA-NABET brothers and sisters that makes our union the union for the 21st Century.

. . . A brief video on CWA's participation in the strike against a Univision television station, KFTV, was shown to the delegates . . .

PRESIDENT BAHR: We salute all of the courageous hunger strikers, especially CWA members Reina Cardenas, Martin Castellano and Fermin Chavez, negotiator Carrie Biggs-Adams, community activist Angel Noriega and Hotel and Restaurant Employees Union organizer Tami Van Dyne.

Throughout this ordeal, KFTV employees enjoyed strong grassroots support from the United Farm Workers and the Fresno Labor Community Alliance. And we thank them all. (Applause)

If any company or manager or politician doubts the commitment of CWA members to our cause, I say in the words of KFTV strikers: "Yes, We Can."

To which I add: "Yes, We Will." No matter the sacrifice, no matter how long it takes, we will fight for our jobs. We will fight for our union, in contract negotiations, in organizing campaigns and in political elections.

We will fight for our families, for our CWA brothers and sisters, for our Union.

Yes, We Can. Yes, We Will.

. . . The delegates responded in unison, "Yes, We Can. Yes, We Will" . . . (Applause)

PRESIDENT BAHR: Yes, We Can. Yes, We Will. Thank you very much.

. . . The delegates rose and applauded at length, as an inspiring video on organizing, representation and the importance of winning the election in November followed . . .

TEMPORARY CHAIR HANNEMAN: Before I turn over the gavel to President Bahr, I would like to thank all of the delegates for the honor of serving as your Temporary Chair. This has been a special privilege for me.

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

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

PRESIDENT BAHR: Join me in thanking Phil once again. (Applause)

The first order of business to the convention is the Credentials Committee report. So, with that, I introduce to you Marjorie Krueger, the Chair of the Committee. (Applause)

DELEGATE MARJORIE KRUEGER (District 13, Chair, Credentials Committee):

Thank you, President Bahr.

President Bahr, delegates and guests, I am pleased to announce on behalf of the Credentials Committee that the Committee has registered over 2,278 delegates, alternates and guests to this 62nd 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 our service to our delegates, alternates and guests.

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

Since our last convention, new locals have been added to our ranks. These locals are: 1091, 1171, 000, 2111, 2911, 3140, 3194, 3195, 3640, 3641, 4404, 6151, 9504, 13302. 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

Now for Category 1: Credentials properly executed and on time. There are 1,581 credentials in this category. The Committee moves that these delegates be seated.

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded from the floor. Is there any discussion?

No one is at the mike. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. The motion is adopted.

DELEGATE KRUEGER: There are no credentials to report in Category 1A.

There are no credentials to report in Category 2.

There are no credentials to report in Category 3.

There are no credentials to report in Category 4A.

There are no credentials to report in Category 4B.

There are no credentials to report in Category 5.

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 in 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 by the Committee shortly at the registration counters in the lobby.

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

PRESIDENT BAHR: Thank you, Marge. (Applause) As we thank the Committee, let me

introduce them to you.

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

Rhonda Wilson, President Local 1089; Gloria Pack, Vice President, Local 2101; Harold Leedy, President, Local 2276; Carolyne Brown, President, Local 3217; Oscar Denton, President, Local 3518; Gloria Llamas, President, Local 4011; Karl Akers, President Local 4372; Juanita Fine, Secretary-Treasurer Local 6016; Brenda Malone, President, Local 6178; Daniel Byars, President Local 7304; Mona Beach- Bernardi, Vice President, Local 7906; Mary Hicks, President, Local 9505; Rosalinda Bernal, Secretary-Treasurer, Local 9588; Christina Fox, President, Local 13302; Jim Joyce, Vice President, Local 51016; Don Rice, CWA Representative, District 1, Co-Chair; Betty Witte, CWA Representative, District 3, Co-Chair; Marjorie Krueger, Administrative Assistant to the Vice President District 13, Chair.

Join me in thanking them for the hard work of getting the convention in order. (Applause)

Particularly for the newcomers to the convention, let me describe for you the use of the microphones and our rules.

On Page 23 of our Constitution, there is a copy of the Permanent Rules for our conventions. Let me advise newcomers about the microphones on the floor, how they are to be used, how you get recognized to speak, make motions or ask questions. Microphones are also covered in the CWA Constitution on Pages 24 to 25.

Microphone No. 1, in front of me, labeled "Motions," is for delegates to make motions. The telephone which is associated with the motions microphone is connected directly to our parliamentarians. They are seated immediately behind me. Will the parliamentarians stand as I call their names:

. . . As each parliamentarian was introduced, the delegation responded with a single clap of recognition

Pat Scanlon, General Counsel, Washington, D.C.; Patricia Shea, Attorney, Washington, D.C.; Richard Rosenblatt, PPMWS Counsel, Englewood, Colorado.

When you pick up the telephone, you are to advise the parliamentarians of the motion you wish to make. They will give you a preliminary parliamentary ruling. If it is in order, the Chair will be advised and you will be recognized. If you disagree with 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, No. 2. Use it to raise a point or order, or raise a point of personal privilege. It, too, is connected to the parliamentarians.

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." Use it to speak against an issue.

At the back of the hall, Microphone No. 5 is designated "Questions." Use that phone and mike to be recognized for the purpose of asking questions to clarify an issue before the convention or to get information. We rotate these microphones under our rules. The maker of a motion may speak for their motion from Microphone No. 1.

Under our rules, there is a five-minute limit on 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 at four minutes to indicate to you that you have one more minute to speak, after which the microphone will be automatically turned off.

In rotation, the movement will be from the motions microphone or the platform to Microphone No. 4, and then to Microphone No. 3. The rotation also includes Microphone No. 5 for questions. 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," "Against" and "Questions" microphones, lift the telephone, give the switchboard attendant your name and local number and state or province. You will be recognized in the order called for under our rules. 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 Microphones No. 3, 4 and 5. They advise the Chair to recognize you. They are seated on my left and are: Ron Tyree, CWA Representative, District 3; Mary Taylor, CWA Representative, District 7; Lois Grimes, CWA Representative, Comm.-Tech.; Michael Burrell, TNG-CWA International Representative; Nancy Biagini, CWA Representative, District 9, Chair.

Five-Minute Rule: Edith Jones, CWA Representative, District 6; Midge Slater, CWA Representative, District 7.

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: Patrick G. Gorman, President, Local 4700; Madelyn Elder, President, Local 7901.

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

The individuals who are doing the editing and indexing are: Laura Reynolds, CWA Representative, District 9; Linda Morris, Representative, PPMWS; Linda Cearley, Representative, TNG-CWA International; Kris Raab, Headquarters; David Palmer, CWA Representative, District 1, Chair.

The Resolutions and Rules Committee is on the platform. Let me introduce them to you. . . . As each member of the Resolutions and Rules Committee was introduced, the delegation responded with a single clap of recognition . . .

Wilhelmina M. Banks, Business Agent, Local 1110; Shelly M. Harton, Secretary-Treasurer, CWA Local 2201; George Melton, President, Local 3616; Edward Mooney, Executive Vice President Local 13000; Stephanie Moore, Organizer, Local 39521; and Claude Cummings, President, Local 6222 who is also serving as the Chair.

The Chair recognizes the Committee.

DELEGATE CLAUDE CUMMINGS, JR. (Local 6222, Chair, Resolutions and Rules Committee): Thank you, Mr. President.

Report of the Resolutions and Rules Committee to the 62nd Annual Convention.

The Resolutions and Rules Committee met in the City of Anaheim, California, beginning on August 23, 2000, for the purpose of reviewing and considering any proposed amendments to the Permanent Rules Governing the Conduct of CWA Conventions, that 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 62nd 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 resolution or motion by each convention.

BE IT RESOLVED: That the regular sessions of the 62nd Annual CWA Convention shall be as follows:

On Monday, August 28, 2000, 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 12:00 noon and shall be recessed subject to the call of the Chair, but not later than 5:00 p.m.

On Tuesday, August 29, 2000, the Convention shall recess from approximately 12:00 noon to 1:30 p.m. and will continue until all business has been concluded.

Respectfully submitted,

Claude Cummings, Jr., President, CWA Local 6222, Chair; Wilhelmina M. Banks, Business Agent, CWA Local 1110; Shelly M. Harton, Secretary-Treasurer, CWA Local 2201; George Melton, President, CWA Local 3616; Stephanie Moore, Organizer, CWA Local 39521; Edward F. Mooney, Executive Vice President, CWA Local 13000. (Applause)

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It's been seconded from the floor. Is there any discussion?

Seeing nobody at the mikes, all those in favor, indicate by raising your hand. Down hands. Opposed by like sign. The motion is adopted. Thank you.

Would the Finance Committee come to the platform, please?

The members of the Finance Committee are Roger Todd, President, Local 3201; Beverly Davis, Executive Vice President, Local 13500; Wayne Mitchell, President, Local 14170; Nance Ballman, Secretary, Local 7201, who also serves as the Chair; and Barbara Easterling, Secretary-Treasurer. (Applause)

Before I recognize the committee, Delegate McGrath on Microphone No. 1.

DELEGATE MICHAEL E. McGRATH (Local 7026): Thank you, President Bahr. I would like to move that we just read the Resolveds of the Finance Committee.

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor. Is there any discussion?

Hearing none, all in favor of the motion indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. The Committee will read only the Resolveds.

. . . The complete Report of the Finance Committee was attached to the Proceedings as "Exhibit A," and the members of the Finance Committee read the Resolveds contained therein as follows: . . .

PRESIDENT BAHR: The Chair recognizes the Committee.

DELEGATE NANCE BALLMAN (Local 7201, Chair, Finance Committee): Dear Sisters and Brothers: Your Finance Committee met in Washington, D.C., on June 21, 22 and 23, 2000, to review and recommend the 2000-2001 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 June 30, 1999 by the certified public accounting firm of Thomas Havey & Co. 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 June 30, 1999.

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 a 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 one percent or less overspent.

Therefore, your Committee directed those administrative heads who exceeded their 1998-1999 budgets by more than one percent to provide a detailed written explanation documenting the reasons why they exceeded their budget. When received and reviewed, the Committee, as empowered by convention action, may recommend that these administrative heads make an accounting to the convention.

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. This Finance Committee is recommending the 2000-2001 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 2000-2001 Finance Committee extends our thanks, on behalf of the membership, to President Morton Bahr, Secretary-Treasurer Barbara Easterling, 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 which reflect

major increases for 2000-2001, through interviews with department personnel and review of the demands and needs of those line items remaining relatively static.

We, as a committee, therefore respectfully request and urge delegate approval.

PRESIDENT BAHR: You heard the motion to accept the Finance Committee's report.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded from the floor. There is no one at the microphones.

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

Please join me in thanking the Committee for a great job. (Applause)

Will the National Women's Committee come to the platform?

Let me introduce the National Women's Committee to you.

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

Ann Holland, Secretary-Treasurer, Local 1106; Nancy L. Brady, Vice President, Local 2222; Nancy Morgan, Member, Local 3903; Elizabeth R. Van Der Woude, Member, Local 4212; Jennifer M. Case, Vice President, Local 6320; Sherri Steen, Vice President, Local 7800; Connie Belisle, Field Representative, Local 9119; and Victoria Kintzer, Secretary-Treasurer, Local 13500.

The Chair recognizes the Committee.

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

Report of the CWA National Women's Committee
to the 62nd Annual Convention

The CWA National Women's Committee met in Chicago on March 9, 2000 in conjunction with the AFL-CIO's Working Women's Conference and again prior to the 62nd CWA Convention to discuss a range of issues affecting CWA women, their families and the union. This report deals with some of the issues of major concern as we look toward the 2000 elections as well as future rounds of bargaining and the union's legislative program, Balancing Work and Family

We've heard so much about the new millennium and how it's time for us to get a fresh start, begin anew, and dream dreams. However, we believe that first, it's time to end some of the nightmares left over from the last millennium, such as the growing pressures on working families driven by corporate America's focus on profits over people.

As the AFL-CIO's "Ask a Working Woman" survey this year found, one of the greatest problems facing working families today remains a lack of flexibility for both women and men in balancing the needs of family life with the demands of their jobs.

We must continue to fight at the bargaining table to relieve the pressures of mandatory overtime, a practice that employers often use as an alternative to hiring enough workers, but one which robs working parents of precious time with their children—and that also is a cause of stress-related health problems.

We must press for bargaining agreements that allow workers the option to take vacation weeks in day-at-a-time increments, as well as for more paid personal days off and flexible hours to deal with family issues. We think a goal should be at least 24 hours of paid time each year, in addition to vacation and paid days off, to be used to attend special school events, to take a family member to medical appointments, etc.

Families need dependable child and elder care. We must bargain provisions whereby employers start funding child/elder care programs, perhaps beginning with contributions of as little as 5 cents per scheduled hour per employee. Our employers need to start realizing that providing family care programs will only make for more stable and productive work forces.

Not only do our members need to be equipped with education and training to do their jobs and have career security, but our children do too. We must bargain for our families' futures by seeking negotiated programs such as summer technology camps that teach our children the skills they will need to obtain good jobs.

Expansion of the FMLA

President Clinton wants to expand the Family and Medical Leave Act to provide paid leave and extend coverage to include all work places with at least 25 employees, along with other improvements. If passed, the new law would allow eligible workers to take up to 24 hours of leave

annually above the 12 weeks to which they are now entitled to participate in school activities and handle family medical appointments.

Providing \$20 million in Department of Labor competitive grants to the states or other entities "to help develop and evaluate creative new approaches for providing paid family leave to workers, whether through Unemployment Insurance, temporary disability programs or any other source," is another option the law would address.

In December 1999, the Clinton Administration authorized a pilot test program allowing states to utilize unemployment compensation funds to pay parents who take time off after the birth or adoption of a child. Such measures, which are opposed by most major business organizations, are likely to be blocked by the Republican-controlled Congress.

AFL-CIO President John Sweeney called the Clinton proposal, "modest but positive and a significant step in the right direction of winning paid leave protection for all working families. . . The fact that the U.S. stands alone among industrialized nations in failing to provide job-protected paid parental leave is a national disgrace."

We agree. About 26 million people have used the FMLA since its inception seven years ago. It should be expanded as President Clinton has proposed and be broadened to include parents-in-law, grandchildren, grandparents, siblings and significant others. We must work to have union leave count as hours worked toward the 1,250-hour annual minimum required for FMLA coverage.

We urge bargaining units to bring these issues to the negotiating table, and call on CWA to make FMLA expansion a top legislative priority.

Other Legislative Goals

Legislative participation is one of the greatest avenues we have for changing our lives for the better, especially for women. In addition to bolstering the FMLA, we have other important legislative goals in the areas of equal pay, health care and retirement security.

Social Security reform is a vital issue for women because so many more women end their lives dependent upon Social Security with very little additional income from private pensions—frequently none at all. Vice President Al Gore believes in maintaining Social Security as the bedrock of our retirement security, and has a plan to use budget surpluses to strengthen the system. However, the GOP and Texas Governor George W. Bush propose a privatization scheme that would take more than a trillion dollars out of Social Security, diverting these funds into the stock market and putting benefits at risk. We must fight to keep the system from being privatized.

There are important bills concerning equal pay now pending in Congress. The Paycheck Fairness Act (S.74 in the Senate and H.R. 54 in the House) increase penalties for employers who violate equal pay laws and gives workers more rights to pursue legal action. The Fair Pay Act (S.702 and H.R.1271) require employers to provide equal pay for work of equal value even if the jobs are not the same.

We also need to urge our members of Congress to secure some form of national health care. Eighty-four percent of those surveyed in the AFL-CIO's "Ask a Working Woman Survey" said access to health care remains an urgent priority for them.

Women's Health Issues

Some 44 million Americans have no health insurance today, a number that is growing every day. Eight out of 10 of the uninsured are full-time workers and their dependents. Of the total number of working women, one-quarter receive no health coverage from their employer according to the AFL-CIO.

Cancer Concerns: Each year more than 180,000 women in this country learn they have breast cancer. This equates to one in nine women. The disease claims 46,000 lives a year. The key is early detection, but because of lack of medical insurance, thousands of women are not able to afford the mammogram that could save them.

Stress: The stress of high pressure jobs can lead to serious health problems, from chronic headaches, sleeplessness and ulcers to heart problems. And CWA studies show that stress exacerbates muscu-loskeletal conditions such as tendinitis and carpal tunnel syndrome. Forced overtime and impossible work expectations while trying to maintain a home and family create an environment for chronic stress and illness, and these conditions are especially prevalent in female-dominated customer service jobs.

Osteoporosis: The Women's Committee encourages women to have a bone density test to establish a baseline for osteoporosis testing. This serious condition is a major health concern for women, especially after menopause. Here again, lack of medical coverage keeps many women from having important screening and treatment of bone loss.

The Women's Committee urges that in this round of bargaining emphasis be placed on improved scheduling and relief from forced overtime.

Pay Equity

Since 1963 when the Equal Pay Act was signed, the wage gap has been closing at a very slow rate. That year, women made 59 cents for every dollar earned by men. In 1999, women earned 77 percent of male workers' wages. Most recently, the gap has narrowed because men's real wages have fallen, not because women's have risen, according to the Institute for Women's Policy Research.

Equal pay is not just a working women's issue, it's a family issue. If we ended pay discrimination against women, family incomes would rise. Working parents would have more to spend on household needs and more to save for their children's education or their own retirement security. Working parents might be able to spend less time at work and more time with their families.

There are three clear routes to ensuring pay equity for women that CWA must continue to pursue: passage of stronger equal pay laws, vigorous enforcement of current laws, and fighting for workers' rights to organize into unions and to bargain fair wage rates.

Women in Non-Traditional Occupations

By encouraging broader opportunities for women in non-traditional occupations (NTOs), we should be careful not to denigrate those occupations, such as clerical or medical support jobs, that are heavily populated by women. So-called "women's" jobs often are as demanding and important—or more so—as those dominated by men.

But we need to continue to negotiate training and lifelong learning programs that help women break down job barriers and increase their career mobility. And we must encourage women to take advantage of tuition assistance opportunities. Median weekly earnings for female college graduates age 25 and over are 2-1/2 times greater than for those without a college education.

There are government programs available to help women move into NTOs, such as the WANTO (Women in Apprenticeship and Non-Traditional Occupations) grants. In a partnership between the Labor Department and the Bureau of Apprenticeship and Training, more than \$4.7 million has been granted to community union-employer organizations for training women workers. (For more information, visit: www.info@w-o-w.org.)

The 2000 Elections

This November's national elections will have a profound impact on our success or failure in dealing with every single issue in this report.

If we elect Al Gore as president and make substantial gains in electing members of the U.S. House and Senate who are pro-working family, then expansion of the Family and Medical Leave Act is a very real possibility. We could expect to see legislation expanding the availability of health care coverage, and we would have a government committed to equal pay and equal rights in the workplace.

The worst case scenario would be both houses of Congress controlled by the present anti-worker GOP leadership of Dick Armey, Tom DeLay and Trent Lott together with a Republican president. We would see Social Security put in jeopardy by privatization. We could forget about reforms in the area of family leave, pay equity and health care. And we would face a corporate, anti-worker assault on unions and workers' rights in the form of the TEAM Act, elimination of overtime pay, the dismantling of OSHA, the undermining of ERISA pension protections, and much more. We cannot be bystanders this year; we must all do our part in working to elect Al Gore and a progressive Congress. The future of our families truly is at stake.

Thanks to Lela Foreman

The Women's Committee would like to take this opportunity to extend our deep thanks and best wishes to Lela Foreman, who retired this year after 50 years of distinguished service to the members of CWA. Lela came to Washington, D.C. in 1975 to accept the newly created staff position in charge of Women's Activities and Community Services. She brought with her a clear

vision of women's equality—equality in our union, in our workplaces, and in our communities. Throughout her career, Lela Foreman encouraged, supported and mentored CWA women. Our growing numbers in leadership positions and as delegates at CWA conventions is the legacy of her work. We also see Lela's involvement in our many contracts that contain child and elder care services and other provisions that address the needs of our families.

Lela also was instrumental in the founding of the Coalition of Labor Union Women (CLUW), and she has served as its Treasurer since 1993. Wherever she went, a CLUW application was close at hand. Through these activities and others, Lela has been able to help women of all backgrounds from all parts of the world. If each one of us could take an example from Lela's dedication, we would soar above all expectations of women's rights.

Coalition of Labor Union Women

CWA continues to support and actively participate in the work of the Coalition of Labor Union Women. CLUW, which celebrated its 25th anniversary last year, gives rank-and-file union women an opportunity to get directly involved in lobbying and coalition efforts to promote issues of concern to women and working families.

The Women's Committee urges delegates, both women and men, who are not members of CLUW to join the organization, which has chapters around the country. For more information, contact CLUW's national office at 202-466-4610. The next biennial CLUW convention will be held in September of 2001 in Las Vegas, Nevada.

CWA National Women's Conference - Save the Date

Start planning now to attend the next CWA National Women's Conference, which will include many useful and important workshops and an opportunity to voice concerns and set our action agenda for advancing the interests of working women. The conference will be held May 10-13, 2001, in Las Vegas, Nevada.

The CWA Women's Committee urges that CWA make this report a part of the union's collective bargaining agenda and legislative program. We thank the delegates for your time and consideration of the Women's Committee Report.

The Committee recommends adoption of the CWA Women's Committee Report.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the motion to adopt. Seconded from the floor.

On Microphone No. 3, Delegate Kinchius.

DELEGATE KATHLEEN A. KINCHIUS (Local 9415): I rise in support of the Women's Committee Report, but especially in support of giving thanks to Lela Foreman. Lela is sitting in the Retirees Section, and is someone I have known more years than I care to think about.

Lela Foreman has provided direction and inspiration to the men and women of CWA. She is a model for all of us. She is someone we could count on, no matter what time of the day it was, and we are going to truly miss her. However, some of us are going to have very big phone bills to Oklahoma, because she went back to visit and stay with her children, her grandchildren and her great grandchildren.

Lela, you are a model for trade unionists all over the world. We love you. We are going to miss you. And we are not going to let you stay away.

Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Goldblatt.

DELEGATE ALAN GOLDBLATT (Local 1180): In continuing the tributes to my good friend and mentor, Lela Foreman, I want to bring out one other special talent and gift that she has extended to the members of this organization and to the labor movement. Many of you may know that last month this country celebrated the 10th anniversary of the Americans with Disabilities Act. What you may not know is that Lela also served as Chairperson of the Labor Subcommittee of the President's Committee on Employment with Disabilities.

Through her efforts, the President's Committee recognized the importance of playing on a level field, with both manufacturers and business, and helped to establish the goals and the rights of workers to work safely and for those who are injured and have disabilities, to return them to work as soon as possible.

Additionally, Lela promoted the educational programs that I and many others in this organization and throughout the labor movement have promoted and provided to our members.

With that, I don't know how else to say it, but to celebrate the greatness that lady has

provided to us all. I thank you, Lela, personally, because you made the road a lot less bumpy and a lot smoother for us to travel and continue on. Thank you. (Applause)

PRESIDENT BAHR: There are no other delegates wishing to speak. Before the Convention is adoption of the report of the CWA National Women's Committee. All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. It is adopted.

Please join me in thanking the Committee for this fine report. (Applause)

Would the Resolutions Committee come back to the platform? The Chair recognizes the Committee.

CHAIR CUMMINGS: The Chair would like to recognize Shelly M. Harton.

DELEGATE SHELLY M. HARTON (Local 2201): Would the delegates please turn to Page 3 of the Resolutions Committee report. I will read the Resolution 62A-00-3, entitled "Campaign Finance Reform."

RESOLUTION NO. 62A-00-3 CAMPAIGN FINANCE REFORM

"A long habit of not thinking a thing wrong gives it a superficial appearance of being right, and raises at first a formidable cry in defense of custom." So said Thomas Paine, the famed agitator of the American Revolution. This sentiment may account, in part, for our nation's willingness to continue to tolerate a system of campaign financing that has long been a national disgrace. Candidates often bemoan the need to spend as much time fundraising as they do legislating, and yet they refuse to act. Presidential primary candidates raise the issue but it is forgotten by the time the party platforms are written. We must act now.

Big money doesn't always win, but it usually does. In 1996, candidates for the U.S. House of Representatives who raised the most money won 92 percent of the time. In the U.S. Senate, they won 88 percent of the time. The effects of these realities are obvious. According to Common Cause, the winners of the tax preferences in the 1997 tax and budget accord were groups that contributed some \$300 million in "soft" money from 1995 to 1997.

The Communications Workers of America believes that nothing is more important to our democracy than that the integrity of our election system be preserved and that all Americans have full confidence that their vote and voice will be heard. These goals are threatened by a system of financing political campaigns that is widely believed to be corrupt and which unfairly rewards large contributors by amplifying their voice at the expense of ordinary citizens. The essential elements of fixing the system are not complicated to describe:

- * Campaign spending should be limited so that no advantage flows to those able to raise and spend the most;

- * Campaigns ought to be publicly financed so that narrow private interests cannot gain unfair advantage:

- * Current laws that allow unregulated funds—so-called soft money—to flow to parties and/or to independent committees, that currently make a mockery of our system, and that if unchecked would have the effect of breaching expenditure limits, should be repealed so that our campaign finance system is, and is seen by the public to be, fair and transparent;

- * To the extent that contributions to candidates are still allowed—to meet a qualifying threshold or to entitle a candidate for a public match—aggregate individual contributions should be limited, at a significantly lower level than current law, so that a level playing field exists, not just among candidates, but among citizens— rich and of modest means;

- * Because political parties are essential to a healthy democracy, they should be allowed to accept contributions from all sources, but in order to avoid simply shifting excesses from one place to another, the total that parties may accept should be limited in the aggregate;

- * Substantial free television and radio time, as well as reduced postage rates, ought to be provided to all bona fide candidates so that total costs are reduced while ensuring robust and wide debate about the people's business.

While we recognize that achieving reform will not be easy, and that there must be careful debate about details, it is not acceptable to wait any longer. The need is urgent, the time is now, and Congress should act boldly and without further delay.

RESOLVED: The Communications Workers of America calls on Congress to restore

fairness and integrity to our campaign finance system and to do so without, in any way, limiting the right of free speech.

RESOLVED: The Communications Workers of America will continue and expand our efforts to inform and educate working families on issues of importance to them; and we will continue to inform our members about how candidates for public office stand on these issues.

Mr. President, the Resolutions Committee moves adoption of Resolution 62A-00-3, entitled "Campaign Finance Reform."

. . . The motion was duly seconded . . .

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

On Microphone 3, Delegate Adams.

DELEGATE KEITH ADAMS (Local 4351): Brothers and sisters, for a moment let me return you to high school history. Do you recall the Boston Tea Party? The battle cry of those patriots was "taxation without representation." Let me say that again: taxation without representation.

Those patriots rallied against a tyrant, the oppressive English King George. Today, American citizens face a new, far more insidious tyrant: corporate wealth.

Our forefathers built our democracy on the principle of one citizen, one vote, but Madison, Jefferson, Adams and Franklin did not foresee corporate greed, lobbyists, professional politicians and some of the money contributions.

Now, our democracy is largely based on the principle of money talks, representation walks. Our government is largely beholden to the highest bidder. He or she who raises the most money almost always wins, and where do contributions come from? To whom are the favors owed? You know the answer: business and the wealthy and, of course, not only American wealth, but often foreign interests.

Strict limits will ensure that legislation affecting the American people will become law based on merit, not on favors owed. Is any American billionaire able to cast more than one vote? Should he or she have any greater voice than anyone in this room? Is any corporation able to cast even a single vote? Can any foreign interest cast a single vote? No, no, no and no.

Brothers and sisters, vote for this resolution then go home and work for campaign finance reform. Level the financial playing field and return the government to the people. Thank you. (Applause)

PRESIDENT BAHR: Microphone 3, Delegate Fletcher.

DELEGATE BRIAN FLETCHER (Local 6320): I had the great honor of representing the state of Missouri and CWA, a little over a week ago, at the National Democratic Convention in Los Angeles. I was pleased to hear Vice President Al Gore address the delegates and he mentioned that his top legislative priority after being elected the next President of the United States would be campaign finance reform.

It is long overdue that the working men and women and the poor have an equal opportunity to run for public office. You look at the current Congress and the Senate and you see that over 20 percent of those individuals are millionaires. That is not a true reflection of the world that we live in.

This is definitely needed at this time. I am glad that I am a part of CWA and that CWA is in the forefront of campaign finance reform. I am pleased to know that until this reform takes place, we will continue to work hard to raise the money that we need to combat the wealthy people of the United States.

With that in mind, let's help our next President, Al Gore, with his number one legislative priority as President with true campaign finance reform. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Cawdrey.

DELEGATE RON CAWDREY (Local 9400): President Bahr, Sisters and Brothers: Campaign finance reform is long overdue. We have seen that money has won political campaigns the vast majority of the time. We have heard, as the late Jesse Uhrh, past Speaker of the California State Assembly, liked to say, "Money is the mother's milk of politics." We know this is true, and those candidates who raise the most money usually win their election.

Our political system seems to be governed by the Golden Rule—he who has the gold makes the rules!

This is not right and we are long overdue for real campaign finance reform. We need a

President Gore and a Democratic Congress who will pass a fair and reasonable campaign finance reform.

This is not too much to ask for; it is the right thing for our country and the working families of America. We should have T.V. debates, plus free and equal radio and television access for all bona fide candidates to find out where they stand on all of our issues.

Brothers and sisters, please join with me by supporting Resolution 62A-00-3, Campaign Finance Reform. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Gosiger.

DELEGATE JOE GOSIGER (Local 7019): I am from the proud State of Arizona, which voted in 1998 for the Clinton/Gore ticket. This was a proud moment for me, because since 1948 we voted for the other party's presidential candidate. And in 2000, we will again proudly deliver our state to the Gore/Lieberman ticket. (Applause)

With that, we will deliver to the White House a man and a Democratic Congress committed to true campaign finance reform, not a one-sided reform proposed by some members of the other party.

Brothers and sisters, like my state's maverick Republican Senator John McCain, I speak for millions of Americans. We want real campaign finance reform and we want it now. Even though I have never voted for Senator McCain and rarely agree with him, every now and then even misguided people get it right.

So for Senator John McCain and supporters of real campaign finance reform, I rise to support this resolution. In November we need to vote Democratic and sweep into the White House Al Gore and a Democratic Congress, both houses. This will allow Senator McCain and our next President, Al Gore, to receive their wish—real campaign finance reform. Thank you. (Applause)

PRESIDENT BAHR: There are no other speakers wishing to be heard. Before us is Resolution 3. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. The resolution is adopted. (Applause)

On Microphone No. 1, Delegate Riffe.

DELEGATE RAY RIFFE (Local 3607): I would like to make a motion that we read the Resolveds only from the Resolutions Committee.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the motion. It has been seconded. There is no one at the microphone. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the Committee.

CHAIR CUMMINGS: Thank you, Mr. President. The Chair would like to recognize George Melton.

DELEGATE GEORGE MELTON (Local 3616): Would the delegates please turn to Page 4 of the Resolutions Committee Report? I will read the Resolveds of Resolution 62A-00-4, Rebuilding Labor Activism for Universal Health Care.

RESOLUTION 62A-00-4

REBUILDING LABOR ACTIVISM FOR UNIVERSAL HEALTH CARE

We begin the 21st century in the midst of the longest economic boom in U.S. history, and yet the its health care system remains plagued with serious problems. Indeed, some of the issues we fought so hard to solve during the health care reform battle of the early 1990s are actually getting worse: the cost of health insurance is escalating at unprecedented rates, millions more of us lack access to necessary care and the quality of care is in jeopardy.

The cost of health insurance is rising again at double-digit rates—between 9 percent and 12 percent. Not only is the actual increase troubling, but the increase relative to overall inflation is disturbing. In the '90s, premiums rose at about twice the rate of overall inflation. Now premiums are rising four times faster than the rate of inflation (estimated to be about 3 percent for the year 2000). These trends are expected to continue for the next three to four years.

In spite of a long period of minor premium increases from 1994 through 1997, the number of uninsured Americans grew by about a million a year over the past decade. Today, 44 million

have no health insurance coverage. The predicted premium hikes for 2000 and beyond can only exacerbate that problem. Rising premiums could force many more employers to drop or cut coverage and many more individuals to go without insurance protection. Some experts estimate that a 1 percent increase in premiums results in a loss of health insurance coverage for about 300,000, in addition to the baseline loss of coverage for one million. If premiums rise as high as 12 percent, we can expect an additional 655,000 people to lose coverage.

At the same time that coverage is declining and insurance costs are rising, the quality of care remains uneven. This year's report by the World Health Organization ranked the U.S. health system number 37 out of 191 countries. The fact that so many in the United States are uninsured is one reason for the low ranking, but there are other factors just as disturbing. Even though the U.S. outspent all other countries, at 13.7 percent of Gross Domestic Product, our healthy life expectancy is 4.5 years less than other countries like France, Austria and Japan. We also scored poorly in health care responsiveness, including treating patients with dignity and giving them prompt attention and a choice of doctors.

It would seem as though the transition of our health insurance system from a fee-for-service system to a for-profit managed care system helped to hold down cost increases for the short term, but that success may have had negative impacts on the quality of care. Consumers and providers alike feel abused by managed care plans that try to constrain health care spending by holding back on covered services. Hospital workers are squeezed as managed care plans and Medicare cut down on reimbursement rates in order to cut costs.

Unfortunately for both workers and patients, that squeeze is most often applied to health care workers. Staffing at the hospital bedside is declining, and the ability of health care workers to provide quality care to patients is compromised. Several states are experiencing critical nursing shortages. On a daily basis, as more patients use the emergency room as their point of entry into the health care system, RNs are struggling to treat more and sicker patients.

All these points support the notion that another health care crisis is emerging. It shares many of the elements of the crisis we faced a decade ago, and yet the battleground is different: managed care has transformed the health care delivery system into a cost- and profit-conscious industry. Health care workers are feeling the clamp of cost constraints more intensely than a decade ago. These new dynamics will change the nature of the debate and the consequences of inaction.

Finally, the federal budget surplus totals hundreds of billions of dollars, yet our national leaders continue to shy away from a commitment to universal coverage, attempting to show concern by implementing what are in actuality ineffectual incremental reforms. The nation must not let failure to achieve a comprehensive universal health care plan haunt future attempts to do what is right and necessary. If our elected leaders are afraid to act, we must make them bold.

RESOLVED: That the Communications Workers of America make the struggle for universal health care a centerpiece of our work, and help to foster a rebirth of labor activism around universal health care.

RESOLVED: That the Communications Workers of America begin anew an education program to raise member awareness of the issues plaguing our health care system and to begin to mobilize for an effective solution. The union's education program should draw on the knowledge of our health care worker members as well as the experience of our other bargaining units.

RESOLVED: That the Communications Workers of America national and local unions participate in Jobs With Justice efforts and those of other coalitions fighting to win a universal health care system that works for patients, health care workers and communities.

Mr. President, the Resolutions Committee moves adoption of Resolution 62A-00-4, entitled Rebuilding Labor Activism for Universal Health Care.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the recommendation. Seconded from the floor. On Microphone No. 3, Delegate DeVinney.

DELEGATE PAT DeVINNEY (Local 1168): I am President of Nurses United CWA 1168 in Buffalo, New York, representing over 5,000 health care workers. I rise in support of this resolution.

The health care system in this country is breaking down dramatically and severely. This

is of extreme importance to labor since it impacts all our memberships. In its historic BU units, CWA has done a wonderful job ensuring health coverage to its members from the birth of their children to their own deaths. CWA also has worked diligently to maintain costs and manage health plans.

However, I submit to you that health insurance no longer equates to the provision of quality health care. Since 1993, we have been living with corporate health care where the financial bottom line and profit-making fully dominates and supersedes access to and the quality of patient care services.

The outcomes of corporate health care are: 45 million mostly working people are uninsured; 40 percent of personal bankruptcies are due to medical bills; hospitals can only hope to recoup 30 cents on each dollar spent to provide their deserved care.

HMOs take 26 cents of each of your premium dollars and keep it for themselves. HMOs change their rules daily to confuse the process and delay payments to the providers of health care changing the health care work force from 18 to 30 percent.

HMOs have taken over medical decisions. HMOs have squeezed their reimbursements unmercifully, forcing mergers and devastating good and proper health care facilities.

To top it off, the federal Balanced Budget Act of 1997 is completing the devastation of health care workers and the community. We are in year three of a five-year plan of cuts in Medicare reimbursement. Each year the cuts increase dramatically. Quite frankly, we don't know how we will survive.

Our working lives in health care are dependent on reimbursements to our employers for care and services. The result is a living hell for health care workers. Staff levels have been reduced to the point where it is impossible to physically provide care without cutting corners and having incredible potential for error. Health care workers find it difficult to tell you the near misses and the very tragic mistakes that happen, praying they are not next in line. Health care workers are leaving their chosen professions.

The average age of the RNs in this country is 48. There are severe shortages of technicians and nursing aides, because no nurse will encourage a younger generation to enter the field because it is too dangerous. Nursing schools are closing.

As health care workers are forced to make the decision to leave, their pensions are penalized. Very, very few health care workers can make it to age 62. There is virtually no retiree health insurance for health care workers in the private sector.

The remaining health care workers are experiencing permanent disabling injuries due to dangerously inadequate staffing.

The outcome to the community is just as devastating. Necessary admissions to hospitals are delayed. Patients are discharged too soon and often alone and in overwhelming circumstances because home care reimbursements and approvals are becoming out of the question.

Patients wait in ERs 12 to 24 hours for a bed. Patient surgeries are delayed. Alert patients have the ultimate humiliation of having to urinate or defecate in their beds, because there are just not enough staff people. Too often there is only one nurse's aide to care for and put to bed 40 patients. This list goes on and on.

Health care workers are frustrated and angry at their employers, and are also frustrated and angry at their unions, because they look to us to solve their problems. We always did before. But this issue is bigger than all of us. It is bigger than the employer. It is bigger than the bargaining table.

I am not here to complain or even to ask for more money, because I believe there is enough money. It's a matter of redistribution of those monies. I am here at this convention to convince my union brothers and sisters whose legacy is rooted in social and economic justice to restart the machine of change for the health and well-being of all people in this country.

We need fundamental change in the financing structure of health care. It is plain and simple. We are the only industrialized country in the world without a national health plan. We must have a national health plan. We have no choice.

I ask you, my union sisters and brothers, to support this resolution. Thank you.
(Applause)

PRESIDENT BAHR: On Mike No. 3, Delegate Bauch.

DELEGATE BARBARA BAUCH (Local 1133): We represent 2000 health care workers at Mercy Hospital in Buffalo, New York. I rise in support of this resolution. Brothers and sisters, we come to ask for your support of Resolution 62A-00-4 as patient advocates. As health care workers, we are the natural advocates of our patients.

If you traced the roots of our CWA health care organizing campaigns, you would see that patient care was at the top of our issue list. We understood that the only way we would be able to advocate for our patients would be to first help ourselves. So we came to this great union and you accepted us, gave us the resources we needed, and sent us out to do our jobs.

Well, we are back again, this time as close to defeat as we have ever been. Our industry is being ravished by a virus called managed care. As federal and state agencies divest themselves of the burden of keeping our nation well, as insurance companies grow rich on the backs of the weak and the ill, we come back to you once more for what we need to help rebuild our strength so that we may continue to advocate effectively for our patients.

We need you to understand our current health care system is collapsing upon itself, fueled by the presence of over 45 million Americans without health care insurance. We need you to understand that having health care insurance does not guarantee you will receive adequate health care.

We need you to join us in the fight to create the vaccine that will cure our failing health care system. That is a universal health care system that will provide health care to every American from birth through long term care.

Finally, we need you to understand who our patients are. They are not nameless, faceless entities. One might be a friend or a loved one of yours, and one might be you. None of us is immune to the bite of the managed care virus. We are all potential patients.

Join us in making the struggle for the "cure," a universal health care system, a centerpiece of our work, and join us in helping to foster a rebirth of labor activism around universal health care.

Join us in beginning an education program to raise member awareness of the issues plaguing our health care system. Join us in beginning to mobilize for an effective solution.

Participate with us in Jobs With Justice, and other coalitions fighting to win a universal health care system that works for patients, health care workers and communities. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Henning.

DELEGATE WILLIAM HENNING, JR. (Local 1180): I rise in support of this resolution, that puts the struggle for universal health care back on the front burner where it belongs.

Even those of us with good employer-paid health insurance know our health care system is on the critical list. How many of us have struggled with the reality that once our children reach the age of maturity and are no longer covered by us as dependents in our plans, they are less likely to enjoy coverage on their own?

We now have a patchwork which covers too few people, costs too much, and restricts our care. We need to replace that patchwork with a system that is truly universal, one that covers everyone, covers everything and provides choices.

Let me just address the issue of financing. Suffice it to say, this country spends a larger portion of its gross domestic product for health care than almost any country in the world. We do not need to increase what we spend, which is currently at \$1.213 trillion. There are a variety of ways of funding health care for all of our people that would be both more equitable and more efficient.

Under the Just Health Care scheme, proposed by the Labor Party and being discussed seriously by such groups as the Association of State Green Parties, and the Physicians for a National Health Program, such financing is feasible.

Combined federal, state and local governments would continue to contribute the same amount they currently pay for Medicare and other federal and state programs. That is \$533 billion and change. We would propose a modest tax of 3.303 percent on each employer's payrolls. This would be substantially less than what most employers pay now for health insurance.

The other way of reaching that total dollar amount would be by increasing income taxes on the wealthy. Between 1992 and 1995 alone, the wealthiest one percent of Americans saw their household net incomes rise about seventeen percent, while the bottom 40 percent saw a

drop of nearly eight percent.

By proposing an extra five percent income tax on taxpayers with average incomes in excess of \$183,000, we could also impose a ten percent income tax on the richest one percent, something they could easily afford. That would fund it.

A tax on stock and bond transactions would not be even noticed by those who make those transactions— a tax of one-half of one percent. It would be minimal for them, and especially for the people who hold on to those stocks and invest them for the long term, but it would penalize the people who are in it just for speculation. That would have a dual purpose.

There is a \$100 billion surplus. The Democrats and the Republicans both want to spend it in ways that are not necessarily going to be fruitful for us. We could use the budget surplus. We could close the corporate tax loopholes.

All of these things would advance the cause of universal health care. These are just meant to be examples of the kind of financing that we can perform. What we need now is the political will to do it.

I urge you to vote this resolution up. Thank you. (Applause)

PRESIDENT BAHR: We have a motion to close debate, but I would ask you, I took Bill out of turn in error, and I would like to go back and get the next speaker, who should have been recognized before. So with your concurrence, on Microphone No. 3, Delegate Kirk.

DELEGATE KENNETH KIRK (Local 9423): Thank you, President Bahr. I rise in support of Resolution 62A-00-4 for universal health care.

Here in America, while many enjoy the fruits of renewed economic prosperity, millions of Americans are denied access to necessary health care.

Even those of us fortunate enough to have access to health care are facing an unreasonable escalation of costs and a continuing erosion of quality in the current "for profit" health care system.

Today, in the United States, 44 million people have no health care coverage, and that number can only increase as health care premiums continue to rise in this current "for profit" system.

Here in the United States, we spend more on health care than any other country on earth, at 13.7 percent of Gross Domestic Product. And yet, the World Health Organization ranks the United States' health system 37th out of 191 countries.

It is time to put a stop to this "for profit" system that abuses both patients and health care workers in order to deliver more money to the bottom line of the HMOs and insurance providers instead of delivering the quality health care that all Americans deserve.

I call on all delegates to support this resolution to join our brothers and sisters from other labor unions to mobilize and educate all our members on this critically important issue. We must stand together and fight to win a universal health care system that works for all of us.

PRESIDENT BAHR: Since no other delegates care to speak, we do not need the motion to close debate. Before the convention is Resolution No. 4.

All those in favor indicate by raising your hands. Down hands. Opposed, by like sign. It is adopted (Applause)

It is time now, if you will all take your seats, for the convention photo to be taken.

. . . The Official Photograph of the 62nd Annual Convention was taken . . .

PHOTOGRAPHER: This very same camera took the official photograph of the Democratic National Convention two weeks ago.

You can see a copy of this photograph tomorrow morning when you come to the hall. I thank everyone. Good luck to you.

PRESIDENT BAHR: The Chair recognizes the Secretary-Treasurer for some announcements.

SECRETARY-TREASURER EASTERLING: I have a very important announcement. Those of you who attended your district meetings yesterday know that the Hilton Hotel was very kind in offering shuttle services to and from the convention for people who are handicapped or suffer from some physical disability.

That has not been the case with the other hotels. I am sure it is the Hilton because we are solidly inside that hotel, so they are doing everything to accommodate us.

However, if any of you are in another hotel, we will try to accommodate you in some other

fashion. So if you would just be so kind as to give the sergeant-at-arms your name, your local number and your hotel, we will try to make some arrangements. Your room number at the hotel would help as well, and they will be in contact with you.

Also, those of you who have been out among the vendors, today you will find the National Women's Political Caucus no longer has a booth there. We warned them several times. They not had only non-union materials, but they also had a lot from Third World countries. They refused to remove it. We removed them. (Applause)

The St. Louis CWA City Council will once again be collecting soap, shampoo, etc. for the women and men at the Mary Ryder Home for low income residents. They will have boxes for these items in the District 6 section, and you are supposed to use those in your room very sparingly and bring the rest to them. Thanks. (Applause)

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

. . . The Convention recessed at 11:55 a.m. . . .

MONDAY AFTERNOON SESSION

August 28, 2000

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

. . . Prior to the opening of the convention, the delegates were entertained by music from the Freedom Song Network . . .

PRESIDENT BAHR: Would the delegates take their seats please?

Join me in thanking the Freedom Song Network for their great performance. (Applause)

Please know that Pat and Reed are CWA members. (Applause) They will be performing tonight at the rally for Hillary Clinton, so we hope to see you all there.

The Chair recognizes the Secretary-Treasurer for some greetings.

SECRETARY-TREASURER EASTERLING: The following greetings were received:

"Dear Morty:

"It is a privilege to welcome the women and men of the Communications Workers of America on the occasion of the 62nd Annual Convention. I send my congratulations and appreciation to all your members for your many years of impressive service to America's working families, and I wish I could be with you in person.

"CWA has a proud history of fighting for the rights and dignity of our working women and men. I am proud to stand with you on issues critical to our nation's future—preserving Social Security and Medicare—enacting fair prescription drug coverage—increasing the minimum wage—guaranteeing a safe and healthy workplace for every worker—and preserving the basic rights of all union members.

"Together, we have won many worthwhile victories. But we must continue to be vigilant against the efforts of those who seek to dismantle the progress that the labor movement has fought so hard to achieve. I know that CWA is willing and able to meet those challenges. With your strong support, we will continue to turn back those who oppose basic rights and dignity in the workplace. We will do all we can to see that workers across the country receive their fair share of the nation's economic prosperity.

"I am proud to stand with you in our ongoing efforts in Congress and across the country to advance the rights of workers and their families. I look forward to continuing to work closely with you in the years ahead.

"With warmest wishes to the Communications Workers of America for a successful convention.

"Your friend,"

s/Edward M. Kennedy (Applause)

"Dear Morty,

"It is my pleasure to congratulate the Communications Workers of America on your 62nd National Convention in Anaheim. I hope all of you enjoy this wonderful opportunity to meet nearly 3,000 brothers and sisters from across the United States.

"As we confront the challenges and battles ahead, my colleagues and I rely on the grassroots organizing strength of CWA. Your union is an indispensable partner in the fight for economic justice, as we strive to restore a Democratic majority in the House of Representatives.

"Morty, you and Barbara Easterling are among the most progressive labor leaders in the country and I hope that I can continue to count on your advice and counsel as the leader of the Democratic membership of the U.S. Congress.

"I know that this meeting will be a success and I hope that your memories of this week are those of an enjoyable and productive convention.

"Sincerely,"

s/Richard A. Gephardt

Democratic Leader

U.S. House of Representatives (Applause)

PRESIDENT BAHR: I have an announcement for you. Local 1033 has withdrawn its appeal to this convention concerning the jurisdictional dispute with Local 1032. It does so in order to attempt to correct some information which Local 1033 believes was factually incorrect.

The CWA Constitution grants a local a full 30 days to lodge a jurisdictional appeal. The Local's appeal rights are still intact under our Constitution and can be appealed at our next Convention. Therefore, the jurisdictional dispute will not be before this Convention.

Please join me in welcoming Executive Vice President Larry Cohen for his report.

(Applause)

EXECUTIVE VICE PRESIDENT LARRY COHEN: Good afternoon. This is from our web site, from the Verizon fight, thanks to Cyber Spider, one of our members.

. . . The CWA web site was displayed to the delegates, accompanied by the song, "We Will Rock You."

EXECUTIVE VICE PRESIDENT LARRY COHEN: Okay, pretty amazing. Morty mentioned that, sending e-mail to thousands of striker supporters around the country. This is just a striker who did this website and sent e-mails to thousands of people and then we spread it to thousands more. I think it's an example of how we can use the power of a new technology that is not just for our bosses, but we can figure out how to use it. We can figure out how to make connections. We can figure out how to build our union through it.

One out of six of us here was directly involved in the Verizon strike. The experience was intense. Much of that intensity remains. As Morty said earlier today, it was amazing and changed the landscape for all of us, no matter where we bargain.

And we remember other strikers earlier this year at Ohio State University, where our public sector members were on strike for several weeks, again winning a breakthrough contract supported by the community, supported by students there and changing the landscape at Ohio State for years to come.

And two years ago, the U S West strike and five years ago the Detroit newspaper strike, which still goes on. Most of us here are faced with management who want to eliminate our union and collective bargaining— most of us. Ask our members that are here from AT&T or Sprint or at nearly every newspaper, at Disney, ABC or GE or GE/NBC.

Even here in California's public sector, it has taken us years to negotiate first contracts for our three bargaining units and 10,000 represented technicians and researchers at the University of California. Each one of us here has a vision for our future, dreams of what might be.

Part of that vision is about work, about our careers, about our living standards, about our families. And the management at Verizon, Qwest, Disney, University of California, and GE have an agenda. They have an agenda and a vision that continues to diverge from our vision at lightning speed. Our successful strike at Verizon demonstrates that our vision is not lost; that our dreams are not futile.

I work with an amazing group of people in DC and across this union. Our goal is to connect the various programs of the union to help build stronger CWA locals, to build power for CWA members. These programs include: civil rights, education, training and career development, mobilization, organizing, health and safety, and our international work.

Civil rights: Later today you will hear from our Committee on Equity. They will outline for us a new direction for our civil rights program, balancing a focus on internal change with activism in our workplace and communities. CWA locals must cherish equity but move even further towards celebrating our multiculturalism. Our focus is to identify and link thousands of CWA civil rights activists by getting them signed up in our civil rights network. Then they can gain support from others across the union involved in the same groups in other communities, and at times

connect that work to CWA campaigns. So far, 500 CWA civil rights activists have signed these cards, linking them to each other through e-mail and through web sites. The Committee on Equity is challenging us and asking for our help in doubling that number to 1,000 CWA civil rights activists identified this way by our next convention. (Applause)

Education: Our emphasis continues to be on education at the work site. This year we issued a new guide for locals, fittingly entitled, "Conducting a Successful Strike," and another, "Being a Steward in a Workplace Without A Contract." We have hundreds of stewards now in workplaces where people are fighting for first contracts, and we need to think about how we do that work as well.

Training: We are now operating five training centers and a distance learning program, all designed to increase our members' skills in areas such as networking and cabling. We are also doing joint training programs with several of our largest employers with negotiated benefits and joint sponsorship.

Mobilization: We have updated the mobilization manual with new stories of what is working well, stressing the links between structure and organization, education and action.

Organizing: Strength in numbers, building power by increasing the number of locals joining our organizing network, and committing to organize 100 or more new members a year, and building our clout and power when those locals add new units with new stewards and mobilizers.

Health and Safety: Building confidence on the job that we know our rights, networking health and safety activists—again through a sign-up card, e-mails and regular website postings—and training around the country on ergonomics and other issues. We want to encourage all of you to send your health and safety activists to our national conference in Philadelphia, September 17-20, as we update our skills in workshops and discuss new directions.

International: Building global alliances with other unions at our same employers and industry groups to offset the corporate view that globalization means cutting jobs and cutting out unions. Building international solidarity through our worker-to-worker program, and signing up international affairs activists in our network then linking them through e-mails and coordinated electronic and other actions.

How do we do all this? In one word, together. We do it by adding activists in new areas to our local unions, by broadening our capabilities. Let's look at two examples. Morty mentioned them earlier today.

First, our enormous effort to help block the Sprint-WorldCom merger. Together, this year we helped stop the largest merger in corporate history—\$125 billion. It was bad for our members, for unorganized workers and for communities around the world, but how did we help stop that merger?

Every effort must begin with the mobilization and education of our own members. There are no accomplishments or victories unless they are in the hearts and minds of our members.

Working at Sprint is tough for our 4,000 CWA members there. Sprint management for fifteen years has fought us on health care benefits, job security, and viciously attacked Sprint workers when they organized. Many of us remember the battle at La Conexion Familiar, whose workers spoke to us during the middle of the fight, led by Local 9410 in San Francisco. (Applause)

That's right. We don't forget.

Management closed the facility one week before the NLRB election and moved the work, knowing there would be an overwhelming yes vote for CWA. Sprint management displays their anti-union values every day, and WorldCom is worse.

At WorldCom, based in Clinton, Mississippi, there are no union members, no collective bargaining. CEO Bernard Ebbers rules with an iron fist. Most work is contracted out. Their customer focus has been on business. They have no universal service obligations and little accountability to utility regulators.

The company was headquartered in Jackson, Mississippi, but when confronted by elected officials and civil rights leaders about a range of employment discrimination issues, Ebbers moved the headquarters to Clinton, a suburb where the conservative political climate and nearly all white population fit in better with his views.

So, across the country we worked with our Sprint locals distributing educational materials

and holding workplace discussions on the WorldCom merger. Then our Sprint members and their supporters distributed information against the merger at Radio Shack stores, Sprint's partner in selling Sprint Wireless all over the country.

There we were at Radio Shack stores telling the story of who would benefit from their merger. We contrasted our support for hometown jobs and rural services with the WorldCom commitment to cutting jobs and only focusing on multi-national corporate customers.

And then, Local 3680 President Rocky Barnes went to Brussels, Belgium, along with International Affairs Director Eduardo Diaz and Suman Ray from Research to push for the opposition of the European Commission to the merger.

Working through UNI, Union Network International, we had allies in unions in Greece, Portugal, the United Kingdom, and nearly every member country in the European Parliament.

Rocky was there to tell the story from a worker's point of view. The members of Parliament listened, and a month later European opposition to the deal was a critical element in killing it.

Meanwhile, back in the United States we worked with institutional investors, such as pension funds in California and New York, to gain support for a shareholders resolution regarding WorldCom governance submitted by CWA. We had a delegation of CWAers attend the WorldCom shareholders meeting, including Brenda Scott, President of Local 3570, Mississippi State Workers Union, along with Mississippi State Representative Jim Evans, a long-time civil rights leader and keynote speaker at our Civil Rights Conference earlier this year.

Brenda and Jim spoke about WorldCom's civil rights record and its total disregard for workers' rights. Amazingly, our shareholder resolution passed, demonstrating the power of CWA members, civil rights groups and institutional investors when they work together. (Applause)

That story is a long one, building power first among our members through education and mobilization, then using our civil rights research and policy capabilities, as well as our international work. We built power for CWA members, and we helped block the evil WorldCom empire from expanding further.

AT&T provides another example of piecing together various strategies as we fight to keep the company union. In this case we have our base of 30,000 members in AT&T long distance, AT&T network, joining with organizing locals across our Union, and unorganized workers at A&T broadband and cable, wireless and local services.

At last year's convention we celebrated our first organizing win at AT&T local services. More than 100 new members in Mesa, Arizona, joined CWA Local 7050, in the first election under our neutrality and consent election agreement. (Applause)

Soon after the Convention, Local 3112 in West Palm Beach, Florida, organized our first AT&T wireless unit (applause), winning an election for over 100 call center workers.

Then came the first new broadband unit, with Local 7601, in Gillette, Wyoming, joining our 200 AT&T cable members at Local 9415, here in California, (applause) followed by 10 more broadband units, mostly in rural America, including Montrose, Colorado; Gallup, New Mexico; Clinton and Iowa City, Iowa; Casper and Rawlins, Wyoming, all in District 7; Ocean City, Maryland, in District 2; and Hannibal and Springfield, Missouri; Dallas, Texas, in District 6; and five more at local services plus 15 more campaigns, where we built majorities, filed for American Arbitration Association elections, only to see orchestrated campaigns by AT&T against CWA representation and violation of our agreements result in election losses.

More than 40 locals in our district in this union have been active in carrying on this incredible effort. Nearly half of them in District 7 alone. (Applause)

Would all these locals please stand up. Stand up, everybody who has been involved in organizing at AT&T, stand up. (Cheers and whistles)

Stand up if you have been involved in organizing at AT&T, as we recognize you for your extraordinary effort of battling to maintain union representation at AT&T, the birthplace of our union.

As we continue the campaign at AT&T in the coming year, join with us, our new members at AT&T and leaders from the unorganized units.

This effort also involves aggressive bargaining like we have seen in the last few months, as we negotiated first contracts in Mesa and West Palm Beach, Florida, and a breakthrough agreement for Local 9415 (applause) in which AT&T cable members for the first time negotiated

full inclusion for union members in the 401(k) pension plan, (applause) and in the process completely smashed a deceit effort instigated by management. (Applause)

As Morty mentioned, John Malone, the former chairman of TCI, the world's largest cable company, and now AT&T, where he is the largest shareholder and member of the board of directors, is attempting to change the direction of AT&T and gain control of the board.

We will rally our entire union as we attempt in the weeks ahead to chart a better direction for AT&T, building alliances among our own member shareholders, institutional investors, consumers and regulators. Together, integrating our bargaining, mobilization, education, civil rights, international and organizing strategies and whatever else we can use to build power for CWA members.

Building stronger locals as we broaden our leadership in each local by identifying new leaders in health and safety, or civil rights and linking them up with mobilizers and organizers.

On the organizing front, we have launched a new program to help locals develop full-time local organizers to lead their organizing programs, sharing the cost with them. In just six months, there are already eleven new fulltime organizers with more coming as we expand the program this year. (Applause)

And led by District 2, other Districts are now establishing District organizing task forces of local leaders, working with organizing coordinators, other staff, and the District V.P. to figure out what is working well in their District, and encourage other locals to get on board.

In the past year, we have added more than 20,000 members to our union, (applause) led by the 19 locals we will recognize in a few minutes. Nearly 2,000 new members at Cellular One, and other SBC wireless companies, (applause) as we demonstrate that wireless will be union.

Nearly 2,000 new health care members in Buffalo, New York alone, as Locals 1122, 1133, and 1168 all continue to make Buffalo a health care union city. (Applause)

And only last week a smashing victory in Tucson, Arizona, where Local 7026 won an election for 1,500 city workers in a multi-year effort. (Applause and cheers) So join us in building a stronger CWA local, increasing the power of our members.

Develop a plan for your local for the coming year, stronger mobilization, better education, identifying leaders in civil rights, health and safety, or international affairs, joining the organizing network or adding a full time local organizer, as well as other key union programs like political action.

Our achievements in the past year have been enormous. The challenges for the next year are just as great. But by building stronger locals we build power for CWA members and we ensure that our dreams and our agenda for the future can be a reality.

I will close with an e-mail I received just on Friday from a high-tech worker in LA. He wrote:

"Congratulations on the big Verizon win. It's pretty inspiring. I'm working at a dot.com and have been talking union to various people for a few years, and it's getting pretty close to the time when it'll happen at dot.coms. Maybe it's five years off . . . anyway, your strike was inspiring and you deserve a round of applause. John from LA." (Applause)

If John can work for a union for five more years, think what we can do together. As we said on the Verizon picket line, we will keep building our union for as long as it takes. We will never give up. We will stand for justice and we will win. Thank you very much. (Applause and cheers)

PRESIDENT BAHR: Thank you, Larry Cohen. After all these years, he continues to inspire me.

As we recognize a group of locals for special success in our organizing program, we should remember that local union effort is the key to our success. There are additional locals and additional campaigns that are not receiving these awards, where we were not successful, or where the minimum goal of 100 new members 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 honor 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 200 locals have received this award at least once. Many, including several we will honor today, have received this special recognition several times.

Each local will receive a \$1,000 organizing subsidy, as well as an award 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.

. . . As each of the recipients came to the stage, they were presented with a plaque by Executive Vice President Cohen . . .

Local 1032, Trenton, New Jersey. They organized 79 Middletown crossing guards, 53 airport taxi dispatchers at Unique Security, 35 Borough of Bloomingdale employees, 25 Bloomsbury Township employees, and 15 supervisors employed by Burlington Township. (Applause)

Local 1040, Trenton, New Jersey, organized 49 professional employees at Atlantic City Division of Inter-Generational Service, 30 Office and Professional Employees at Carriage House Manor Nursing Home, 14 dispatchers at Ford's Fire, 30 nurses at Leisure Chateau Care Center, and 17 nurses at Madison Care Center. (Applause)

Local 1122, Buffalo, New York, organized 194 Cellular One customer service workers, 20 drivers at VNA of the Kaleida Health System, and 30 pharmacy technicians at Advanced Home Care. (Applause)

Local 1133, also of Buffalo, New York, organized 122 nurses and schedulers at McAuley-Seton Home Care. (Applause)

Local 1168, also of Buffalo, New York, organized 492 nurses and 310 technical workers at Kaleida Suburban Hospital, and 482 technical workers at Kaleida Gates Hospital. (Applause)

Local 1298, Hamden, Connecticut, organized 500 wireless workers at SBC Cellular One in Boston. (Applause)

Local 2108, Landover, Maryland, organized 505 customer service workers at Cellular One. (Applause)

Local 3112, West Palm Beach, Florida, organized 120 employees at the AT&T Wireless Call Center.

Local 4034, Grand Rapids, Michigan, organized 109 technicians at 14 telecom firms. (Applause)

Local 4340, Cleveland, Ohio, organized 40 independent newspaper carriers, 15 Cleveland paramedics, 14 AT&T local service techs, 16 public workers, and 53 technicians at ten telecom firms. (Applause)

Local 54042, also in Cleveland, Ohio, organized 39 producers, directors and associate producers at Channel 8, and 110 television technicians at Channels 19 and 43. (Applause)

Local 6215, Dallas, Texas, organized 366 wireless workers at SWB Mobile. (Applause)

Local 7026, Tucson, Arizona, organized 1,500 Tucson City workers. (Applause)

Local 7077, Glendale, Arizona, organized 86 officers at the Scottsdale Police, and over 100 officers from six other municipalities. (Applause)

Local 9400, here in Los Angeles, California, organized 400 Service and Maintenance employees at San Manuel Casino. (Applause)

Local 9414, Chico, California, organized 63 Butte County professional employees, 25 Valley Oak Children's Services employees, and 18 Catalyst Women's Center workers. (Applause)

Local 9576, Santa Barbara, California, organized 474 part-time faculty at Allan Hancock Community College. (Applause)

Local 39521, San Francisco, California, organized 350 court interpreters. (Applause)

Local 30213, Toronto, Ontario, organized 100 editorial employees at TV Ontario, and 700 movie and television extras. (Applause)

Now, this year, we are adding recognition for those locals that have won this award five times or more. That's five years in the last ten when they have added 100 or more workers in new units. If these locals can do this consistently, more locals can join them. We are designing a pin for those locals to wear at CWA events. This is not just recognition. It is critical for our survival. Each of these locals will receive a \$5,000 check for their organizing program. Join me in recognizing them and work toward joining them.

Local 1032, seven years; Local 1040, seven years; Local 1168, five years; Local 4340, seven years; Local 9400, seven years. (Applause)

I would like the presidents of three more locals that have reached this award based on their work in previous years to join me on the platform.

Local 1120, five years; Local 6186, five years; Local 7777, five years. (Applause)

So join me in recognizing the accomplishments of all of these locals on the platform. And next year, hopefully all of you will be up here. (Applause)

It's quite evident that the locals standing up here before us are building the future of our union. We have been talking about strengthening the consistent capacity of CWA locals to build our union by developing skilled organizers and as many locals as possible. That is key to success for all of the locals that have received the \$5,000 award, for five or more years of organizing success.

Now, this brings me to the point in our program where it is time for me to present the President's Annual Award for Organizing Excellence. This award was considered by our Founding President, Joe Beirne, to be the highest honor when he established it in 1972. I know Glenn Watts felt the same way, and obviously you know that I do. Organizing new members, which is the basis for our strength and effectiveness, is an even greater challenge for CWA and for all of organized labor than it was 28 years ago when Joe started this.

Normally, I present the President's Award to a local that has won a single long or critically important campaign. This year, however, I am awarding it based on the strength of this local's consistent organizing efforts. Acting on the recommendation from District 4 Vice President Jeff Rechenbach, I am pleased to present this year's President's Award to Local 4340.

Would President Phillips please come forward.

. . . The delegates arose and applauded . . .

PRESIDENT BAHR: He deserves it. Ed, your local embodies all the elements of a successful organizing program. You have had a full-time organizer, Jim Cosgrove, running the local program for years. Jim has your full backing as well as that of your local executive board. Your local has grown by more than 1,000 members since you began your organizing efforts. Jim himself came to your local when you merged with the printers local, and your local has members from virtually every area in CWA including large numbers of public employees. You have not won every campaign, but you have enough projects going to win recognition for many new groups this year.

Your local is a leader in Cleveland Jobs With Justice, and in many cases Jobs With Justice has been instrumental in winning organizing rights for groups that are not covered by our labor laws. You have developed one of the most successful Jobs With Justice workers' rights board in the nation, and enlisting community leaders to pressure anti-union employers. All of these are key elements. Every local can learn from your example, and it is this reason the Local 4340 is the recipient of this year's award.

So, I want to present you, Ed, the plaque that reads: "The President's Annual Award for CWA Local 4340 in grateful recognition of dedicated service as evidenced through whole-hearted acceptance of CWA's growth policy and program and dedicated effort directed toward making that policy effective. Awarded by the President of the Communications Workers of America on behalf of the organization. August 2000." Signed by me. (Presentation - applause)

And then this trophy, which is a replica of the one that stands outside of my office in Washington, it is a replica of Joe's famous Stetson, and the inscription is the same as on the plaque, but Local 4340 will be inscribed on the trophy that is outside my office. (Applause)

Brothers and sisters, Eddie Phillips.

DELEGATE ED PHILLIPS (Local 4340): I am speechless. (Laughter) And I can come up with about 30 seconds worth.

I guess starting way back when Barbara Easterling was teaching steward school, it kind of inspired me to get involved in the union movement, all the way up to the rest of the leadership of CWA—Morty Bahr, Larry Cohen—talking me into being a full-time organizer. And then the full-time organizer Jimmy Cosgrove, what a job he has done. Just absolutely incredible. (Applause)

The leadership and support that I have gotten from Jeff Rechenbach in District 4 has been incredible, always encouraging, even when I was trying to get money from him for organizing. And then, believe it or not, I am going to say something nice about Seth Rosen. (Laughter) I have waited a long time, Seth, to get in this shot.

Seth Rosen has done everything he can to promote and inspire and to work with us, and get us money for our campaigns. So I want to thank the leadership of CWA as well as all the committee that worked so hard. This is very gratifying. Making a quality organizing model a top

priority was our goal, and if all locals would try it, we would do better in the future.

But at this point I am just so speechless, I can't say any more. God bless you all. Thank you so much. (Prolonged applause)

PRESIDENT BAHR: I would like about at least half the audience next year to be up here, instead of being part of the audience. Thank you. (Applause)

I would like to call on the Chair of the Credentials Committee for a supplementary report. Committee Chair.

DELEGATE DON RICE (District 1, Co-Chair, Credentials Committee): President Bahr, delegates and guests. The Credentials Committee would like to submit a supplementary report to the 62nd Annual Convention in Category 2: Credentials properly executed, but late, for Eldridge Fillmore of Local 31128; John Polk of Local 1031. The committee moves that the delegates be seated.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the motion. It has been seconded from the floor. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. The motion is carried. Thank you.

Would the Defense Fund Oversight Committee come to the platform, please? The members of the Defense Fund Oversight Committee are:

. . . As each member of the Defense/Members' Relief Fund Oversight Committee was introduced, the delegation responded with a single clap of recognition . . .

David Layman, President of Local 2204; Mark Ledford, Local 38902; Greg Riemer, Local 4340; James Allen, Treasurer, Local 6215; Dawn Schnickels-John, Treasurer, Local 7200; Chuck Wiegmann, Secretary-Treasurer, Local 9509; Sandy Kmetyk, President, Local 13500; Arthur Cheliotos, President, Public Workers; Bob Lilja, President, Local 1104; and Barbara Easterling, the Secretary-Treasurer.

PRESIDENT BAHR: The Chair recognizes the Committee.

ROBERT P. LILJA (Local 1104, Chair, Defense/Members' Relief Fund Oversight Committee): Thank you, Morty. For the purpose of reading our report, I would like to introduce to you David Layman, the District Representative of District 2.

DELEGATE DAVID LAYMAN (District 2):

Report of the Defense/Members' Relief Fund Oversight Committee

The Defense/Members' Relief Fund Oversight Committee met on December 13-16, 1999, and on May 8-11, 2000, in Washington, D.C. We met again in Anaheim 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. The committee voted to affirm the Executive Board's action to increase the MRF payments to \$300 beginning with the fifth week of an authorized strike. The committee also reviewed the issue of members not on strike who honored authorized picket lines and suffer a loss of wages. We concluded these members should be treated as victims of collective bargaining strategy.

INVESTMENTS

In Anaheim, we reviewed the report from Monitoring and Evaluation Services, Inc. investment consultants, for the first and second quarters of 2000. 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 through March 31, 1999, the fund investments, including mortgages held by the fund, have earned 9.02% through March 31, 2000. They earned 6.8% for the one-year period ending June 30, 2000.

MEMBERS' RELIEF FUND

The balance of the MRF as of June 30, 2000: \$211,712,281

Local mortgage loans held by the MRF as of June 30, 2000 are:

LOCAL 1033	\$796,239.85
LOCAL 1109	343,666.77
LOCAL 1120	68,132.80
LOCAL 2222	249,680.51
LOCAL 2336	357,622.22
LOCAL 3112	86,976.91
LOCAL 4340	1,098,435.98
LOCAL 6171	63,014.50
LOCAL 9000	287,966.71
LOCAL 9400	518,590.85
LOCAL 9400	295,690.67
LOCAL 9415	98,471.76
LOCAL 39052	<u>136,349.00</u>
TOTAL LOCAL MORTGAGE LOANS	\$4,500,838.53

INTERNATIONAL MORTGAGE LOANS

DISTRICT 3	666,830.31
MERCURY BLDG	8,308,480.32
501 3RD STREET BLDG	<u>15,593,744.96</u>
TOTAL INT'L MORTGAGE LOANS	\$24,569,055.59
TOTAL MORTGAGE LOANS	\$29,069,894.12

MEMBERS' RELIEF FUND EXPENDITURES
April 1, 1999 - June 30, 2000

STRIKE RELATED:

<u>Bargaining Unit</u>	<u>Amount</u>
DETROIT NEWS	\$44,028
DETROIT NEWS (TNG)	387,900
DISNEY/ABC*	-17,945
U S WEST	4,000
SNET*	-9,569
LOCAL 4501-OHIO STATE UNIV	900,000
HELENA LABS	<u>282,609</u>
TOTAL	\$1,591,023

(*Advances returned since last year's report)

DEFENSE FUND

The balance of the Defense Fund as of June 30, 2000: \$5,082,422.81
DEFENSE FUND EXPENDITURES

April 1, 1999 - June 30, 2000

STRIKE RELATED:

<u>Bargaining Unit</u>	<u>Spent</u>
DETROIT NEWS	\$44,000
BELL ATLANTIC	14,856
SNET	2
US WEST	17,915
HELENA LABS	1,388
DISNEY/ABC	<u>40,138</u>
TOTAL	\$118,299

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>
NJ STATE WORKERS**	\$23,485	
ALLTEL**	920	
LOCAL 3680 - Sprint Mobilization**	53	
LOCAL 33076 - Knoxville News	15,000	15,000
LOCAL 51024 - WWNY TV	35,600	35,600
LOCAL 51024 - WWNY TV	87,500	15,951
LOCAL 9415 ATT CABLE	200,000	200,000
LOCAL 54043 - WDIV TV	60,000	23,359
SPRINT MOBILIZATION	56,250	55,824
PUERTO RICAN TELE INST	50,000	50,000
LOCAL 51026 WSKG TV	<u>17,000</u>	<u>3,767</u>
TOTAL	\$521,350	\$423,959

(** Prior year's allocation)

RECOMMENDATIONS

1. Raising the cap on mortgages. The committee reviewed the current policy on the maximum amount and percentage of the MRF invested in mortgages. Considering the consistent rate of return and security of these investments, we recommend that no more than 20% of the actual balance of the MRF are used for mortgages, not to exceed \$40 million. We remind everyone that these mortgages are callable in the event the funds are needed.

2. Officers of striking Locals who lose wages. The committee recommends that officers on a local's payroll who lose wages due to a strike shall be entitled to the same benefit as any striker.

3. Members' Relief Fund payout. The committee recommends that the following sentence be added to the end of Part IV D.1 of the MRF Rules: In the event the last week of a strike is not a full week, the payments to the Locals shall be prorated.

Part IV D.1 of the MRF Rules would read as follows: "Commencing on the fifteenth day of a strike, \$200 per striker per week will be provided (subject to availability of funds) for use by the

Local for strikers' assistance. Payments to Locals will end on the seventh day following the conclusion of the strike. In the event the last week of a strike is not a full week, the payments to the Locals shall be prorated."

COMMENTS

The committee wishes to congratulate the leadership, delegates, and members of our union for the wisdom and foresight to establish the Members' Relief Fund. This year nearly 80,000 members hit the streets to demand a fair contract and the right to card check to build our union "wall-to-wall." The \$200,000,000 in the Members' Relief Fund had to weigh heavily on the minds of the bosses as they sat across the bargaining table.

The Members' Relief Fund is not just about money—it's about empowering the rank and file, and our bargaining committees, with the threat and ability to hold out one day longer than the boss. The Defense Fund Oversight Committee believes we must be flexible and ready to engage in the fight with any employer to assure our members the best contracts possible. As part of our bargaining strategy, we continue to support growing the fund, without limitation, to assure a strong and viable fund that can deliver benefits to tens of thousands of members.

Mr. Chairman, the Committee so moves.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have the report. It has been seconded from the floor.

There is nobody at a microphone. All those in favor of the report, and by adopting the report, you adopt the recommendations, signify by raising your hand. Down hands. Opposed by like sign. It is adopted.

Please join me in thanking the members of this committee for another great year's work. (Applause)

Please join me now in welcoming Barbara Easterling, the Secretary-Treasurer, for the Secretary-Treasurer's Report. (Applause)

SECRETARY-TREASURER EASTERLING: Thank you.

As we gather together for our 62nd Annual Convention, our great union's first convention of the millennium, I know you are probably tired of hearing about the significance of the year 2000. It has been done more than once too often. And I know that even if we are next door to Disneyland and close to Hollywood, the last thing you want to hear from me is Mickey Mouse talk. So let's just skip the "Fantasia." After all, this is no Magic Kingdom, and I'm no "Mary Poppins." (Laughter)

Instead, let me get right to the point, a message that you have heard before, yet a message that cannot be overstated.

This year may be the most important in our union's amazing history, not because it happens to end in three zeros, but because in everything that matters, politics, the economy, organizing, the future of CWA, we stand at a momentous turning point.

And here is the "Straight Story." The presidential contest presents us with a contract. On the one hand, we have the "Lion King," Al Gore, with the heart and courage to fight for working families. His opponent? "Son of Flubber." (Laughter and applause)

Congress is up for grabs, but if we do our part, it will be a "Cinderella" story, with the allies of working Americans regaining the majority on Capitol Hill.

And when all this happens is certainly going to be the "Sound of Music" to my ears and yours, as well as to millions of other working Americans and their families. But we have got to do a lot more than listen. We have got to fight like heck to make "Tomorrowland" a place where every man and woman has the right to be empowered by collective bargaining, where every child has the right to get a first-class education and grow up free from poverty and violence and where every senior citizen can count on Social Security and Medicare with a strong prescription drug benefit and where every working family comes first in every policy decision made by the U.S. Government.

It is not going to happen by osmosis. No one is going to wave a magic wand and make this all come true. The power is in our hands, yours and mine.

This fall's elections are quite literally about the future, our future. If we work and mobilize as only labor can, then we will have reason to celebrate on November 7. But if we are

complacent, if we sit back, if we do not turn out the vote, then we will lose and we will be fighting for our very existence over the next four years. Everything we have fought so long and hard for will be at risk. And I mean everything.

Last week, I read a newspaper article which provided a telling example of what I'm talking about, this lackadaisical, complacent attitude. The story, one of hundreds written as part of the coverage of the Democratic Convention, featured interviews with several families and gauged their reactions to the convention and the upcoming election.

The comments of one woman, in particular, got my attention. When asked whom she would vote for she replied, "Oh, I suppose I'll vote for Al Gore. But my heart's not really in it." Well, brothers and sisters, we better get our hearts, our souls and every bit of energy we can summon behind Al Gore and Joe Lieberman. Because if we don't, we are going to pay the price. Complacency won't cut it. (Applause)

If you hear nothing else today, hear this. Al Gore and Joe Lieberman are on the side of workers and their families. And George W. and Dick Cheney are on the side of the wealthy, the special interests and Corporate America.

We've been down the complacency road before, and what did it bring us? Ronald Reagan. Is there anybody in this room who wants to go back to that?

. . . Cries of "No" . . .

President Clinton eloquently underscored this point during his remarks at the Democratic Convention. He said, and I quote, "To those who say the progress of the last eight years was an accident, that we just coasted along, let's be clear: America's success was not a matter of chance, it was a matter of choice. And we're not going back." (Applause)

We know what that choice is. The choice before us, sisters and brothers, is about moving forward with Al Gore and Joe Lieberman or taking a giant step back with Corporate America's dream team, George W. Bush and Dick Cheney. And let's be real clear, we will not go back. (Applause)

The only question is whether we're ready for the challenge to rise to the occasion, to work as never before, to inform, energize and empower our members to new levels and to act as if nothing matters more. Because nothing less than the future of the more than 630,000 workers who make up our CWA family today and the millions more we speak for is at stake.

Are you ready for this? I can't hear you. I said, are you ready?

. . . Cries of "Yes" . . .

Good, because the choice could not be clearer on the important issues that affect the lives of our members and all working families.

First there is Social Security. Al Gore and Joe Lieberman will strengthen Social Security. They will devote the budget surplus to shoring it up for when the baby boomers retire and keep the sacred compact between America and its elderly.

George W. Bush and his allies in Congress would quickly move to shatter this compact. They want to privatize a big chunk of Social Security, taking it out of the trust fund and allowing people to put part of their retirement security at risk in the stock market.

Under this scheme, no one knows if they would come out ahead or behind—that, of course, would depend on how the market does and whether people make smart investment decisions.

What we do know is this: If you take \$1.3 trillion out of the Social Security Trust Fund over the next ten years to finance this scheme, you are not making Social Security more solvent, you are driving it into bankruptcy. The result is that you have to cut benefits or you have to raise the eligibility age.

While he won't reveal any of these sordid details, George W. implicitly confirmed this. When a reporter asked him if his privatization proposal would provide future seniors with the same benefits they get today, his answer was a chilling, "Maybe, maybe not." It probably wasn't a chilling answer from him, it was probably a brilliant answer. They want to do the same thing to Medicare.

The Republicans are talking about turning Medicare into a private voucher system. They would give you a voucher and tell you to go buy private insurance. What would it get you? Probably the same thing nearly one million senior citizens got when their HMOs dumped them because they do not find Medicare profitable enough, you'll get nothing.

I should add that the state where the most seniors got dumped, more than twice as many as any other state, was none other than George W.'s Texas.

By contrast, Al Gore and Joe Lieberman want to strengthen Medicare and keep the guarantee of health care senior citizens can always depend on.

Most important, they would add a prescription drug benefit within Medicare that is guaranteed, universal and affordable. Just what senior citizens need to maintain their physical and financial health.

Now, the choice is just as clear if you look at their tax plans. George W. has proposed a tax cut of between \$1.3 trillion and \$1.7 trillion. This would single-handedly wipe out the entire surplus, and it would make it impossible to strengthen Social Security and Medicare, much less increase benefits.

In fact, Bush would do to the federal government what he did to Texas, where his tax cuts led to a \$610 million deficit this year. Can you imagine what it takes to run a deficit in this booming economy when every other state government is flush with cash?

By contrast, Al Gore plans to use the surplus to keep the guarantee of Social Security and Medicare for every American, to spread the benefits of the economy to all working families, and to protect our children from having to pay for the irresponsibility of today's adults.

When it comes to tax policy, it is not just a matter of frittering away the surplus. Even more important is how it affects families. George W.'s tax cut would give the richest one percent of taxpayers 1,000 times more tax relief than middle income families. More than 60 cents of every tax cut dollar would line the pockets of only the top 10 percent of the taxpayers. That isn't compassionate conservatism; it's country club cronyism.

Like the time when George W. rammed through a \$45 million Texas tax break for his Big Oil campaign contributor buddies, while protesting that the state could not afford to provide health insurance to 1.4 million children whose families are living in dire poverty and have no health insurance. You can bet that anyone who would treat children so callously won't lift a finger to help their parents. Which means, when it comes to raising the standards of working families, the difference between Al Gore and Joe Lieberman and George W. and Dick Cheney is as clear as night and day.

On the right to organize and bargain collectively, Al Gore stands with us time after time in supporting our agenda, backing strong safety and health measures and opposing attacks on workers' rights, like the so-called TEAM Act.

By contrast, George W. keeps Texas a right-to-work-for-less state, and he never met a privatization proposal he didn't like, doling out \$3 billion, five-year contracts to Lockheed Martin, IBM and Electronic Data Systems, all for the privilege of taking jobs away from public servants and padding corporate profits.

George W. and the Republicans not only want to deny workers their rights, they want to deny patients their rights when it comes to the health care they receive from HMOs. In 1995, George W. vetoed a Patients' Bill of Rights, and in 1997 he threatened to veto a bill which would have allowed patients to sue their HMOs for malpractice. After the Texas legislature passed it by a veto-proof majority, George W. let it become law without his signature. Now there is real leadership for you.

But Al Gore and the Democrats are not pawns of the HMO industry. They will react strongly, with a tough Patients' Bill of Rights that will make patient care a higher priority than market share.

Again, the choices are just as clear when you look at the nominees for vice president. In Dick Cheney, George W. picked a candidate who might project a moderate demeanor, but whose record is as conservative as they come. If his vice presidential appointee is evidence of what George W. thinks compassionate conservatism really means, then we know now it means nothing more than trying to put a respectable face on the same old extremist anti-worker policies.

And doesn't it just warm your heart to think of the two oil industry executives occupying the two highest offices in the land? Well, I guess it does if you are the CEO of Exxon-Mobil.

If we want further proof and evidence of what a Bush-Cheney White House would mean for workers, then we only need to recall the disastrous 12-year reign of Ronald Reagan and Daddy Bush—George P. Only this time I am convinced it would be even worse.

There can be no doubt that the contrast between George W. Bush and Al Gore and Dick

Cheney and Joe Lieberman is as clear as the contrast between night and day. And if we elect Al Gore and Joe Lieberman, and then win back the House and Senate, we can get to work on an agenda for working families, as opposed to corporate America's wish list for the wealthy.

We will protect Social Security and preserve it, rather than let it be privatized. We will protect Medicare and add prescription drug benefits. We will protect patients' rights and make sure treatment decisions are made by MDS and not MBAs. (Applause)

We are going to strength OSHA, and by strengthening OSHA, we are going to protect the six million workers who were injured on the job last year, and implement the new ergonomics standard once and for all. We will strengthen working families rather than giving them the shaft.

In short, we will make a difference and make life better for millions of American workers and their families. And that is what the labor movement is all about. (Applause) And CWA's commitment to that premise extends beyond North America. CWA's historic commitment to free and democratic trade unionism throughout the world has never been stronger than it is today.

In that context, I want to commend and thank the CWA's Women's Committee, and thank all of you for your generous support of CWA's Union-To-Union International Solidarity Program. As a result of your response, contributions totaling \$46,563 were made during 1999 for the Union-to Union program.

I want to particularly commend District 7 for your Union-to-Union contribution of \$15,070, which represented the largest contribution of any district. (Applause) All of the contributions will be used to support international solidarity programs sponsored by Union Network International, UNI-CWA's International Secretariat, or international programs of the AFL-CIO.

As our workplaces and society as a whole become more global and closely linked, it is our responsibility to lift up the cause of free trade unionism and workers' rights the world over. And one of the best ways we can demonstrate that commitment is through CWA's Union-To-Union program of international solidarity. While we must do everything we can to bolster the plight of workers in every part of the world, we must also do everything we can to strengthen our Union.

In CWA we talk a lot about family. By the end of the year we will be proud to talk about an even larger CWA family, because when we meet in Minneapolis next year for our Convention, the CWA family will include some 113,000 brothers and sisters from the IUE. (Applause)

The time is right for such a "Union of two great Unions." And the opportunities that stand before us, the opportunities that can accrue from a coming together of CWA and the IUE are, in a word, limitless.

Together we can work on aggressive organizing campaigns. Together we can be a force in thousands of communities across North America. Together this Union of Unions will have members in every congressional district in the United States. And together we will truly be the Union for the Information Age, covering the full range of telecommunications, electronic, high tech, transportation and manufacturing industries.

This merger will be good for CWA, good for the IUE, good for our members, good for the labor movement, and good for working families everywhere.

Strengthening our union also involves keeping our house in order, using our resources efficiently and wisely and maximizing the benefits of technology. Now, on all of these fronts I can tell you CWA is stronger and better than ever. The state of CWA today is indeed good.

Our financial picture continues to be excellent, and we are continuously looking for new and innovative ways to better serve our ever-growing membership. One example of this is a new on-line, internet-based training program for local secretary-treasurers. This program was originally developed for the American Federation of Teachers and is now being specially customized for CWA. The program contains eight lesson plans that cover such topics as tax exempt status, dues collection, membership records and reporting, budgeting, financial control procedures, and payroll and payroll taxes.

We are confident that the internet-based training will be most beneficial to local officers as well as staff. A workshop to preview that program will be held on Wednesday morning, August 30th, from 8:00 to 9:30 a.m. in the Monterey Room on the fourth floor of the Anaheim Hilton. We will be looking forward to your feedback, both from the workshop and during the weeks to come.

Thanks to all of you—and the members you represent—CWA continues to lead the way in the labor movement. CWA's reputation remains strong and our mission remains undeterred because of one reason: the strength that comes from our members. I see that strength every day

in talking to and dealing with local officers and members from coast to coast. CWA continues to travel in exciting times, and I want to express how much I and our entire department, the Secretary-Treasurer's Department, appreciate and value the opportunity to serve our growing family.

Since we met in Miami a year ago, one of the challenges we have faced internally has been the retirement of a host of outstanding CWA staff members. I know that within the Secretary-Treasurer's Department dedicated and talented staff members like Steve Olney, Loretta Bowen, Bill Harwell, Beth Collins and Gloria Johnson, just to name a few, decided to retire.

While the loss of this expertise certainly presented a challenge, we have responded by placing even greater emphasis on service to our locals and members in everything we do. As an example, my new executive assistant, Eileen Brackens, has been instrumental in CWA's technological advancements in membership services over the past decade. Eileen is continually looking for ways to be more efficient in service to our members and to your locals. The new on-line training program for local secretary-treasurers is an excellent example of Eileen's eye for innovation and her commitment to do outstanding service.

Additionally, Carmine Turchi has moved to headquarters as an Assistant to the Secretary-Treasurer. (Applause) Carmine's entire CWA career has been spent in service to our members—as a local steward, as an organizer, as President of Local 1106, as a contract negotiator, and as a CWA Representative in District 1.

Our commitment to effective and efficient membership services within CWA has never been greater, and I would simply reiterate what a great honor and privilege it is for me to have the opportunity to work with the greatest group of trade unionists in the world—the women and men of CWA.

Sisters and brothers, the challenges before us have never been greater. But at the same time, the opportunities before us have never been more promising. Once again, it all comes down to us—the strength of our resolve and the depth of our dedication.

Ten weeks from tomorrow is Election Day. In ten weeks, we face one of the most important challenges in our history. Adding to our challenge, we are battling on a playing field in which many voters are more likely to view themselves as spectators rather than participants. Worse yet, a great many aren't even paying attention to the election. Some of our own members fall into this category. Only we can convince them how much this election matters, how much of a difference there is between the candidates running for all offices, and how much power they hold to shape a better future for themselves and their families.

There is nothing glamorous about this work. It means working the phones, talking to people in the workplace, organizing rallies, and even driving folks to the polling place. But if the work lacks glamour, it doesn't lack gravity. There is nothing—I repeat—nothing that could be more important for our collective future. We have got to do everything in our power to move the clock forward. And that means we need record participation by union members—and all working families.

This election will be decided by one simple factor: which side works harder. So reach deep into your reservoir of pride and perseverance and passion. Let's go out there and out-work, out-think and out-hustle the management apologists, the paid shills, and the right-wing extremists who are trying to undo 70 years of progress.

It is up to us to work harder than the opposition. It's up to us to expose the true record of George W. and his anti-worker allies in Congress, and then remind people that Al Gore and a Congress led by allies of working Americans will take America to new heights.

I know I can count on you. I can count on America's working families. We have got ten weeks to go. Let's get out there. Let's get to work. Thank you. (Applause)

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

Will the National Committee on Equity come to the platform? The members of the Committee on Equity are:

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

Margaret Henderson, Chair, President of CWA Local 4310; Gwendolyn Richardson, Member-at-Large, CWA Local 1180; Terry L. Schildt, member, CWA Local 2150; Elizabeth S.

Roberson, Secretary, CWA Local 3106; Linda Gray, Vice President, CWA Local 6507; Marlene E. Orozco, member, CWA Local 7777; Karen Kimbell-Hanson, Area Vice President, CWA Local 9588; and Beverly A. Davis, Executive Vice President, CWA Local 13500.

PRESIDENT BAHR: The Chair recognizes the Committee.

DELEGATE LINDA GRAY (Local 6507): Thank you, President Bahr.

. . . The members of the National Committee on Equity reported to the convention as follows:

Report of the CWA National Committee on Equity

Mission of the Committee on Equity. 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 in which members of all cultures, religions, sexual orientations, gender, disabilities, ages and nationalities feel welcomed, respected and heard and where the leadership reflects the diversity of our membership,

The CWA Civil Rights program is supported and implemented by thousands of grass roots activists. If you are one of these activists, we urge you to join our CWA Civil Rights activist network. Activist network cards are available at the EVP's booth here at convention, or by visiting our new web site at www.cwa-union.org/workers/civilrights.

The Committee on Equity Report describes seven key issues that the committee is focusing on this year and that we hope you will support.

CWA Civil Rights Logo. The rich and moving colors of the CWA Civil Rights logo represent movement among people of all cultures—where everyone is lifted up, not because of the color of our skin, our gender, religion or sexual orientation, but because of our humanity and passion for justice, where worlds and communities separate yet move together as one voice for a common cause.

Hate Crimes in Cyberspace. Modern telecommunications knows no boundaries and has few limits. One of the dangers this presents is that hate mongers are no longer separated, and they can hold hate rallies nightly. Hate groups are taking advantage of the expansion of cable television and the Internet, spreading their message to millions. Hundreds of millions of pages have been created on the World Wide Web by various hate groups including the KKK, skinheads, religious sects, anti-gay, radical political and anti-government organizations.

In 1995, former KKK leader Don Black established Stormfront, the first white supremacist site on the World Wide Web. Since then the number of hateful websites has increased exponentially and hundreds of bigoted sites promoting a variety of philosophies, such as antisemitism and racism, have joined Stormfront.

In September 1999, the Senate Judiciary Commission held a hearing on hate speech on the Internet. The first person ever to be prosecuted federally for Internet hate speech was a former student at the University of California, Richard Machado. Machado was convicted in February 1998 for sending a racially derogatory e-mail to 60 Asians at the University of California. In the e-mail Machado accused Asians of being responsible for all of the crimes committed on campus and further threatened to make it his life's career to kill every one of them personally. He signed it "Asian Hater." Machado's one-year sentence was the maximum the U.S. District Judge could have handed down.

While the issue involving First Amendment rights and the Internet are being debated, there are ways that each of us can handle hate on the Internet:

1. Expose the site. When you run across a hate site, report it to the webmaster's ISP, or the server of the web page.
2. Support sites that make an effort to bring hate sites to light. Report hate sites to these webmasters as well.
3. Use intelligent search engines that screen sites for you.
4. If the site is threatening to you or others, report it to local or federal authorities.
5. Get to know ISPs that permit hate sites and avoid using them.
6. Try Internet filters to prevent children from unknowingly accessing hate sites.

Equal Compensation. The fear of being fired, evicted from their homes, or even arrested for being gay in many states is still a stark reality for hundreds of thousands of gay people. Negative stereotyping and hateful condemnations from right-wing politicians and conservative religious leaders continue to foster a climate of violence toward gays worldwide. All

these issues cry out for redress.

There is certainly much to do before gay people achieve equality at home and in the workplace. However, at the core of the labor movement is its struggle for economic justice. Economic justice and social equality are inextricably linked. CWA and the American labor movement have a moral imperative to pursue economic equality for all union members and, indeed, for all workers.

Domestic partner benefits (DPBs) are an important piece of the equality puzzle. There are still discriminatory taxation policies in place, which have rendered DPBs a burden for those who need them most. This form of government-sanctioned discrimination creates disparities in total compensation for millions of American workers. CWA and the labor movement should encourage elected officials to eliminate these inequities through legislation. In the meantime, we should take steps to educate our members about these issues and negotiate appropriate solutions with our employers.

Until equal compensation is achieved in all workplaces, economic justice will not be realized.

Voter Registration. For CWA members and for workers everywhere, the stakes are high this year. This year's elections will determine the direction of government policy for the next four years and beyond. These elections are about the future, our future. We must pledge ourselves to do all the work necessary to elect President Al Gore.

At the same time, we must double our efforts to make sure that all CWA members and members of their families are registered to vote. Why don't people register to vote?

1. Nonvoters don't recognize the impact of elections on issues they care about.
2. People want more information from trusted sources, more than the 20-second spots they get from candidates.
3. The single most powerful component in moving someone from non-voting to voting status is when that person is asked by someone he or she knows (friend, colleague, family member, union or church member, etc.).

To help increase voter participation within our union, we hereby encourage the following three point plan:

1. Have voter registration information available at all local gatherings (i.e., union meeting, local picnics).
2. Join other community groups to help with community registration.
3. Develop a mobilization strategy to help register members at work locations.

School Vouchers. The right to a good education for every child is a struggle that has been hard fought both in the labor and civil rights arena. Don't let the pretty package called "School Vouchers" fool you. The truth is that this scheme diverts public tax dollars to private schools and is another attack on public education that abandons and disenfranchises poor and urban schools. Taking money out of the public school system sets back the efforts of educators to improve the system that serves so many. Vouchers don't guarantee school choice. It is the private school, not parents, that decides who can attend. Vouchers don't erase many of the restrictive admission standards, such as academic, religion, sex or disability factors. Vouchers don't provide for accountability in the areas of accreditation, curriculum, employee standards or evaluation of students' progress.

School Vouchers do not cover all private school expenses; they exclude application fees, books, travel, or extracurricular activities. Low- and some middle-income families cannot afford these, and their children are unable to participate.

We must protect our democratic vision and the basic civil rights we fought long and hard to attain. School vouchers are a diversion from the real issues facing public education, such as quality professional teachers, class size, outdated buildings, textbooks, inequitable funding, and little or no access to the information superhighway.

The National Committee on Equity encourages CWA leaders and local unions to support a school-wide reform program that will address the real issues in public education.

CWA locals can: (1) form coalitions with other organizations and groups and call for joint action. And (2) determine where your state legislation stands on the issue of school vouchers and take action to defeat or repeal voucher initiatives. Keep in mind that grassroots lobbyists play the most important role in shaping legislation that affects American education.

Navajo Communications. Navajo Communications is the local telephone company that serves the Navajo Nation in northern Arizona and northwestern New Mexico. The company employs about 120 nonmanagement workers. Approximately half are installers and technicians working in the field or in central offices located in mostly rural areas.

There are 5 to 10 workers reporting to each garage in Window Rock, Tuba City, Kayenta, Chin Le, Fort Defiance, Shiprock and Zuni. The remainder of the workforce—service representatives, operators, dispatchers and other technical and clerical personnel—are in Saint Michael. The workforce is 100 percent Navajo. The Navajo Nation, while larger than many states, is one of the poorest communities in the country— only 40 percent of the population has telephone service.

All Navajo Communications employees are required to have and pay for telephone service. In the mid to late '80s the Nation sold the company to Citizens Communications and CWA helped the workers successfully organize. After several months of bargaining, a strike vote was taken. The entire unit—100% of the workers voted to strike, but that still didn't move the company.

Shortly after that, the group decertified. CWA made no other organizing attempts until mid-1997, and in March 1999 another election was held. From the time the petition was filed to the day of the election, Citizens' management conducted an intense and-union campaign resulting in a loss for union supporters. However, the local organizer stayed in touch with committee members and the workers now feel it is time to try again to get a union. After assessing previous campaigns, local organizers decided this time the campaign must have strong community support. It was also determined that several civil rights issues exist:

1. Pay for Navajo Citizens employees is considerably less than for Citizens' unionized yet mostly white workforce.
2. Citizens voluntarily recognized the union in newly-acquired telephone systems and negotiated contracts, (with CWA in some cases) but will not even agree to be neutral at Navajo Communications.
3. Citizens is investing millions of dollars to upgrade the telephone systems of the Nation, but the network on the reservation is antiquated and in bad condition.

The National Committee on Equity recognizes that workers, with CWA's help, organize themselves. However, the committee urges CWA leadership to continue its efforts to bring justice to the workers at Navajo Communications.

Voting Rights Act. Congress passed the Voting Rights Act in 1965 at the height of the civil rights movement in the South; a movement committed to securing equal voting rights for African-Americans. The action came immediately after one of the most important events of that movement: a clash between black civil rights marchers and white police in Selma, Alabama. The marchers were starting a 50-mile walk to the state capital in Montgomery to demand equal rights in voting, when police used violence to disperse them. What happened that day in Selma shocked the nation and led President Johnson to call for immediate passage of a strong federal voting rights law.

The Voting Rights Act bans all kinds of racial discrimination in voting. It is a permanent federal law and does not have an expiration date. Moreover, the right to vote regardless of race or color is protected by the Fifteenth Amendment to the U.S. Constitution, which has been part of our law since the end of the Civil War.

For years, many states had laws on their books that served only to prevent minority citizens from voting. Some of these laws required people to take a reading test or interpret some passage out of the Constitution in order to vote, or required people registering to vote to bring someone already registered who would vouch for their "good character." Blacks who attempted to register to vote or to organize or assist others to register to vote risked losing their jobs, their homes, and even their lives.

To combat these situations, Congress included in the Voting Rights Act a permanent provision banning racial discrimination, with provisions containing extraordinary remedies that apply to certain areas of the nation. These special provisions in Section 5 of the Voting Rights Act were intended to be of limited duration and apply to Alabama, Georgia, Louisiana, Mississippi, South Carolina, Texas, Virginia, and parts of Alaska, Arizona, Hawaii, Idaho, and North Carolina. The provision requires these states to submit any voting changes—location of a polling place,

changing an elected position to an appointed one, changing the existing voting system, etc.—to the U.S. Attorney General.

The Department of Justice reviews these changes and determines if they dilute or weaken the voting strength of minority voters. If so, the Department can refuse to "pre-clear" the change. These provisions were originally scheduled to expire in 1970, but were extended then again in 1975 and 1982. The provisions are now scheduled to expire in 2007. We urge all locals to educate members on the real intent of Section 5 of the Voting Rights Act and address any attempts to have this section expire in 2007.

Immigration. Immigrants have played an important role in building democratic institutions. The current system of immigration enforcement in the U.S. is broken. The system not only has failed to stop the flow of undocumented immigrants into this county, it also has led to discrimination and does not punish employers who exploit undocumented workers, thus denying labor rights for all workers. Employers have used the Immigration Reform and Control Act of 1986 and the creation of the I-9 employment verification form to screen employees who they believe are not desirable.

An immigration system should prevent employer discrimination against individuals who look or sound foreign. Workplace immigration laws should protect all workers and hold employers accountable for criminal activity, such as massive illegal importation of workers, or the use of undocumented workers to break laws governing workplace safety, wages or the freedom to choose a union.

The AFL-CIO has called for another general amnesty for some or all of those currently in the U.S. illegally which is part of Resolution 17, "Defending the Rights of Immigrant Workers and the Right to Organize." The National Committee on Equity urges the CWA leadership to continue its support of the AFL-CIO resolution.

CHAIR HENDERSON: Mr. Chair, the National Committee on Equity asks for a moment of privilege and for you, President Bahr, Secretary -Treasurer Easterling, Executive Vice President Cohen, the Executive staff, delegates, alternates, and guests, to join us as we pause to reflect on the life of Andrew Lee Clark, known to us as "Drew."

He had an infectious smile and the easy-going manner that made him the perfect choice to serve as International Director of Ethnic Affairs for CWA in Washington, D.C. Drew was an avid union member and made it his career to improve mankind's station and quality of life, both on and off the job, his passion.

Drew loved his family, his union, and his church. He was blessed with an extraordinary skill of being able to communicate in a number of ways. One of these was his musical talent, which included a beautiful, powerful singing voice.

We loved you, Drew, but God loved you best. And on Sunday, August 6th of this year, Drew joined the heavenly choir. You will be missed, Drew. But I ask each of you to join me in a moment of silence. And if you listen closely, as I am going to right now, you can hear Drew singing,

"This little light of mine, I'm gonna let it shine,

"Let it shine, let it shine, let it shine."

And shine it did. And it is with this spirit of his light, President Bahr, that the National Committee on Equity moves adoption of this report.

PRESIDENT BAHR: You heard the motion to adopt.

On Microphone No. 3, Delegate Marquez.

DELEGATE TIMOTHY MARQUEZ (Local 7777): I rise in support of the Committee on Equity and the report to the delegates. The Committee on Equity has adopted several actions that reflect the needs of our members, our families, and our communities. Regardless of their age, their gender, culture, nationality, religion, disabilities or sexual orientation, I ask that all of you stand with me in support of our brothers and sisters as they continue to fight for respect, inclusion, and civil rights for all members, and to fight so that there is a day when we don't need a Committee on Equity. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate DeLoach.

DELEGATE WILLIAM L. DeLOACH (Local 3106): President Bahr, delegates and alternates: I rise to support and ask each of you to support the National Equity report before us. As we look upon our delegation we can proudly say we are a truly diverse union. This is

not true of the communities we live in.

Our National Equity Committee has once again provided the bridges needed to continue our goal of a completely diverse society worldwide for all working families.

As leaders today, we must continue to build these bridges from those that we inherited, and to those that will inherit them from us in the future, for what we do as a union, and for all of America, under God. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Andrews.

DELEGATE WALTER D. ANDREWS (Local 3204): President Bahr, delegates, guests, retirees, brothers and sisters: I rise in support of the National Committee on Equity report.

All of the issues that the committee has placed before us further prove that there are still here today, in the year 2000, too many social and racial injustices existing. We must continue to fight these injustices. How? By use of our Equity Committee.

I would request that the delegates here take this report back home and put your committee to work. And if you don't have one, I would recommend that you form one. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Middleton.

DELEGATE GLORIA MIDDLETON (Local 1180): I make a motion to close the debate.

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

All those in favor of closing debate signify by raising your hands. Down hands. Opposed by like sign. Debate is closed.

Before I take the vote, let me just say that anyone who has prepared remarks, anyone that was going to speak, if you would quietly give them to the reporter we will see that they are included in the record.

. . . The following written comments were submitted to the court reporter for inclusion in these Proceedings, as follows:

DELEGATE RAE ROEDER (Local 1033): In New Jersey, under the erroneous Republican Governor Christy Whitman, state workers, especially in Locals 1033, 1040, and 1039, continue to fight the racist, discriminatory new evaluation system which adds points to workers' seniority based on a biased, racist evaluation system that is extremely subjective. State workers will continue to organize to oust Governor Christy and to drive her and her right-wing, anti-worker policies clean out of the State of New Jersey and bring back equity for all workers. . . .

PRESIDENT BAHR: All those in favor of the committee report indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

Join me in thanking the committee for a great report, and great work. (Applause)

It is now a real personal pleasure for me to introduce our next speaker. Steve Rosenthal is the Political Director of the AFL-CIO. He is charged with the responsibility to put programs into place, hopefully getting the cooperation of all the international and local unions. So when elections are won, Steve is ready to take the full credit, and if there is a loss, he will blame us. (Laughter)

Seriously, it is a pleasure because Steve came to work for CWA in District 1 in 1981. He was our New Jersey Legislative Director. Later he was transferred to Washington, D.C. On a Saturday night in 1992, then Chairman of the Democratic National Committee, that great Ron Brown, called me at home. In his way he said, "We cannot win the election in 1992 unless you loan Steve Rosenthal to me." And Steve went to Washington as Deputy Political Director, working with a great man, Paul Tulley, to bring President Clinton and Al Gore to victory.

In fact, Steve has been given credit for coming up with the idea for the President and Vice President-Elect—I guess the nominees—to leave the convention and do that bus trip that they did in 1992. And so it is a great pleasure for me to welcome back home Steve Rosenthal. (Applause)

STEVE ROSENTHAL (Political Director, AFL-CIO): Well, thank you, President Bahr, for that very warm and generous introduction, and for the invitation to be here with you.

I should just point out that it was about 20 years ago that President Bahr and at the time Larry Cohen, who was working in New Jersey, gave me a chance to do work in the labor movement. I am forever grateful for that opportunity to work for this great union, and it is an honor and a privilege for me to be here with you.

My first CWA convention was in 1983, and to now be up here on the podium addressing this body is an honor beyond belief. I thank you for that opportunity, and for the chance to be here. (Applause)

I just want to take a minute and thank President Bahr, Secretary-Treasurer Easterling, and Executive Vice President Larry Cohen for the great work they do, and for all that they bring to the AFL-CIO political program because, in all honesty, that program would not exist if it was not for you. This union has consistently led the way in moving the political program forward at the AFL-CIO.

As usual, I brought along some slides, and I would like to share this information with you. Fasten your seat belts. Make sure your seat backs are in an upright position because we are going to take off. I brought, believe it or not, 98 slides. President Bahr has challenged me to do this in fifteen minutes. So you figure out how quickly we are going to go here.

. . . Brother Rosenthal utilized Power Point slides throughout his presentation . . .

I will direct your attention to the screens. We call the program "Labor 2000 - Building to Win, Building to Last," because this is about winning elections, but it is also building something more pertinent, something that will be there long after the election is over.

If you think back today to that election in 1994, you will remember when you woke up the day after the election and realized that Newt Gingrich was the new Speaker of the House; the right-wing had made gains all across the country; that Trent Lott and Bob Dole would be running the U.S. Senate. You remember that day?

It was largely because working families had stayed home. Union members had stayed home in 1994. They didn't participate in the election, and that is what happened. We got the right-wing extremists who took over state legislative bodies and the Congress.

That leads to the "Contract on America," where they went after every right and protection that every American worker has. Both education and Medicare—the big ticket items—and if you read the fine print, virtually everything that this labor movement put in place came under attack by Gingrich and that crowd. You remember that? Everybody remembers Newt Gingrich. It's been quite a while.

What they said about us at the time, they said the labor movement was a dinosaur. We were irrelevant, that we didn't matter anymore. We were from the past.

To some extent, there was some truth to it, because the bottom line was we had given up mobilizing members the way we used to. We stopped bringing people into the political process. And we relied too much on giving checks to candidates. We know that is important, the monies that we raise for politicians, and it is critical. But our money can never compete with the money on the other side. They said we didn't matter anymore.

That led to a whole change in the way we do business. In fact, we started a program called "Labor '96." CWA was one of the unions that led the way with that program. We began to register and educate and turn out union members to bring them back into the political process.

You know, let me tell you a quick story. There were these two brothers, and they went hunting every year. They get dropped off in this valley. They hunt for a week, and a plane comes in and picks them up and flies them home. This one year, they are dropped off and the pilot comes back to pick them up at the end of the week, and they've got a couple of deer and a couple of moose. And the pilot says, "We are not going to make it over the mountain with all this weight and all your provisions and the two moose and the two deer."

One brother says, "We did it last year."

The pilot says, "I don't know what kind of plane the guy had but I can tell you, with my kind of plane we won't make it."

The brother said, "We had the same kind of plane last year."

He said, "You probably didn't have the two moose and the two deer."

He said, "No, we had two moose and two deer last year."

He said, "I am going to give it a try."

They loaded up the provisions and the moose and the deer, and they got on the plane and took off. They go smack right into the side of the mountain. The three of them are laying there, and the pilot turns to the brothers and says, "I thought you said you did it last year."

The brother said, "We did, and we landed right about over there." (Laughter)

Now, there are a lot of places to go with that. But the fact is, you know, a lot of times with

our political programs we start off down that runway and are ready to take off and don't make it over the top of the mountain. That is what happened to us for too long. What we began to do is challenge our assumptions and instead of just saying, "That's how we did it last year," we tried to think about new ways of doing things and coordinating the programs to mobilize members. That is what we did in 1996.

As a result, we defeated a bunch of the Gingrichites, we retired them. We led the defeat of Bob Dole in 1996. And at that point, just 9,759 votes in ten districts, or about 1,000 votes per district, we would have taken the gavel away from Gingrich back then. And what happened? Well, that led to a whole attack on us.

This is one of Gingrich's buddies. He said, "We are going to crush labor as a political entity and break the unions." What was their goal? What they said was they will pass what they called "paycheck protection" legislation. They said they would do it in 33 states.

And they introduced this legislation to silence unions in 33 states across the country. They said, "We are going to start in California with Proposition 226. And we will pass Proposition 226 in California, and it will spread across the country like wild fire." That was the whole goal.

What they realized was that we were the only thing that stood between them and the end zone. If they could take out America's unions, they would have free run of the field.

What happened? We not only defeated Proposition 226 here in California, but we defeated it in all 33 states. (Applause) There wasn't a single place in the country where they were successful in taking unions out of the political process.

And that then gave us the momentum to go into Labor '98 where, again, we went back to union members and said, "We have got to get active. We have to get involved, register, educate and turn people out."

We made more gains, defeating more of the right-wing extremists who attack workers' rights. By the way, let me summarize quickly. Sometimes we forget. We forget how far we have come in such a short period of time. We started in 1995 with what I call the Big Newt period. That is where he came in and he had a 22-seat majority, and he came after virtually every right and protection we had.

Then in the 1996 election, we slapped him down some. We moved into what I call the Little Newt period in 1997, where he lost his agenda. He started whining about us, the "big union bosses." We went from being dinosaurs to being big union bosses overnight. And they lost their agenda.

The fact is, we defeated fast track, and we were able to begin to see some momentum on our side. The Big Newt period, Little Newt period.

Now in 1999 and beyond, the No Newt period. (Applause) No question which period is the best one to be in, right?

But the fact is, Newt Gingrich is just a messenger boy for them. He was a carrier pigeon. Newt Gingriches come and they go. They come and go.

But that agenda is still there, waiting to be dusted off and brought back front and center, if we don't continue to stay on our toes and continue to elect people who will stand with workers.

The Gingriches, they come and go. So, what do they say now? What do they say about this labor movement? It is seen in a completely different light. They talk about all our gains across the country and how we elect candidates that stand with us and boosting turnout and changing things.

I want to see a show of hands for a second. How many people have stood up at a union meeting and said, "This next election is the most important in our lifetime"? Be honest.

. . . Show of hands . . .

How many people say it every two years?

. . . Show of hands . . .

How many say it every year?

. . . Show of hands . . .

How many people say that to your families even when it is not an election time?

. . . A few delegates raised their hands. . .

Some true believers here. The fact is this next election is the most important in our lifetimes. I'll tell you why. Presidential election, control of the senate. Never has it been this close before. Four seats in the United States Senate. Six seats in the House of Representatives.

Governors in 11 states. State legislative races all across the country. Anti-worker initiatives.

Now, I want to share a secret with you and ask you not to let it leave this room: The secret to our success, what we have been doing so successfully for the last few years.

We are winning because we are talking to union members again. That is what it is about. We are talking to union members. We are communicating again with union members. Your one-on-one discussions at work, communicating by handing out flyers to union members, communicating in phone calls, communicating with door-to-door knocking on weekends before elections, using our newsletters, using every vehicle we have, talking to union members again. That is why we are successful. Let me show you a couple of slides to dramatize what I mean.

In the last election union household voters made up 23 percent of the electorate. That means if you take the whole pie of everybody who voted and cut a quarter of it out, that is who came from labor unions. A far greater percentage of the voters came from union households than those that we represent.

And how did union members vote? Seventy-one percent of union members who voted voted for Democrats for Congress; 29 percent voted Republican. Now, this is not an advertisement for the Democrats. The fact is we mostly endorse Democrats across the country, so the next series of slides gives you a sense of how union members voted in terms of support for union-endorsed candidates.

Among union men 66 percent voted Democratic in the last election; 34 percent Republican. Non-union members voted 42 percent Democratic, 58 percent Republican. Do you see the difference?

Among whites, union men voted 62 percent Democratic, 38 percent Republican; non-union white men just the opposite: 37 percent Democratic, 63 percent Republican. Same white guys, living next door to each other. One is voting Democratic, one voting Republican. The only difference is one is in a union household and one is not.

Among women, union women are smarter even than union men. (Applause and cheers) Usually, about a third of the audience likes it when I say that. Union women: 74 percent Democratic, 26 percent Republican; non-union women 51 to 49. There is no gender gap there. Only union women provided the difference.

People of color. African-Americans, Latinos and Asian votes, better than 9 out of 10 voted Democratic the last election. Nine out of ten. And among older voters, union seniors, 72 percent voted Democratic, 28 percent Republican. Non-union seniors: Democrats lost by 10 percent. So you can see we did our job, not just in turning people out, but in mobilizing them around the issues and letting them see what was at stake and getting them to support the candidates who were supported by their union.

What this next slide says, without going through all the details, is that again, when we talk to union members we get their vote. What you see at the bottom of this slide is union members who said they got no information from the union; they voted for the union-endorsed candidates 58 to 27 or about 38 percent margin. But at the top of the slide, our secret weapon for the new millennium was: union members who got flyers from the union at work and voted for our candidate by a 76 percent to 18 margin. That is a 58 percent margin.

That is the good news. The bad news is this: As we began to ask union members how did you hear about the election from your union, 73 percent said they got the mail. That is good. 40 percent said they got the union newsletter. That's not bad. Then it goes down to 22 who said they get a phone call—all the way down to 11 percent. Only 11 percent of union members said they actually get a flyer from the union at work.

You don't need to be a rocket scientist to figure out when you put these last two slides together, 76 percent of union members tell us they support our candidates when they get a flyer at work, but only 11 percent are getting flyers from the union. That says to me there is an enormous opportunity for us to build on the work we have been doing in the last two elections and get information to union members. You see it in election after election, in a way at the last election.

Is there anybody here from Iowa? They haven't elected a Democratic government in the last 32 years. Tom Milsap ran, and union members supported him by a 57 percent margin. He lost everybody else. He lost all the non-union. It didn't matter. He won by the union member vote.

In Nevada, Harry Reid, reelected today in the United States Senate. Not a big union

state, only about 150,000 union members in the whole State of Nevada, but this good friend of the labor movement was reelected on the strength of union member votes. He won by 38 percent. Among union members he lost everyone else by 12.

So we have seen it in race after race after race around the country—presidents, governors, senators, representatives—when we mobilize union members, we win.

So where are we in this election? Your union, working with all the affiliates of the AFL-CIO, has identified 25 key states and 71 congressional districts across the country.

We want the system in every single state so that we have got contact people for the union. Here is a comparison in New Jersey, contact people for the union at the state level and then right on down to the local level.

Beyond that we want to go into every work site and be sure we have the names of real members who will take the responsibility for going out there and doing the work. This is the same structure that you all have been using so effectively to mobilize members in this union around so many issues for so long that we are now trying to do nationally, and we want to rebuild the labor movement from the worksite on up so we have got something in place to bring forward to union members.

So we have developed what we are calling a seven-point program, and I want to stress these seven points with you right now.

The first one, which is obvious from what I have said—distributing leaflets at all union work sites once a week in September and October. We want to go out there every single week from now straight through the election and give union members materials.

We have developed flyers on the presidential race, on the Senate, on the governors' races. We have all the materials and we will give you as much as you are willing to take and use. But we want to get these materials out there every single week to union members, beginning right now. That is the first point.

The second point: Using these leaflets in all of our local publications. So we will take our newsletters, and let's run those leaflets, full page, in the newsletters from now until the election. We know that 40 percent of union members reported that they read their newsletter, and by a 46 point margin we win their votes. So let's make maximum use of all of our publications from now until the election.

The third key point: A minimum of two letters from your locals, from every single local, to members, on top of all the mail your union is doing, on top of all the mail the AFL-CIO is doing. We want to send two letters, at a minimum, from every single local. And all it is again is a matter of taking those flyers and putting them in an envelope and sending them to your members. And we know from our research that union members read their local union mail more than anything else. So this is critical.

We want to make two phone calls to every union member in every local. By a 54 point margin, we win union members' votes when we call them. On top of all the phone calls that the labor council may be making, that the State AFL-CIO may make, that everybody may be making, we want two phone calls from the local. We have never heard of anybody not voting because they got too many phone calls, or anybody voting for the wrong candidate.

The fifth point: Updating our lists—which your union does a great job of—so we have accurate lists to work off.

The sixth point: Increasing our registration ten percent. Believe it or not, there are tens of thousands of union members around the country who are not registered to vote.

It is a little hard to read these numbers, but if you look at the far right column, you will see just a sample of some CWA states that have unregistered union members: 30,000 in New York; 33,000 in California; 8,000 in Pennsylvania, and on down the line.

In just those states listed there, 156,000 are unregistered CWA members. The main reason they tell us they are not registered to vote is that nobody has asked them. Well, we didn't want to give them that excuse in this election. We know when we go out and talk to union members they are registered and they are supporting our candidates. Let's go out and get them registered and increase our registration by 10 percent.

The key point and the final point: Join in a massive get-out-the-vote effort. We have done all the work. When we have all the information out there, let's get all these union members out to vote.

My fifth quote: "In the 1998 election, this guy from Illinois who we helped to beat, Mark Baker, he said, "We saw people standing in line at the polls Tuesday morning with overcoats over their pajamas. That tells me they were dragged out of bed." (Laughter)

That is what it takes. That is the kind of work it takes. He did not even see the CWA members who had nothing on underneath their overcoats. (Laughter) But that is what it takes. We all know we have to do that work to get everybody out to vote.

Couple that with the non-partisan get-out-the-vote effort. We heard Liz Roberson, from Jacksonville, talking about the need to register, then turn out people to vote.

We are working on the building blocks. I call them "Union Members - Starting at the Base." The African-American, Latino, Asian base, Asian Pacific-American communities, doing the work door-to-door, in the church, in the communities that we need to do, investing more resources and turning out our allies to vote.

Finally, I just want to talk about this program we put in place that is called "2000 in 2000," making sure that we have union members elected to office, 2000 union members elected by the 2000 election.

We took that snapshot of the Congress and you can look at any elected body across the country and see this: 181 members of Congress are business people or bankers; 172 members of Congress are lawyers; 65 percent of the members of Congress have advanced degrees.

A quick show of hands again. How many business people or bankers are in the room here? How many lawyers? There are a couple. I know that. A couple up here. They are always a little embarrassed to put up their hands at this point. (Laughter)

How many people with advanced degrees are here? There are some. Less than 1 percent of Americans have advanced degrees; 65 percent of the members of Congress.

Twenty-six percent of the members of Congress are millionaires. I will repeat that: 26 percent of the members of Congress are millionaires. Some of them were even millionaires before they got to Congress. (Laughter) Less than 1 percent of Americans are millionaires. How many millionaires in the room? A couple of lottery winners. (Laughter) Not too many.

The bottom line is, they are really not like us. You can look at Congress and look at your state legislature, you can look at any elected body in the country. Take a look at the United States Senate today: 1,851 Americans have been elected to serve since the beginning of time in the United States Senate, 1,851 Americans. Of them, 1,820 have been white men. Think about that for a second: 1,820 Senators out of 1,851, and 27 women total ever elected to the United States Senate—5 Asian Pacific-Americans; 4 African-Americans; 3 Latinos. Fifty-three percent of Americans are women. Today, how many women are in the United States Senate? There are eight. There are 100 Senators, and eight are women.

How many African-Americans are in the United States Senate today? Zero. Zero.

How many Latinos are serving in the United States Senate today? Zero. Twelve percent of Americans are African-American, but they are not represented today in the United States Senate. You can look at these numbers. Some people say, "Oh, yes, that's because you are going back to the beginning of time." The fact of the matter is, this is not getting any better. We have to fix it.

You know, you can put that same group of white guys, business people, bankers, lawyers, millionaires in a room and they are going to make laws that screw the rest of us. That's the way it is. (Applause) So we need to begin to change it, and the way to begin to change it is by electing more union members.

The fact is, we are doing a great job of this right now. We now have 2,000 union members who have been elected to office in the last couple of years. It is beginning to create a seed bed of candidates at the lowest level for higher office. At the last election, we trained 626 union member candidates, and 72 percent of them won. So this program, which is going on in communities all across the country, is beginning to change the make-up of who represents us.

And finally, how does all this come together? In New Hampshire, during the primary, we put together a plan, week by week, to show what we needed to do to mobilize union voters. And the fact is, if you look at this, we are doing this now in every single state. We have a plan in each state to show what we can do on overlaying our targets and turning out the union member voters.

In New Hampshire, we turned out 24 percent of the vote in the primary there this past year. And that is the only reason Al Gore won. The only reason Al Gore won was on the strength

of union voters. We know that if we can do it in a state like New Hampshire, we can do it anywhere.

And on primary night in New Hampshire, a pundit on Fox News said, "Al Gore and the labor unions had a very, very good night; a very strong showing by the AFL-CIO." Who was it? None other than our friend Newt Gingrich, who knows a good union program when he sees one.

So what happens if they win the trifecta, if they are successful in electing George W. Bush to the White House? They would keep control of the Senate, keep control of the House of Representatives. What happens to working families? I think we know the answer.

Let me quickly tell you where things stand in the presidential race right now. Where does it stand in the Presidential race right now? In all of the national polls, for the first time in months, Al Gore is leading. (Applause and cheers)

That's a very nice turnaround over the last few weeks. But the fact of the matter is, let's not kid ourselves. Most voters do not know much about Al Gore or George Bush. If you ask most voters, "What do you know about George W. Bush," they will tell you some combination of the things up on this screen. Ask them what do they know about Al Gore, and they will tell you some combination of that stuff. They don't know a lot about these candidates.

Elections are about definitions. If we can define our candidate and define our opponent, we win. If they define our candidate and our opponent, then they win. The fact is, we have to start right now talking about who Al Gore is: a Vietnam vet, served in the House, served in the Senate, our Vice President. When he served in the Senate, he compiled an 88 percent COPE voting record — an 88 percent record coming from a right-to-work state. It must have been tough to stand on a lot of issues that were not very popular for him back home.

In the White House, Clinton and Gore have been the last line of defense on issue after issue we have seen, as the right-wing extremists in Congress attack workers' rights, right to organize. There is not an elected official in the country who has been as outspoken as Gore has been.

Even on the trade issue, where we don't agree with this administration, even on trade, Bush says, "I'm not going to allow labor and environmental codicils to scuttle free trade. I'm a free trader."

Al Gore said, "Any trade pacts in my administration will have to include appropriate labor legislation." So even on trade issues and labor legislation, we know we can work with this administration. Contrast that with George W. Bush. Supporting right-to-work; supporting paycheck deception; raiding the teachers' retirement funds in Texas to pay for tax cuts for his wealthy friends; supporting private school vouchers; privatizing social security; three times opposing Texas' minimum wage above \$3.35 an hour; privatizing state jobs.

Let's talk for a minute about his running mate, Dick Cheney. He compiled a 6 percent lifetime voting record when he was in Congress for ten years. That's very hard to do. That is tough to do, to get 6 percent. Let me tell you how hard. He had 9 right votes and 149 wrong votes. On issue after issue, Dick Cheney voted wrong on things that matter to working people.

If you look at the overall record: against expanding child immunization, he was one of 8 wrong votes out of 481; against terrorism, one of four against. And everyone has heard about this by now, but opposing a resolution to free Nelson Mandela. Cheney is as far out there as you can possibly get.

What does he say now about his voting record? "I'm proud of my voting record." This is just two weeks ago. I could probably find some things from last week.

How conservative is he? Our friend Newt says, "Cheney's voting record was more conservative than mine." In fact, on our COPE scorings, Cheney is 6 percent lifetime, Newt Gingrich is 9 percent.

Business Week says Jesse Helms is more conservative than Dick Cheney. And in fact, on our scoreboard: Cheney, 6 percent; Jesse Helms, 10 percent.

I don't think I even need to say anything about this. The fact of the matter is, the choice of Cheney does not just speak volumes about Cheney, it tells us a lot about George W. Bush. And that is the connection we need to make for folks, that this is what a Bush administration is going to look like. This is what his Supreme Court is going to look like. This is what his cabinet is going to look like. This is what America has in store for it with four years of Bush in the White House.

Contrast that with the Senator who will speak tomorrow, Joe Lieberman, who has an 80

percent lifetime record while serving in the U.S. Senate. Tough stands on issues.

As the folks from Connecticut will tell you, "When we disagreed with him, we could fight it out and argue it out. But the fact of the matter is, we all knew where he stood and he always had an outstanding relationship with the labor movement in Connecticut."

Who is going to fill in the blanks and decide what Americans hear about this election? The fact of the matter is, 23 percent of the votes in the last two elections came from union households. In this election, it will be greater still.

We have the opportunity to reach all of you in this room and our folks back home have the opportunity to reach a quarter of the voters in this next election, getting them flyers, getting information out to union members. Embracing our seven points, we know in state after state after state union voters will make up a very big part of the electorate. In Michigan, we are going to be upwards of 40 percent. That is what we were in '96. In Ohio, upwards of 34 percent. That is what we were in 1996. You can look at it state by state, and see how important the union vote is going to be.

We believe that Al Gore and Joe Lieberman will win because the issues are on our side. It is about the economy. We have proven leaders running a very good campaign on a message that connects with union members, and the fact is, we are going to do a job like never before, mobilizing union members to get this. (Applause)

What is it going to take? What is it going to take? It is going to take embracing the seven points. You have to all go home, carry this message to your locals. The fact of the matter is, the last two elections, 1996 and 1998, have been strong for this labor movement like never before.

We have turned it around. We have begun to mobilize union members again, with CWA leading the way. This next election will be our greatest yet. Sisters and brothers, the power in this election for President, controlling of the Senate, controlling of the House of Representatives, state legislative bodies across the country is in your hands.

I thank you for all that you are doing. I thank you for listening today. Let's go out there and win the election in November. Thank you very much. (Applause)

PRESIDENT BAHR: Thank you, Steve. I can tell from the reception that everyone is glad you had the opportunity to come back home and share probably the most important message that anyone can give us at this stage of the election. So, thanks again, Steve.

The Chair recognizes the Resolutions Committee.

DELEGATE CLAUDE CUMMINGS, JR. (Local 6222, Chair, Resolutions Committee): Thank you, Mr. President.

The Chair would like to recognize Wilhelmina Banks.

DELEGATE WILHELMINA M. BANKS (Local 1110): Would the delegates please turn to Page 2 of the Resolutions Committee's report. Before I read the Resolved, please go to Line 29 of the Resolution. Add the words "in the United States" after "America."

RESOLUTION NO. 62A-00-2 LABOR 2000 - GET OUT THE VOTE

On November 7th Americans will go to the polls and vote for a vision of government that will best address their concerns at the start of this new century. We will be voting for the President and Vice President of the United States, all 435 members of the House of Representatives and 34 U.S. Senators. Additionally, there will be important elections at the state and local levels throughout the country. As citizens of this great country, we have an obligation to vote. As members of this great union we have an obligation to make an informed decision and support those candidates who support us, our families and our way of life.

The American Labor Movement has a proud tradition of activism in our communities and we are fortunate to have the opportunity to continue the tradition this year. Labor 2000 is an effort to communicate with all union members and their families. An informed discussion of the issues and an understanding of the candidates' positions will encourage our members to participate fully in the fall elections.

Large corporations will be contributing hundreds of millions of dollars to candidates sympathetic to their concerns. While we do contribute to candidates and campaigns, we can never hope to compete with the big spenders in the political arena. However, we can do what we

do best. We can communicate with our fellow workers and we can communicate with everyone in our community.

If we are to be successful in our efforts it is important that we approach this election in a systematic fashion and that every local participates. To achieve this goal we will be working with our District Legislative-Political Coordinators and the AFL-CIO's Labor 2000 program. This means that each local will receive materials and support from the CWA Legislative-Political Coordinators and the AFL-CIO's Labor 2000 program.

Each local should appoint a political coordinator to help direct the work of the local. This is an ambitious program and will require the distribution of leaflets at the work site, as well as phone banking to our members, two letters from each local president and the get-out-the-vote effort on election day.

There are many critical and routine issues that our elected officials must address. The President will appoint advisors, Cabinet Secretaries and Justices to the Supreme Court. The Congress will pass budgets, and initiate legislative programs. The Senate will approve treaties and confirm or reject the President's appointments. Each of these actions will have a direct impact on our lives. We have a right to have a voice in these decisions and we will exercise that right on Nov. 7th.

RESOLVED: Each local of the Communications Workers of America in the United States will appoint a political coordinator to help direct the work of the local and to coordinate with the district and with Labor 2000.

RESOLVED: The Communications Workers of America at all levels will make every effort to communicate directly with our members so that every member will be familiar with the issues and the candidates' positions on them.

Mr. President, the Resolutions Committee moves adoption of Resolution 62A-00-2 entitled, "Labor 2000 - Get Out the Vote."

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

On Microphone No. 3, Delegate Mulligan.

DELEGATE LINDA MULLIGAN (Local 7777): I rise in support of Resolution 62-A-00-2, "Labor 2000, Get Out the Vote."

Many of our members have become disillusioned with the political process in this country. As leaders of this great union, it is our responsibility to educate and activate our members to ensure that politicians understand the concerns of working people and are responsive to our issues. Workers' rights will continue to erode unless we, as workers, take it upon ourselves to change this trend by exercising our democratic right to vote.

Union members know the importance of having a voice in the workplace. Now we must expand that knowledge to include the importance of having a voice in our local, state, and national governments. Labor 2000 is a strategic, coordinated effort to talk to union members one-on-one about the upcoming elections and each member's role in electing worker-friendly candidates.

To that end, each and every local must take the message to our members by participating in the Labor 2000 efforts in our communities. With union families working together to elect candidates that will work for us, once again we will prove that when we stand together, we win. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Hongo.

DELEGATE PAUL HONGO (Local 1298): Paul Hongo, President of CWA Local 1298, Connecticut, home state of the next Vice President of the United States, Joe Lieberman.

As outlined in Resolution No. 2, "Labor 2000 - Get Out the Vote," and President Bahr's address to the convention, I would encourage each local to establish and implement a program, as we have, that educates and encourages our members to vote for legislators who support working families and issues important to labor.

My own local, 1298, kicked off such a program earlier this year with a statewide voter registration drive which yielded several hundred additional registered voters who are now able to exercise their single most important right as American citizens—their right to vote.

Our members received mailings regularly sent directly to their homes that educate and

illustrate the fundamental differences between Al Gore and George W. Bush. We have utilized our web site, and bimonthly newsletter as well, to communicate this information to the homes of our 6,500 members and 4,000 retirees.

I would encourage locals to use their mobilization committees, as we have, to distribute campaign literature and leaflet work sites. We periodically record messages on our Local 1298 news line, whether it's to remind our members of important dates for elections or to solicit volunteers for candidates who are supportive of our issues. We use our membership and officers' meetings as a forum to invite candidates to speak, which we know from statistics will not only educate but increase the probability that they will vote in November.

The net result is that our local and our members now enjoy real political influence in our state, and we expect to translate that clout into the election of Al Gore and Joe Lieberman in November. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Matthews, Local 4321.

DELEGATE FRANK MATTHEWS (Local 4321): President Bahr, at this time I would like to call the previous question.

PRESIDENT BAHR: The question has been called to close debate. It is not debatable. . . . The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded from the floor. All those in favor of the motion, indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

Before the convention is Resolution 62-A-00-2, "Labor 2000 - Get Out the Vote." All those in favor, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted unanimously, and I hope we put our money where our mouth is, and that goes for all of us, everybody up here and everybody down here, because there will be no tomorrow on November 8th if it doesn't come out right. So, thank you.

The Chair recognizes the committee.

CHAIR CUMMINGS: Thank you, Mr. President.

Will the delegates please turn to Page 14 of the Resolutions Committee report? I will read the Resolveds of Resolution 62A-00-12 entitled, "Economic Policy Statement: This is What Democracy Looks Like."

RESOLUTION NO. 62A-00-12 ECONOMIC POLICY STATEMENT: THIS IS WHAT DEMOCRACY LOOKS LIKE

It is the summer of the year 2000 and the U.S. economy continues along the path of the longest expansion in our history.

* Unemployment in July 2000 remained at 4 percent of the workforce as many industries, for which summer layoffs have been a longstanding tradition, added workers.

* The core rate of inflation has remained well under 3 percent since 1996 even as energy prices have grown over 21 percent in the last year.

* The productivity of an hour of labor grew over 6 percent in the second quarter, including a gain of 9.5 percent in the manufacture of durable goods.

* Real hourly compensation (including the cost of living) grew at a 2.6 percent annualized rate in the last quarter, finally bringing wages in line with the cost of living.

The new millennium has also given rise to mass mobilization for economic justice.

* In Seattle in April and again in Washington, D.C. in June, union members joined with student activists and environment advocates-- Teamsters and Turtles, they were dubbed-- to protest the policies of the International Monetary Fund, the World Bank and the World Trade Organization, policies that hinder true global economic development.

* In March, 17,000 engineers walked off their jobs at Boeing to enforce their collective bargaining demands. It was the longest and largest strike of white collar workers in American history. While economic issues were also important, the central issues of the strike were related to respect in the workplace and control over how they do their work.

* IBM workers, organizing on the Internet, submitted a shareholder proposal to block the company's reversion of its defined benefit pension plan into a plan that provided fewer benefits. Their demonstration at the shareholders meeting garnered worldwide attention as they took on

Big Blue.

* Tens of thousands of red-shirted CWA members and union supporters took to the streets at rallies and as mobile pickets in states from Maine to Virginia. They demanded that Verizon Communications cease its practice of combating its wireless workers' efforts to organize and they protested Verizon's sweatshop conditions: speed up, mandatory overtime, excessive monitoring in customer service centers.

The growing numbers of militant demonstrations and the escalation of worker activism give evidence that despite the dominant air of prosperity, not all Americans have fared equally. Unlike past periods of overwhelming economic success, there has been very little real wage growth for most workers. The typical hourly wage of \$11.79 in 1975 (in 1998 dollars) fell to under \$10.80 by 1996 and had only grown to \$11.50 by 1999. Only with recent increases in the minimum wage have the lowest paid seen any improvement. Middle-income families, having already suffered the elimination of millions of well-paid manufacturing jobs, worry that new technologies will eliminate more opportunities and the booming new economy will pass them by. Contingent workers, who now comprise nearly one-third of the country's labor force, toil without benefits and job security in temporary, contracted, self-employed, leased, part-time and other "nonstandard" arrangements.

Another key component of a nation's living standard is its ability to provide its citizens access to necessary health care. But the U.S. has proven that its patchwork system of health insurance for some cannot achieve that goal. The number of uninsured Americans is growing by about one million a year, and now totals more than 45 million people. Health insurance costs are growing at three to four times the rate of inflation, and increases are expected to hit 12 percent this year. Cost pressures on health care providers resulting from Medicare cuts and managed care discounts have increased pressures on health care workers. Their daily confrontations with inadequate staffing and excessive overtime are constant struggles against deteriorating standards of care.

Workers' retirement security is also under attack, as supporters of Social Security privatization threaten the benefits of current retirees and the very foundation of secure retirement for all Americans. And Wall Street eyes the prospect of reaping \$12 billion every year in fees for the opportunity to manage all that money. At the same time, employers try to shift responsibility for future retirement income to the backs of active employees in order to cut costs to the corporations.

The number of defined benefit pension plans has fallen by 68 percent since 1985. Most pension trust funds have fared so well in the booming stock market of the last several years that their success is reflected in the corporations' profits. Although the funds are protected and cannot be used by the corporations, accounting rules allow pension fund gains to contribute to a company's income statement. The pension portion of income can make profit growth look much more impressive than it really is, pumping phantom value into their stock price. In the case of IBM, the pension plan has accounted for a growing portion of operating income—1.8 percent in 1996 rising to 6.7 percent in 1999. The most recent year's "vapor profit" was increased by almost half as a result of the company's unilateral decision to switch to a new form of pension plan. The vehicle that boosted profits and stock value for the employer actually reduces the future benefits of thousands of employees.

While average workers finally found their wages creeping toward the cost of living, their health insurance costs surging ahead, and their pension benefits restructured, the average CEO truly prospered. Average CEO salary grew to \$12.4 million in 1999, six times 1990 levels and 475 times more than the salary of an average worker. One notable corporate chieftain, GE's Jack Welch, was paid \$45.7 million in compensation in 1999, and was further awarded stock options worth 10 times that value. Welch earned more in 1999 than the combined total wages of GE's 15,000 employees in Mexico's maquiladora factories. Welch has cut GE's U.S. workforce in half since 1986, while doubling the number of workers employed abroad. His business philosophy is typified by his comment that, "Ideally, you'd have every plant you own on a barge, to move with currencies and changes in the economy."

Major corporations in the telecommunications, airlines, health care, newspapers and media, and other industries have purchased one another over the last few years—often by simply swapping stock certificates whose value has been heightened by the rarefied atmosphere of

stock market speculation. The consequences of such mergers are often the unfortunate partnering of worker layoffs, deteriorating service and product quality, and higher prices for consumers. Coincidentally, CEOs manage to negotiate kingly rewards for themselves and top management in the form of stock options and buyouts.

Even as the economy perks along, the Federal Reserve Board has acted to raise interest rates five times since June 1999 in an effort to allay the fears of those who see the spectre of rampant inflation in every positive employment statistic. These actions protect the positions of those whose investments in bonds will guarantee their future comforts while milking increased interest payments from those whose tenuous grasp on the American dream is greased with increasingly expensive credit cards.

The nation's economic success combined with growing activism for social and economic justice presents us with unprecedented opportunities to address some of the problems which have hamstrung our nation for decades. The expanding economy combined with Democratic leadership in preventing ill-advised tax cuts has amassed huge federal budget surpluses and raised important political choices. We must be vigilant to secure fiscal policy that invests in America, that strengthens programs essential to the well-being of working people: Social Security, Medicare, Medicaid, education. We must assure a successful economy that protects and encourages the rights of all workers to organize themselves and bargain collectively with their employer to ensure that their voices are heard, their work lives are free from arbitrary employer actions, and the fruits of their labor are justly distributed.

RESOLVED: The Communications Workers of America opposes economic policies that will squander our nation's economic success in tax cuts to reward the already wealthy.

RESOLVED: The Communications Workers of America supports policies designed to continue the broad-based wage growth of the late 1990s, combat rising income inequality and reverse the negative trends of the last twenty years, and ensure that all workers have a fair chance to share in America's prosperity.

Mr. President, the Resolutions Committee moves adoption of Resolution 62A-00-12 entitled, "Economic Policy Statement: This is What Democracy Looks Like."

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It's been seconded from the floor. No one is at any microphone. All those in favor of the resolution indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

CHAIR CUMMINGS: The Chair would like to recognize Stephanie Moore.

DELEGATE STEPHANIE MOORE (Local 39521): Would the delegates please turn to Page 9 of the Resolutions Committee report. I will read the Resolveds of Resolution 62A-00-8 entitled, "Withdraw from the Training Facility at Vieques."

RESOLUTION NO. 62A-00-8 WITHDRAW FROM THE TRAINING FACILITY AT VIEQUES

The Island of Vieques, known as La Isla Nena by Puerto Ricans, is a territory that has been used for 60 years for target practice by the U.S. Navy and other countries. The island's population of more than 9,000 Puerto Ricans who are U.S. citizens and hundreds who are AFL-CIO members, are threatened and disgraced by seeing their island bombarded by air and sea. The bombing and military practices in Vieques have created a series of health hazards for residents of that island, including a very high incidence of cancer.

On April 19, 1999, a Puerto Rican, David Sanes, was killed and four other civilians were injured as a result of military practices by the U.S. Navy in La Isla Nena. This unfortunate incident brought to public light the long fight that our brothers and sisters in La Isla Nena and all Puerto Ricans have waged for many years, without any results.

The bombing and military practices in Vieques have also caused serious problems of environmental contamination, which has harmed flora and fauna on the island, placing some of these in danger of extinction. Moreover, the contamination of the waters and the harm suffered by sea animals have caused a decline in the fishing industry, one of the most important sources of income for the population of this island municipality.

As a result of all the above, a strong and active movement of civil disobedience has developed among the people of Vieques who have participated in and organized diverse activities seeking the removal of the U.S. Navy. In fact, the entire Puerto Rico labor movement, including The Newspaper Guild and CWA locals, has expressed its support for the people of Vieques, as have the government, the political parties, the churches and the civic and professional organizations. These groups unanimously recommend an end to all bombings of Vieques and the immediate exit by the U.S. Navy.

RESOLVED: The Communications Workers of America expresses our support of the people of Vieques, La Isla Nena, and Puerto Rico in their struggle to live in peace, to stop U.S. Navy bombing practices, and to have the immediate and permanent removal of the training facility from the island municipality.

RESOLVED: The Communications Workers of America supports the firm position taken by the Puerto Rico Federation of Labor, AFL-CIO, Local 33225 of The Newspaper Guild CWA, the Government of Puerto Rico and the general public in support of the struggle of the people of Vieques.

RESOLVED: The Communications Workers of America demands that the United States make reparations for the destruction of the environment that it has caused and assist in the social and economic development of the people of Vieques.

The Resolutions Committee moves adoption of Resolution 62A-00-8 entitled, "Withdraw from the Training Facility at Vieques."

PRESIDENT BAHR: The motion has been offered.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded from the floor.

On Microphone No. 3, Delegate Soto.

. . . Delegate Nestor Soto addressed the convention in Spanish and his remarks were interpreted into English by Manena Fayos, California Federation of Interpreters, as follows: . . .

DELEGATE NESTOR SOTO (Local 33225): I would like to greet all the brothers and sisters of the CWA. We support you and we ask for your support on this issue for the following reasons:

The situation in Vieques is such that we would not wish it upon any state, territory or country. This island is part of Puerto Rico, and we call it the Isla Nena. It has lived in a constant state of war because during the last 60 years its 9,400 inhabitants, all American citizens just like all of us, have suffered the constant bombing of its land by land, air and sea. This bombing contaminated the environment and hurt the physical and emotional health of its inhabitants.

Of the 33,000 acres of territory, the people in Vieques only are allowed to use 7,000. Twenty-six thousand acres are in the hands of the Navy for military practices.

Those who have visited Puerto Rico are aware of its beautiful beaches. These beautiful beaches are in Vieques and they are precisely in the area occupied by the Navy. Therefore, no one can enjoy them. But this is the least of the problem.

Cancer in Vieques has increased by 27 percent more than in the rest of Puerto Rico. There is a great deal of disease of a respiratory nature and emotional nature. There is almost no territory available for agriculture or fishing because of the occupation. Fishing, which is the main industry, is diminishing very quickly and unemployment is increasing.

They practice with bombs—uranium bombs—and they have even reached the point where they rent the island out to other nations to test weapons and do military practices also.

This fight is very old, but it has intensified since April 19, 1999. On this date, by mistake during a military practice, David Sanes, a Puerto Rican, was killed and four other civilians were injured. This terrible incident united the entire public opinion in Puerto Rico, claiming peace for Vieques. It started a series of activities to help the population, and it started a movement of civil disobedience where all the sectors of the population participated. There is a participation of politicians, religious leaders of all denominations, union workers, professionals such as doctors, engineers, journalists and people who work for the environment.

Also we are waiting for the trial for civil disobedience of many union workers including the President of the AFL-CIO in Puerto Rico, Jose Rodriguez-Baez, and also one of the brothers of one of the candidates to the government of the country. Members of Congress have also been arrested, such as Luis Gutierrez, Nydia Valezquez, and Jose Serrano.

Resolutions such as this one, which is a claim for civil rights and not a political campaign, have been adopted by different union organizations such as the AFT, the SEIU and the AFCSME, also including the last convention of the AFL-CIO.

In Puerto Rico there have been marches and concentrations of more than 200,000 people of all political backgrounds and religions and all sorts of professionals. These demonstrations, I am sure, have been seen by many who have seen the news programs on some of the major networks in the United States. These television networks and channels have been keeping close track of what has been going on, and we have also seen the participation of entire families including children, the elderly and disabled people.

For this and many other reasons, we request the removal of the Navy from the Island of Vieques and the beginning of a program, the implementation of a program, to clean up and reinhabit the territory, the sea and the island and to have economic and financial compensation for the island and its inhabitants.

Please free Vieques. Thank you. (Applause)

PRESIDENT BAHR: In recognition of the translation, I hope you realize that we let the good brother go beyond the five minutes.

There are no other speakers seeking to speak, so before us is Resolution 62A-00-8, "Withdraw from the Training Facility at Vieques." And, incidentally, I was the Chair of the Resolutions Committee at an AFL-CIO convention that put this before an AFL-CIO convention. (Applause)

All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

Could the Constitution Committee come to the platform, please? The members of the Constitution Committee are:

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

Treva Jackson, President, CWA Local 4004; Ralph Cortez, President, Local 6143; Brent Duvall, President, Local 7603; Judith Beal, President, Local 9509; and Richard Dann, President, Local 1085, who also serves as the Chair.

The Chair recognizes the Committee.

DELEGATE RICHARD A. DANN (Local 1085, Chair, Constitution Committee): Thank you, Mr. President.

This is the report of the Constitution Committee to the 62nd Annual Convention. The Constitution Committee met in the City of Washington, D.C., beginning June 26, 2000, for the purpose of reviewing and considering proposed amendments to the CWA Constitution.

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

The Constitution Committee has also had meetings in Anaheim, California, beginning Thursday, August 24, 2000, to consider any additional proposals which may be received after the preliminary report was issued; however, no additional proposals were received. In addition, the Committee has made itself available to any and all wishing to appear before the Committee.

If the delegates will turn to Page 4 of the Committee's report, I will read Constitution Resolution 62A-00-14.

BE IT RESOLVED, That Article IX (Executive Board), Section 1, Subsection (d) of the CWA Constitution be amended to read as follows:

"(d) The Vice Presidents (District, Communications and Technologies, Telecommunications, Public Workers, CWA Sector, TNG-CWA Sector, and NABET-CWA Sector)."

BE IT RESOLVED, That Article XII (Officers and Their Duties) be amended by adding a new Section 10 as follows:

"Section 10-- NABET-CWA Sector Vice President. The President of the National Association of Broadcast Employees and Technicians, the Broadcasting and Cable Television

Workers Sector of the Communications Workers of America, AFL-CIO (NABET-CWA) shall also be the NABET-CWA Sector Vice President who shall be responsible under the direction of the Executive Board for coordinating matters of common concern and interest with respect to contracts, wages, hours of employment and other working conditions with the units of the NABET-CWA Sector."

BE IT RESOLVED, That Article XV (Elections), Section 2 (Vice Presidents), be amended by breaking subsection (a) into (a) and (b) and revising the language to read as follows, and redesignating the existing subsections (b) and (c) as (c) and (d) respectively:

"Section 2-- Vice Presidents.

"(a) District Vice Presidents shall be elected by a secret ballot, after nominations from the floor, at a meeting of delegates from the District. The Communications and Technologies Vice President, the Telecommunications Vice President and the Public Workers Vice President shall be elected by secret ballot, after nominations from the floor at meetings of delegates representing members of AT&T bargaining units, affected telecommunications bargaining units and public workers units respectively.

"(b) The duly elected President of the Printing, Publishing and Media Sector of CWA shall be the CWA Sector Vice President and shall be elected in accordance with the Sector Bylaws and the CWA Constitution. The duly elected President of the TNG-CWA Sector shall be the TNG-CWA Sector Vice President and shall be elected in accordance with the CWA Constitution and the merger agreement. The duly elected NABET-CWA President shall be the NABET-CWA members in accordance with the CWA Constitution and NABET-CWA Sector Bylaws."

It is understood that in the event the NABET-CWA Bylaws are not changed to conform to the Constitution, the foregoing amendments shall be deemed repealed, effective with the CWA Convention in the year 2002.

Mr. President, the Committee moves the adoption of Constitution Resolution 62A-00-14.

PRESIDENT BAHR: You have heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

On Microphone number 3, Delegate Gelber.

DELEGATE RICHARD L. GELBER (Local 51016): President Bahr, brother and sister delegates, and honored guests: I am Secretary-Treasurer of NABET-CWA Local 16, which is CWA Local 51016, and Vice President of Region 1 of NABET-CWA.

In 1992, when the members of NABET voted to affiliate and eventually merge with CWA, we all knew that it is one thing to write down merger terms on paper and quite another thing to change how individuals think and feel and how organizations operate.

The proposal before you today, to amend Articles IX, XII and XV of the CWA Constitution, recommends the latest step in the evolution of the NABET-CWA merger.

Since January 1, 1994, when the merger was put into effect, NABET-CWA members have made great strides in becoming as fully integrated as possible into the CWA family. Across the country, NABET-CWA members and their CWA brothers and sisters in the various districts have organized together, mobilized together and picketed together. Perhaps most significantly, due to the most recent improvement in the conditions of our merger since 1998, NABET-CWA members have been both contributors to and beneficiaries of the CWA Member Relief Fund, which we all know is the cornerstone of the strength of CWA.

Those amendments provide for the NABET-CWA sector president to become a voting member of the CWA Executive Board and have been unanimously recommended by the Executive Board. This change is contingent upon certain conforming changes being made in the NABET-CWA sector bylaws at the next sector conference in 2002.

We believe this is a fair requirement, because if changes are not made the status quo will automatically return. In the meantime, we look forward to our sector president participating with his and our vote at the CWA Executive Board, and we thank the Board and the Constitution Committee for promoting these amendments. We urge their adoption. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Stanley.

DELEGATE GLYNNE R. STANLEY (Local 6214): President Bahr, members of the Executive Board and fellow brother and sister delegates: I rise in opposition to this constitutional

amendment. I do this not in opposition of NABET, but the ability of any sector with only 11,117 members getting a seat and a vote on the National Executive Board. The Executive Board should be represented by the membership, but having a full voting member on the Executive Board for an 11,000 member sector is ludicrous. With this scenario, every local in CWA with over 11,000 members should be given a seat and a vote on the National CWA Executive Board.

I certainly believe that NABET is getting far more representation for its members now than most of our members in CWA are getting with having their own sector. It is time this Convention and future conventions give careful consideration to how many people they want and should be on this National Executive Board.

After reading the IUE merger agreement, it looks like the Executive Board wants to add five more members after this Convention. It is time for us to stop this loading of the Board and take careful and deliberate deliberations on adding members to this Board.

I come from the second largest district in CWA, District 6. Under this thinking I should have 8—I repeat, 8—votes on the National Executive Board to represent our over 75,000 plus members.

I want you, the Convention, to understand: This is not an anti-NABET or a NABET-bashing speech, but a plea to you, the delegates of this great Convention, to put a stop to adding a vice president for a unit of 11,000 members. Under this rationalization, there should be 48—I repeat, 48—vice presidents on the CWA National Executive Board.

Please think about, rationalize and come to the conclusion that this constitutional amendment is wrong, wrong, wrong. I urge you to vote this amendment down. Think about it. Eleven thousand members should not equal one vice president. Thank you. (Applause)

PRESIDENT BAHR: On Microphone number 3, Delegate Ebeling.

DELEGATE JOHN J. EBELING (Local 14616): Brothers and sisters, I certainly support the recommendation of the Constitution Committee, and I compliment them on their recommendations.

It makes me think about 14 years ago when the Typographical Union came into the Communications Workers of America. We had shopped for a merger partner, and we found the best possible merger partner in the labor movement—the Communications Workers of America. (Applause) And that was only the beginning of many more mergers to come.

As we go into "Challenge 2000," I am sure there are going to be more merger partners. CWA will grow through organizing and through mergers and affiliations. I think NABET has shown that they are true CWA members in the CWA family. I think the CWA family always has room for one more Executive Board member. I think the Executive Board of the CWA is a leadership team that is second to none in the labor movement. And I can see that this is just one additional Executive Board member, but I hope we have many, many more.

Three years after the merger, when the Typographical Union came into the CWA, our merger agreement was discussed on the convention floor. I took the floor at that time—it is in the record—and I made it clear that when the CWA makes an agreement, you can go to the bank with that agreement.

Things have not changed. They do not change agreements. They actually improve the agreements, and I think that word passes throughout the entire labor movement. The House of Labor knows how the CWA operates, and that is why the CWA is going to grow, not only through organizing, but through mergers and affiliations.

Adopt this resolution and let's hope we have more just like it in the future. Thank you. (Applause)

PRESIDENT BAHR: No other delegate has indicated a desire to speak. What you have before you is Constitutional Resolution 62A-00-14. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

Please join me in thanking the Constitution Committee for the job they have done. (Applause)

Now, I want particularly the delegates from District 6 to pay attention to this notice: The CWA Constitution makes provision in Article XV for the election of International Officers, District Vice Presidents and National Unit Vice Presidents. The term of each office shall be for three years, or until their successor has been duly elected and qualified. In the event a vacancy occurs in the office of Vice President for any reason, an election shall be held at the next regular

convention for the purpose of electing a Vice President to fill the unexpired term.

The District 6 Vice President election shall be conducted in accordance with the following procedures: The District Vice President shall be elected by secret ballot today between the hours of 6:00 and 8:00 p.m. That is the time the polls will be open.

Nominations will take place 15 minutes after the Convention recesses today in the assigned District meeting room, 209A-B. All voting will take place in Room 208A-B and will begin immediately following the close of nominations.

There is a discussion going on with our Parliamentarian, so bear with us for awhile.

. . . The convention stood at ease . . .

PRESIDENT BAHR: District 6 delegates, when you leave here at the end of the session, go out the doors at the right corner. The doors will be open. You won't have to go all the way around.

Let me, in the meantime, thank today's platform observers. Tomorrow's platform observers are Victoria Kintzer, President of Local 13500, William Freeda, Assistant to the President, Local 51011. They should report to the platform at 8:45 a.m. tomorrow.

Again, let me remind you, I hope I see everyone at tonight's rally/fund raiser for Hillary Clinton. I am advised that credit cards are accepted. (Laughter)

Let me recognize the Secretary-Treasurer.

SECRETARY-TREASURER EASTERLING: I have three announcements. There will be a meeting for delegates interested in public broadcasting at 5:00 p.m. or the close of the convention, whichever is later, in the San Simeon Room at the Hilton.

. . . Meeting announcements by Secretary-Treasurer Easterling . . .

SECRETARY-TREASURER EASTERLING: Tomorrow there will be heightened security for Vice Presidential candidate Lieberman. The area in front of the stage and the area behind the stage will be highly restricted. There will also be a team of secret service agents at the entranceway. They will be performing random searches of pocketbooks and random metal scans. I hope you understand the need for these security measures. We surely appreciate your cooperation with them. If you have any questions, please see me.

PRESIDENT BAHR: On Microphone No. 1, Delegate Bury.

DELEGATE MARIA BURY (Local 2101): I would like to make a constitutional change to Article XVIII, Section 10. I want to add a new Section (c) to read: When the President declares a strike in any bargaining unit that cuts across district lines, no district or local shall return to work unless a thorough discussion of the remaining issues is held by the President with all the affected vice presidents simultaneously. The action to return to work by any section of the bargaining unit will be a known fact to all of the affected bargaining units before the unit returns to work.

If I can get a second, I will speak on it.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have a second. You may speak on your motion.

DELEGATE BURY: In March of this year, Districts 1, 2 and 13 held a tri-district meeting in Atlantic City, New Jersey. At that meeting, the three district vice presidents—Larry Mancino, Pete Catucci and Vince Maisano—along with all the delegates, agreed that no one district would sign off on a contract and return to work until all units were complete in the bargaining process.

On Sunday, August 20th, District 1 Vice President Larry Mancino signed off on their contract without District 2's and District 13's knowledge. We in District 2 and District 13 and New Jersey did not reach an agreement until Wednesday, August 23rd at 10:30 p.m.

I do not blame the local leaders in District 1 for sending their members back to work. They had no choice. I blame their leadership for violating a verbal agreement and also violating the Constitution. District 1 members were as confused as the members in District 2, 13 and New Jersey.

Whenever we are in negotiations with any company and the negotiations cross CWA district lines, we must remember who the fight is with. The fight needs to be with the company—in this case Verizon—not within CWA. (Applause and cheers)

We should not be fighting with each other. We need assurances that this will never happen again. I ask for your support for this constitutional change.

PRESIDENT BAHR: On Microphone No. 4, Delegate Clark.

DELEGATE FRITZ CLARK (Local 1111): As bargaining gets more complex with

company and union mergers, we need to clarify our bargaining policy. We need to determine the difference between regional goals and local critical issues or goals.

In the strikes that we have had historically, we have had national bargaining for many years, and I served on the National Collective Bargaining Committee when we established goals. When we had the national strikes, we left it up to the Executive Board to determine when the goals had been substantially met, and if local critical items existed around the country, those bargaining units that felt strongly enough continued to strike while others went back to work. That is the historical practice of this unit.

Issues are very important in strikes: solid issues that our members will support until hell freezes over.

In 1971, New York led a 27 week strike that got us the agency shop and premium time for Saturday. We did it when the rest of the country went back to work. We felt strongly enough on those issues to spill a lot of economic blood.

President Beirne told us it was going to be tough but, if we wanted to do it, we had the right to do it, and he would support us, but it was not going to be easy, and believe me it wasn't.

Our members held the line for 16 weeks in my local, and I did not have a single scab because we felt strongly enough about those issues to go about winning those kind of gains that came that hard. We did not stop the other locals in this country that went back to work because they didn't feel that strongly about those issues.

This is a difficult matter. In 1989, when other bargaining units around the country decided to take some limits on their health care, New York and District 1 decided we were not going to do it. We fought 18 weeks when the rest of the country was back to work. We did not come around crying that everyone else in the country went out. (Applause) We do not have concessions in our health care. We know how to fight. We have done it before and we will do it again.

This issue we are talking about, being the regional goals that were originally set were met, they were satisfied, and we had a couple of vice presidents who wanted to hold out for every local critical item.

If we were to do that as we go forward in this union, when we talk about mergers of both unions and companies, we will have strikes that will never end. We definitely have to have a system in which we set goals; when they are satisfied at a regional level, multiple bargaining units go back to work. And if somebody feels strongly enough to stay out on local issues, they should have the guts and determination enough to do it with the full backing of this union, and not be worried about the people that went back to work. (Applause)

I think we need to clarify our policy when there is multiple unit bargaining with the same company and have a regional goal established, and when they are met, the units are free to go back to work, and local critical items are a different level and they would be handled by our unified bargaining unit. Or, the alternative is we don't bargain collectively anymore, and do it individually.

We need to clarify this policy. It is too hard, I think, for the President and the Executive Board to moderate some of these disputes that developed like the one did this time.

So I say vote against this resolution. This is driving a wedge between us. Maybe we need to set up a committee to establish some goals, as this bargaining gets more complicated, to steer us through the future of these bargaining situations.

I think it is unfortunate that this happened. It did happen. But we don't want to make a mistake and drive such a wedge between us that we are not united in this union, going forward.

So I ask you to vote against this amendment. Thank you.

PRESIDENT BAHR: Mike No. 3, Delegate Scinaldi.

DELEGATE LOUIS J. SCINALDI (Local 2202): President Bahr, fellow delegates. I rise to speak in support of this amendment.

As a member of the Verizon South Bargaining Committee, I can only say that you had to be there to feel the full impact of this action.

We have several bargaining units that crossed district lines. What we must accomplish here today is to add this language to our Constitution so that this never happens again.

I could not imagine another bargaining committee or any of our members having to live through a situation such as this ever again. I will not bore you with war stories of all that happened up there, because I don't think we need to get into that. But I will urge you to vote for

this amendment, not for District 2, not for District 13, not even for New Jersey—that is part of District 1 that was left out there with us— but for the future solidarity of our great union. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Carr.

DELEGATE EDWARD CARR (Local 13000): My question at this time, Morty, is, is this part of the Constitution already?

PRESIDENT BAHR: I'm sorry?

DELEGATE CARR: Was this part of the Constitution already? If it was, what I want to know is why didn't some communications take place in Washington?

PRESIDENT BAHR: If it was part of the Constitution, I think the parliamentarian would have said that this would be out of order. You still have a second question.

DELEGATE CARR: Thank you.

PRESIDENT BAHR: Microphone No. 4, Delegate Jordan.

DELEGATE MICHAEL K. JORDAN, SR. (Local 1120): Good afternoon. I urge everyone to sit there and vote "No" for this. I think we should put this into a committee, just as other things that go into the Constitution Committee and the Resolutions Committee. It needs to be investigated.

I have talked to several people over at District 2. We have the same questions. We also had the same phenomenon happening where we all wore red every day. It was not even a mobilization effort. It just happened.

I know we are all going in the same direction, but to make an emotional decision based on such a lack of information would be a disgrace to the CWA. So I urge you to vote "No." (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Layman.

DELEGATE DAVID LAYMAN (Local 2204): I would like to call the question.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: The question has been called. It is not debatable.

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

Debate is closed.

In front of us is an amendment --

. . . Cries of "No" . . .

PRESIDENT BAHR: All those in favor of closing debate raise your hands. Down hands. Opposed by like sign. It is defeated.

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

PRESIDENT BAHR: State your point of order.

VOICE FROM THE FLOOR: Only one person spoke for it.

PRESIDENT BAHR: Two people spoke for it.

VOICE FROM THE FLOOR: Only one person spoke for it.

PRESIDENT BAHR: The maker of the motion counted as one of the two in favor. Two people spoke. The motion was in order. It has been defeated, and if you want to overkill, go right ahead.

On Microphone No. 3.

I think we ought to take a step back and see what we are doing to this union.

Just hold it a second. We are now losing sight of what we are all about. We have members back home who depend upon us to look at issues clearly, without emotion, and keeping their best interests always in mind. And we have all said there was a screw up. And if you want to beat this to death, you all hold the responsibility for when we leave this convention that we will not be together.

Microphone 3, Delegate Speakman.

DELEGATE WALTER M. SPEAKMAN (Local 13101): President Bahr, Vice President, Brothers and Sisters, Retirees and Honored Guests: We are not here to tear this union apart. I will be very brief. I won't be three days longer.

I stand before you to urge you to affirm this motion. The strikes against Verizon caused wounds between districts. Wounds can and will be healed. This can never, ever be allowed to happen again. The passage of this motion will ensure that it will never happen again.

I want to believe that lack of communication caused our wounds. This motion mandates

that there will be communication. Pass this motion, brothers and sisters, and when the bandages are removed there will be no wound, no scab, no scar, just one unified union, the CWA.

(Applause and cheers)

PRESIDENT BAHR: On Microphone 5, Delegate Fahrenholt.

DELEGATE MICHAEL FAHRENHOLT (Local 3410): President Bahr, what effect will this, in fact, have on future organizing?

PRESIDENT BAHR: I think, as this record is printed and gets in the hands of the enemies of labor, every word that is said here on this issue, as well as any other issue, will be tried to be used against us.

You are entitled to a second question, Mike.

DELEGATE FAHRENHOLT: What is the majority necessary to pass this change?

PRESIDENT BAHR: Three-quarters.

DELEGATE FAHRENHOLT: Thank you.

PRESIDENT BAHR: On Microphone 5, Delegate Adams.

DELEGATE KEITH ADAMS (Local 4351): Would it be proper to hold voting in abeyance until we can get this amendment in writing?

PRESIDENT BAHR: Well, I'm sure the delegate has it in writing and would bring it up here and I would read it to you.

DELEGATE ADAMS: I, for one, am not comfortable voting on an amendment without being able to look at it myself in writing.

PRESIDENT BAHR: That provision is not a requirement.

On Microphone 4, Delegate Mitchell.

DELEGATE WAYNE MITCHELL (Local 14170): Brothers and sisters, I am going to try to keep this short and sweet. It is no secret that the last two or three days we have been hearing about the issues. Before that, when this Verizon strike ended, a strike that was a great victory, most important for all the members we represent, and we are losing sight of that real quick.

(Applause)

The last place I expected to be was up at a microphone talking on this issue. I am not a Verizon worker. I do not represent Verizon workers. I represent people in the print industry. But I was on the Verizon picket lines, and I felt the victory and the strength of what you accomplished, all of you, District 2, District 13, and District 1. Now look what we are doing to ourselves.

(Applause)

When we had the scene that we had in this room, it got beyond Verizon. It got beyond 90,000 people. It is about 650,000 people. The message we should be sending to our members, and all the employers that our members work for, is that we are together.

This kind of thing doesn't happen in this union. I think before we start passing resolutions and motions and changing our law and setting a new direction for this union, at the end of the day, we had better take a hard look at it.

What we should be doing is putting together some local preidents and we need more answers about what happened here or we cannot fix the problem. We are going to leave here more divided, and let me tell you, wounds don't heal that easily.

This does not have to go away. This has to be dealt with and it has not been dealt with well enough, but it can be. This is not the way to deal with it.

Take a step back out of the picture. I am a step back out of the picture. I don't have the same emotions that went on between some of these districts and some of the leaders. But I will tell you, this is a mistake. We are better than this, and this is not the way to fix the problem.

The way to fix the problem is to calm down, to put some of our talented local leaders together in a room and come back with a recommendation. That is the way to fix this problem. We are going to leave here divided. We are going to hurt our union, and we are going to undo a great victory. (Applause)

Vote against this motion, and let's really deal with the problem. (Applause and cheers)

PRESIDENT BAHR: On Microphone 1, Delegate Huber.

DELEGATE JACK HUBER (Local 4320): I move to table the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: The motion has been made to table. (Applause) It is debatable, and the delegate may speak on his motion.

DELEGATE HUBER: Thank you, President Bahr.

Brothers and sisters, I have attended 22 plus conventions. I have seen floor fights. I have seen emotions run high. I have seen good elections and I have seen not so good elections, but what I have seen over the years that I think we need to stick with is, when we are talking about changing our Constitution, that we don't do it at the height of emotion.

This issue is a very fresh issue. The delegates who have not been involved with the issue directly maybe are not so clear on exactly what has happened.

Apparently some mistakes were made and mistakes have been admitted. But for us to act today, I think would be irrational on our part. I think we need to settle down, listen to the issues, investigate, listen to what our leaders have to say about going forward in the future, in case we are faced with the same issue. So I move to table the motion. (Applause)

PRESIDENT BAHR: There is no delegate who wants to speak on the motion to table. It requires a majority vote.

All those in favor of the motion to table indicate by raising your hands. Down hands. Opposed, by like sign. The motion is tabled. (Applause and cheers)

I want to thank you for the action that was just taken. The Executive Board had a discussion about this last Friday at our meeting. We intend to discuss it further, along the lines that Fritz Clark mentioned.

Let me just suggest this to you. We can pass all the motions we like. We can pass all kinds of constitutional amendments, but if we don't have the trust of one another, the camaraderie of one another, the ability to work with each other, these motions and amendments will have little value. So I hope that each of us has learned something from the last few minutes. I am sure we have and our union will be that much stronger for it. I want to thank you all for what you just did. (Applause)

We stand in recess until 9:00 tomorrow morning. Please turn out for Hillary tonight.

. . . The convention was recessed at 5:04 o'clock p.m. . . .

TUESDAY MORNING SESSION

August 29, 2000

The Convention reconvened at 9:00 o'clock a.m., President Morton Bahr presiding.

PRESIDENT BAHR: Would the delegates quickly take their seats please? The convention will be in order.

To open our convention this morning, we are pleased to have with us Rabbi Lawrence Goldmark, of Temple Beth Ohr, La Mirada, California.

RABBI LAWRENCE J. GOLDMARK (Temple Beth Ohr, La Mirada, California): Shalom.

You are supposed to say "Shalom" back. So let's hear it.

. . . The delegates responded, "Shalom" . . .

Good. Good. I ask you to bow your heads.

We thank God for our many blessings, our lives, our health, our dear ones, and Your God-given gift to be productive with our hands.

A wise rabbi, nearly 2000 years ago, once said, "According to the labor is the reward." Many of us might dispute this learned man, for all of us know of people who gained fame and wealth and even glory without having put in the labor that we think is necessary for such rewards. We say they are lucky or fortunate, or even have cheated in order to get to the position that they are today. But if we think about it for a moment, they are the exception. Most people have to put in the necessary hours and days and weeks and years to achieve the rewards of their labors.

All of us know people with shortcuts and schemes and devices that get them to their goals faster, but in the long run the hard working, conscientious man or woman who goes by the rules of society will achieve his or her ends and goals sooner and in a much happier state.

This coming Monday, we salute each other on Labor Day. We take a day off from our work to reflect on our lives and our goals we have set, and the purpose of all our toil and effort.

So let us rejoice with our fellow Americans that collectively we are building a great and mighty nation, composed mainly of decent, hard-working people. For this, we have all labored and this is our reward. And so I conclude with the words of the book of Deuteronomy: "May the Lord bless you in all your work and in all that you put your hands to do."

And we say together, amen. Thank you. (Applause)

PRESIDENT BAHR: Earlier this year, the 17,000 engineers at Boeing waged an unprecedented strike that captured the attention of the nation. The news media and the company were amazed. Whoever heard of engineers striking and staying out on strike? Their stunning victory, and believe me it was a stunning victory, because management totally miscalculated the commitment of these engineers to fight for their union, was a victory for every professional and high-tech worker in America. CWA was proud to support these courageous strikers with a grant of \$25,000 a week.

The president of the union who led the walkout is our guest at this Convention. In fact, he spoke to our Newspaper Guild group earlier in the week. Please give a big welcome to the President of the International Federation of Professional and Technical Engineers, Paul Almeida. (Applause)

The results of the election in District 6 for Vice President, conducted last evening, were: 16,675 for Mike Littleton; 48,605 for Andy Milburn, and Andy Milburn is elected. As a result of that election, we have the Installation of that Vice President this morning.

We, the Communications Workers of America, have built out of our own experience an organization which today stands as a great institution for justice. We have fashioned that organization—our Union, the Communications Workers of America—according to the dictates of democratic tradition. We have today taken upon ourselves a grave responsibility, a trust delegated to us by the thousands of men and women whose work makes our Union possible.

In keeping with this tradition, we have held a truly democratic election, an action by which we have chosen our leadership in District 6. It is, then, in the name of the membership and of the sacred cause of Free Labor that I administer this Oath of Office to our elected officer, reverently asking our Creator to look after and care for this chosen leader in the execution of his solemn obligations.

Andy Milburn, please come to the podium.

Do you, Andy Milburn, on your honor, accept the Office of Vice President and, thereby, the trust of Executive Board Member of the Communications Workers of America?

Do you solemnly swear that you will faithfully fulfill the responsibilities of your office and carry out decisions, orders, and regulations of the duly constituted authorities of the Communications Workers of America?

Do you hereby pledge yourself to assist, to the fullest extent of your ability, your fellow Vice Presidents and International Officers who comprise the Executive Board of the Union, to uphold the Constitution of the Communications Workers of America at any and all times?

Do you solemnly swear to work tirelessly to build our Union by organizing the unorganized?

Do you swear that you will faithfully preserve the fundamental principles and traditions of a free and independent Labor Movement and pledge yourself to defend our Nations and their Constitutions?

Andy, place your left hand upon the Bible, raise your right hand and pledge yourself to the Oath and sign the CWA Constitution, which is beside the Bible, thus symbolizing your conviction of your Oath.

VICE PRESIDENT ANDY MILBURN: To this, I, Andy Milburn, Vice President of the Communications Workers of America, District 6, do solemnly swear, so help me God. (Applause)

. . .

Vice President Andy Milburn signed the Constitution of the Communications Workers of America . . . (Applause)

PRESIDENT BAHR: The installation is now complete. And now, Vice President Andy Milburn for some remarks. Andy, it's all yours.

VICE PRESIDENT MILBURN: A little later today Senator Lieberman will be here to speak to us, and I need to apologize because he made some remarks at our Democratic convention where he opened up with declaring what a great country this is, and this morning I can't help but say, wow, what a great union this is. (Applause)

And what makes us great is the fact that we are a democratic union and that we debate the issues and then we vote and then we leave here united. So, we want to keep that in mind because there are many important issues in front of us. The IUE merger, there are some

concerns about how we did the strike at Verizon, but let me tell you, that is a fantastic contract and I thank you for the job you did on that contract. (Applause)

Finally, I have to thank the officers that I have been blessed with, going on fifteen years now, to earn my living serving the Communications Workers of America and our members.

And what better way to provide for your family than by helping the working men and women of America? But to do that, you also have to have the support of your family because you know these jobs take a tremendous amount of time, and you are on the road, and if you do not have good support at home you just, in my belief, will not be successful.

So I would like to introduce to you my family. My wife Shawna. (Applause) My daughter Jennie. (Applause) And my little daughter Christina. (Applause)

Morty gave me the opportunity to speak to you, so I am going to take the opportunity to make a plug because I don't know when I will get this opportunity again.

You will recall, several years ago we had a drive to encourage people to become bone marrow donors. Nine years ago, my wife Shawna was diagnosed with leukemia when she was pregnant with our youngest daughter. The doctors wanted her to abort that pregnancy so they could start treating the leukemia immediately. She refused to do that and waited nine months until she had the baby before she started the treatment. After four years of chemo, the treatment was unsuccessful, and they went through their bone marrow registry and found an unrelated donor. And in 1995 Shawna had a bone marrow transplant. Today she has been in remission for five years. (Applause)

So if you did not take the opportunity when they were here registering bone marrow donors, please, when you go home do that, because it does save lives. If it had not been for a 53-year-old school teacher out of North Carolina, my wife would not be with us today.

Finally, I just want to thank you for your support and to say God bless you. God bless our union. Thank you. (Applause)

PRESIDENT BAHR: What you just heard is what makes this union unique. And also very unique, and not surprising, Senator Kennedy called this morning to say congratulations on the strike settlement. (Applause)

Can we have the house lights come on again. Before I introduce our next speaker, I want to share a few comments with you. If you reflected, as I did, on yesterday's debate, it would have become clear from the conflicting statements on both sides of the question as to why we had the confusion we did. On one hand, we have a 50-year history in the old New York Telephone, have a clear definition and distinction between regional and local issues. And on the other hand, the old Bell Atlantic South, particularly in the C&P area. Because of the way the local unions are structured, unlike in New York where all the departments are in one local union, there is little distinction between local and regional items.

So, on Sunday, when the confusion developed, those important items that remained on the South agenda, important to our members, may have looked like local in one area, but were not considered that in the other.

And so, you have my personal commitment that in any future coordinated bargaining, beginning with SBC early next year, where four districts will be involved, we will take the necessary steps to see that everyone is on the same page. (Applause) I and the officers of this union are determined that what happened will not happen again.

I want you to know that I spoke with the three involved Vice Presidents last night. They have shaken hands and put this behind them. (Applause) I hope before all of you leave that those locals that were involved in the strike, that achieved a breakthrough that is going to impact on the entire labor movement, will meet, shake hands, give a hug and let's join hands, close ranks, march out of this convention, building the CWA family. Thank you. (Applause)

Our next speaker last visited us in 1990 when he was the young, dynamic president of the United Mine Workers. He's ten years older, but AFL-CIO Secretary-Treasurer Richard L. Trumka is still one of the most dynamic leaders of the labor movement. And he is still the youngest secretary-treasurer in AFL-CIO history. Growing old rapidly, but he is still young. (Laughter)

Among his other duties, Rich chairs the AFL-CIO Strategic Approaches Committee. He has done an outstanding job in bringing the power of the entire labor movement to bear on behalf of working families in critical situations.

Rich played a key role in bringing the SPEEA strike at Boeing to a successful conclusion,

and he had an active role in the GE negotiations. As a matter of fact, he and I made opening statements at the beginning of those negotiations. Right now, he is deeply involved in the Screen Actors Guild/American Federation of Theater, Radio and Television Artists' strike against the producers of commercials.

Rich has also done some amazing work in harnessing the power of union pension fund monies in support of working families. Rich is currently working closely with CWA on a number of key issues, and I am honored to present him to you.

Brothers and sisters, AFL-CIO Secretary-Treasurer Rich Trumka.

. . . The delegates rose and applauded . . .

RICH TRUMKA (Secretary-Treasurer, AFL-CIO): Thank you, Morty, for those very, very kind words, and more importantly, thank you for your leadership and for your friendship. And I thank you and Barbara and your entire leadership team who continue to provide leadership not just for the members of this great union, but for the labor movement and for all working families in our country.

Morty, this is a personal thing that I would like to say. I watched the last couple of years as this great union has faced more change at a faster rate than any other union out there. Not only has this union survived, this union has actually grown and prospered through that massive change. That, my friend, my brother, is a testament to your leadership, to Barbara's leadership, and to this leadership team. I want you to know that every last one of us in the labor movement salutes you for that leadership. Thank you, brother. (Applause)

Now, we missed you, of course, at the Democratic Convention last week. But I understand that you had more important duties to take care of. Something about an uprising at Verizon. (Laughter) And Verizon is what I am talking about when I say leadership. The issues that you struck over, especially the issue of forced overtime, are the issues that are troubling every last worker in America. That is why so many members of so many AFL-CIO unions were there on the picket lines with you. And the 40 million men, women and children living in union households in our country say thank you for your courage. Thank you for your commitment. Thank you for your leadership. You are terrific.

And Morty, you talked about those locals giving each other a hug. On behalf of those 40 million people, I would like to give you a hug for them.

. . . Applause as Rich Trumka embraced President Morty Bahr . . .

Let me add that the cross-union support and solidarity that you saw in Verizon, in Boston and Manchester and all across the country, is exactly what we are trying to expand through our new alliance initiative to bring all of our unions and our state and our central labor bodies closer together.

Now, this is one terrific crowd and one terrific union and a great occasion, and I am very honored and delighted and humbled to be with you and to let you know what I think and what my partners John Sweeney and Linda Chavez-Thompson think about the notion of CWA and IUE merging.

We think it is the best idea to hit the American Labor Movement since Sam Gompers said, "Labor wants more." You see, brothers and sisters, this merger means more. It means more power to bargain with, especially with corporate giants like Verizon and GE, who are trying so very hard to de-unionize. And if they are successful, that will hurt the entire labor movement.

It means more power in politics, especially in the key battleground states where CWA and IUE membership is concentrated and where Al Gore and Joe Lieberman will win it or lose it all this fall.

And, most important, it means more power to organize, especially in the industrial sector, where there are ten million jobs, but only three million union members.

We must—I repeat: must—organize these workers. That is our challenge. Many of those unorganized workers are in high technology manufacturing, and that is why this merger makes so much sense to all of us.

CWA is already the union that is most aggressively and successfully organizing the high-tech service sector workers. And we are convinced that together CWA and IUE can and will do the same with manufacturing workers. Organizing manufacturing workers is a challenge that we must meet or face a weaker and weaker trade union movement. I don't know about you, brothers and sisters, but we have been there, and we are not going back to that weaker labor movement.

(Applause)

Now, I can't say enough about organizing, because organizing is the absolute key to politics and legislative action and to representation and bargaining and everything that trade unionism is all about. Thanks to the example this union is setting, we are rebuilding our membership base and regaining our bargaining and our political power. And from what we saw in Philadelphia three weeks ago and in Los Angeles last week, it comes none too soon.

The two party conventions drew the line in the courtroom of public opinion, you see, for one of the most important political confrontations in the history of our country, on the election that is going to decide the course of this country for the next two, three, four and possibly five decades to come.

On the one side of the courtroom sit the rich, powerful and the elite of our society, and we saw them in Philadelphia, 21 percent of them, millionaires. They are the drug manufacturers and the big oil men. They are the right-wing zealots who opposed the creation of Social Security 60 years ago, who opposed the founding of Medicare 30 years ago, who fought against the Civil Rights Act and the Voting Rights Act, who have attempted to stifle the voices of working families in our unions for the last hundred years.

On the other side of the courtroom we saw in Los Angeles all of us, thirty percent of those delegates union members. We are workers and retired workers and our families, who built this country with our backbones and our brains, who protected it in wars, hot and cold, who brought America into the 21st Century, riding the crest of the strongest, most competitive economy that the world has ever known.

For us the stakes have never been greater, and to elect our candidates to Congress and to state and local offices, we have to work harder, brothers and sisters, harder than we have ever worked before, registering voters from union and senior households by the tens of thousands, educating our members and our families on the issues and on the candidates, and then going to the polls in November in record numbers.

I believe we will do that, and I believe we will win, because we have the most ambitious political program underway in the history of our movement, and because there has never been a greater contrast between candidates at the top of the ticket.

Vice President Al Gore believes that every last worker should have the right to join a union. George W. Bush believes every last worker should have the right-to-work-for-less under a national right-to-work law.

Al Gore wants to make education our top priority. George Bush wants to do for our nation what he did in Texas, and keep education at the bottom. He says openly that higher education is not his priority.

Vice President Al Gore wants to use the budget surplus to shore up Social Security and Medicare, and he supports a genuine prescription drug benefit for our seniors. George Bush wants to tear down both programs by doling out a big tax break to the wealthy, by handing Medicare over to the giant insurance companies and cutting benefits and raising the retirement age so that he can turn Social Security over to Wall Street.

Well, we have a message for George W. Bush. So long as there is one last trade unionist alive and breathing, you will not destroy Social Security. You will not raise the retirement age. You will not destroy benefits that we all depend on. You will not. (Applause)

And then Vice President Al Gore selected Joe Lieberman as his running mate and sent an unmistakable message that our team is a team for inclusion, a team for the future, a team that is willing to kick down every last artificial barrier that exists in this country.

George Bush chose Dick Cheney as his vice presidential running mate and sent a message that the Republican ticket is a ticket for exclusion, a ticket to the past.

In his speech to the Democratic Convention Joe Lieberman showed us warmth, compassion, concern and a great sense of humor. In his speech to the Republican Convention Dick Cheney could no more restrain himself from taking right-wing cheap shots than he was able to restrain himself from voting against Head Start, against safe drinking water, against the Department of Education, against the Equal Rights Amendment, against sanctions to free Nelson Mandela, and against notifying workers before plant closings.

Having Al Gore and Joe Lieberman as our nominees is a tremendous testimony to every last one of you in the hall and to thousands of union members and activists across this country

who have worked so hard to bring our movement back and bring working families to the forefront of the political debate. Both men are more than just friends of working families. They are ardent supporters of our unions, who oppose the TEAM Act, oppose Paycheck Protection, oppose comp time and oppose right- to-work-for-less. Both men stand tall for the right of all workers to freely join our unions, for them and our future and our country.

We will stand tall in the fall and we will elect them President and Vice President and move America into the future, not send it back to the past. (Applause)

You see, brothers and sisters, over the past years we have come a long way indeed toward our goal of restoring the voice of workers on the job, in our community, in our government and in the global marketplace. But for all of our organizing efforts, we are still declining as a percentage of the workforce, and working families are still stuck with stagnant incomes. And for all of our political progress, we are still holding our own. And as we say in Nemaconn, Pennsylvania, where I grew up, we really just scratched the bear with our modest accomplishments.

You see, it is no mere coincidence that our adversaries who are shoveling dollars into the anti-worker politics this year are the same antagonists we face across the bargaining table. And it is no coincidence that they are the peripheral sponsors of anti-union initiatives to silence our members—to return us to the day of company unions and to take us back to the dark days of deadly workplaces.

You see, they know who we are, they know what we do, they know that but for the AFL-CIO and the kind of people gathered right here in this room, and CWA, that the Republican "Contract on America" would have become the Magna Carta for the corporatization of our country.

Our adversaries know that because millions of working Americans, union members, worked together, stood together, fought together, they did not succeed in dismantling Social Security, Medicare, Medicaid, OSHA, MSHA, TEPA, HHST, Department of Labor, and public education as we know it.

They know what we are about. They know about us. And that is why they dumped so much money into that off-Broadway musical in Philadelphia, and that is why they are pumping millions into the slimy pockets of union-busting lawyers and consultants all across this country.

They know that this is the year that they must stop us in organizing, as well as in politics, and we know that this is the year that we must either turn the corner or turn around and go back.

You see, if we do our job in the federal and state and locals this year, it can be the beginning of a new future for working families in our union movement. If we do our job in organizing, nothing—but nothing—can stop us, because we can guarantee that future for many, many years to come.

That is why this merger is so important, because if we fail to do our job in either, the retribution will be swift and sure in our work places, across the bargaining table and in every legislative body in our country.

For working families and our unions, for our movement, the elections this fall are not just about Democrats versus Republicans, or about recapturing governmental bodies—they are about recapturing the moral authority for the values that each and every one of us share. And the organizing battles we are fighting are not just about beating up bosses and winning representation elections; they are about winning a fair piece of the prosperity that we do not share.

You see, brothers and sisters, this is the year that we must rise up. This is the year that we must rise up together, rise up and recapture our moral authority and reclaim the share of our nation's wealth that is ours.

And cruel corporate contributors out-spent us greatly. We can regain control of our government and regain control of our workplace and our future, because we have our heads and our hands and our hearts and we have each other and we have our solidarity.

They may have the power of the dollar, but we have the power of ideas and values and people and when you put those values and ideas and people together, we win. And we will win, because we are old and young. We are men and women. We are rich and poor. We are rising up together.

We will win because we are white Americans and African-Americans, Asian Pacific-

Americans and Latino and Native Americans, and we are standing up together.

We will win because we are working Americans and we are fighting together, joining together, like CWA and IUE, speaking together, struggling together, fighting together, winning a better job for every worker, a better education for every child, a better retirement for every senior, better health care for every family, a better future for every CWA and IUE member, a better future for every American.

This time, this year. Our time, our year. Together, brothers and sisters, together. Together, brothers and sisters, together. . . .

The delegates rose and applauded at length . . .

We can take back our country and make 2000 the year that we stood for workers together. Together we will do it.

. . . The delegates continued standing while cheering and applauding . . .

PRESIDENT BAHR: I don't think anyone has to interpret for Rich Trumka, but I would share with you last night for those of you who weren't there at the rally for Hillary Clinton, she put it this way: It's like driving a car, voting this year is like driving a car. If you want to go forward, you put it in "D." If you want to go backward, you put it in "R." (Laughter and applause)

Thank you so much, Rich.

I now have the special privilege of introducing another dear friend, the President of the IUE, Ed Fire. Ed and I served together on the AFL-CIO. His advice and his participation is always evident.

The IUE is an outstanding union with a wonderful labor history. Our two unions share a tradition and a culture that comes out of our CIO heritage. We see a merger between our unions as a perfect match. I think this merger also points out the special qualities of Ed Fire's leadership.

The IUE comes to CWA as an equal partner, a strong union, and I might add that the IUE spoke with the steelworkers, and the United Auto Workers, and the International Association of Machinists and the United Mine Workers of America, and after careful consideration of all the unions, who were so willing to join them, their board voted unanimously to join us. (Applause)

The IUE just completed negotiations with General Electric that resulted in one of their best contracts in many years. As I said yesterday, as part of a way to show their commitment to this merger, the IUE is contributing \$5 million immediately to the CWA Defense Fund and will pay the per capita dues from day one. (Applause)

There is no question that Ed and the other top officers could have maintained the status quo and retired as very successful officers. This path would have been very easy for them. But they are not satisfied with the status quo. That was not the legacy they wanted to leave their union. They have a vision of something more for the IUE, something greater. Pooling our resources and with our joint commitment, as Rich Trumka said so eloquently, we will reorganize manufacturing in this country.

I am looking forward to working with him and all of the other leaders of the IUE as, together, we build a new CWA for the new millennium.

We have also invited the IUE's top officers to join Ed today and I want to recognize them: Tom Rebman, Secretary-Treasurer (applause); Richard Chapman, Assistant to the President (applause). He is not here. I am sorry. Peter Mitchell, Assistant to the President and General Counsel (applause); Mike Bindas, District 7 President (applause); Bruce Van Ess, District 8 President (applause); and Kathy Wagner, Director of COPE & Legislation. (Applause)

A very dear and long-time friend of mine, Sal Ingrassia, the President of District 3, because of ill ness was not able to be here.

So please join me in welcoming the President of the IUE, Ed Fire. (Prolonged applause)

EDWARD FIRE (President, IUE): Thank you very much. Thank you very much, Morty, for that very warm and generous and absolutely word-for-word true introduction. (Laughter) It is the kind of introduction, my brothers and sisters, that my parents, had they been with us today, would have very, very much enjoyed. My father would have liked it, and my mother would have believed every single word of it. (Laughter)

I also want to thank you for the opportunity to follow Rich Trumka. Thanks, Morty. (Laughter)

Along with my IUE colleagues, Tom Rebman, Mike Bindas, Bruce Van Ess, Peter Mitchell and Kathy Wagner, I am honored to join with our union sisters and brothers of one of our

country's truly, truly, great unions, the Communications Workers of America. Give yourselves another hand, my brothers and sisters. (Applause)

Let me say this: It is great to be in the Golden State of California. Anaheim is a fine, fine city. I must say that the Hilton is a great hotel. My room, Morty, is beautiful. In fact, the pillows on my bed are so fluffy and soft that I am having a hell of a time stuffing them into my suitcase. (Laughter)

But let me pay my respects to the leadership of the CWA: President Morty Bahr; my good friend from Ohio days, Secretary-Treasurer Barbara Easterling; Executive Vice President Larry Cohen; and your entire Executive Board. Yours is a union, my brothers and sisters, blessed with outstanding leadership. And this, too, is a fact: As Rich Trumka pointed out, there is no more effective President on the Executive Council of the AFL-CIO, the top labor policy-making body in the United States of America, than your President, Morty Bahr. And that is the truth. (Applause and cheers)

I want to offer you my congratulations and that of our union to the Verizon bargaining committee—north and south. This is, my brothers and sisters, a tremendous new contract. As the brother from New York ITU said so eloquently yesterday, it was an absolutely tremendous victory. All unions win wage increases. Not many win 4 percent a year every year. Most unions win pension improvements. But I can tell you, very few win 14 percent. And the truth is this: Virtually no unions win card check recognition. That is, my brothers and sisters, a profound and significant achievement. (Applause and cheers)

That achievement is not just for Verizon workers, not just for the CWA, but for all of labor. Winning recognition of the Communications Workers of America through card check recognition will, in my judgment, resonate throughout the entire American Labor Movement. I salute you, Morty, and I commend you for that singular achievement, and everyone else on the committee who I know played an active and important role in winning that important demand.

If I may, I would like to talk for just a few minutes about IUE and CWA—where we've been and where we are going. The histories of our unions, CWA and IUE, span the same era of American labor history. We share roots in the upheaval that gave birth to the CIO in the 1930s. Both unions were born of the belief in wall-to-wall industrial unionism in which everyone, every worker, is treated as an equal, regardless of their color and regardless of any other circumstance of their birth.

IUE and CWA also shared decisive turning points after World War II—new union names were born, new directions were taken, and each of our unions became a mainstream force in the broader area of American national affairs.

IUE was born in 1950 from hundreds of local unions all across the country that had been part of what was called the UE, the United Electrical, Radio and Machine Workers. For IUE and a handful of other CIO affiliates, that era, we think, could best be described as the time that the American Labor Movement made its peace with the capitalist system.

Our predecessors dropped their feuding over ideology and concentrated on collective bargaining and aggressive organizing to strengthen that bargaining and the political action essential to protect both. By then, that triangle—negotiations, organizing and legislation—was already ingrained in the CWA.

Each union at that time had gifted leadership because of two young men: Joseph A. Bierne and James Carey. They were the natural heirs of Phillip Murray and Walter Reuther, each a visionary embedded together in principle at the heart of their union. Jim Carey became President of the UE at the age of 24, about the same time that Joe Bierne started riding that bus across the country to talk amalgamation to scattered groups of telephone workers.

From that era to this, my brothers and sisters, we share an important challenge, a critical challenge, of taking on two of the world's leading corporations, AT&T and General Electric, which led the technological revolution. But perhaps the closest link is that for more than 50 years both IUE and CWA have been dedicated to just one, sole, fundamental, basic activity. And that is to build a better world through a better life for all working people.

I will admit, however, there is a distinct point of difference between IUE and CWA. Our name is the International Union of Electronic, Electrical, Salaried Machine and Furniture Workers. Ain't that a mouthful? (Laughter) Just hearing that makes it clear that you were blessed with the genius of Joe Bierne in renaming the National Federation of Telephone Workers to the

Communications Workers of America.

The old story says Joe Bierne defined the natural jurisdiction of CWA as including any worker who had ever in their life used a telephone. (Laughter) We have always said in the IUE that it stands for the International Union of Everything. (Laughter) And some days I think we can prove it.

It is a fact that the telephone was everywhere and, consequently, CWA was everywhere. That brought us a strength and diversity that few unions could match. Clearly, under the leadership of Glenn Watts and Morty Bahr, CWA retained its farsightedness and ability on that strength.

IUE knows, sadly we know because it is poignant to us, that there was a time in our shared history, when we were the same size, each of us representing about 300,000 North American workers. That is no longer true. CWA has done exceedingly well over these many, many years. You, my sisters and brothers, are to be highly commended for building your union into a strong and effective force for good in all of our society.

Where we are today, as we meet here in Anaheim, California, in this great convention, as we in the IUE see it, is that as we are on the threshold of a new century. IUE will join to make the CWA, to make the 21st century, one which will be of benefit to all of the people of the world.

The rich should get no more. They have plenty, my brothers and sisters. But the workers of the world need more, they deserve more, and I know, I know as much as I know anything at all, that the IUE and CWA together are going to fight and we are going to win more for all the workers of the world. (Applause)

More fairness, more equity, more justice, more compassion, more dignity, more decency, more humanity, more caring—we are indeed. And in fact we share this, my brothers and sisters: We are our brothers' keeper. We believe that in the IUE. We know you believe that in the CWA as well.

I would like to close, if I may, Morty, with this. It is what I believe to be the most eloquent passage in the Bible. It is from Ecclesiastes. And as the time is near that we enter into what I believe will be a historic agreement, and I thank Rich Trumka for the eloquent words he spoke about our merger, I believe that these words from the Bible are especially appropriate.

"To everything there is a season, and a time to every purpose under Heaven. A time to be born, and a time to die. A time to plant, and a time to pluck out that which is planted. A time to weep, and a time to laugh. A time to mourn, and a time to dance. A time to embrace, and a time to refrain from embracing. A time to rend, and a time to sew. A time to keep silent, and a time to speak. A time to love, and a time to hate. A time of war, and a time of peace."

I would add yet another time to those eloquent words of Ecclesiastics, my friends, and that is that there is a time to fight. It is time, my sisters and brothers, to fight for our unions. It is time, as I see it, to fight for CWA, to fight for IUE, to fight for ITU, to fight for the Newspaper Guild, to fight for NABET, to fight arm in arm, shoulder to shoulder.

We must, my brothers and sisters, fight on for the unions that we love. Fight on, my sisters and brothers. Fight on. Fight on. Fight on. Fight on. Thank you very much.

. . . The delegates rose and applauded at length . . .

PRESIDENT BAHR: These two guys got our blood rushing this morning. Thank you, Ed.

We are now going to open the floor for comments from the delegates regarding the proposed merger. We are going to use all five microphones, and I will recognize each microphone in numerical order for the next 20 minutes.

I ask each delegate to keep your comments to around two minutes in order to accommodate the greater number of delegates who wish to share their thoughts.

When I recognize each microphone, please begin by giving your name and local number. I will begin with Microphone 1. The motion is on Microphone 1, Delegate Phillips.

DELEGATE ED PHILLIPS (Local 4340): As usual, my timing is perfect. I picked a chance to say a few words after Trumka and Ed Fire. I should know better.

I did want to say that my local is based in Cleveland, Ohio. There are approximately 40,000 workers in that area from IUE. They are great union people. We are with them on the Central Labor Council. The things we have done together—political activities—have been amazing. I certainly feel that they will add to this family. They have the same union values that we do. I know that we could use their help working for Al Gore, and that we would be very

successful.

I think Ohio would be a key state, and working with IUE would also be a big plus. Yesterday, I received your President's Award on Organizing. It was a great thrill. I predict that it won't be long before we will see an IUE local up here getting the same award.

At this enterprise, this organizing that we are going to do, and the thrill of having IUE with us is just outstanding. Thank you very much. (Applause)

PRESIDENT BAHR: Thank you. On Microphone 2, Delegate Thurston.

DELEGATE TOMMY THURSTON (Local 2260): President Bahr, Sisters and Brothers: I also would like to add my support of this merger with the IUE and welcome the members of the IUE into our great union.

In 1979, I began working at the Western Electric manufacturing facility in Richmond, Virginia. I joined the CWA and shortly thereafter was asked if I would be interested in being a shop steward.

I accepted that job and at the first national unit meeting I attended on behalf of my local, I was amazed at the number of CWA people involved in manufacturing. I also began learning of the long and proud history that the manufacturing division had in our union. But as I look around this hall today, you will see our numbers have decreased tremendously due to the closure of many of our CWA manufacturing facilities.

This merger will give our members and our union, as a whole, a much stronger position in the manufacturing environment going forward.

Earlier this year, members from several CWA locals in Richmond, Virginia, and also other CWA-NABET members, had an opportunity to meet with many of the IUE members and their retirees. This is when General Electric and their CEO, the infamous Jack Welch, had their shareholders meeting in Richmond. IUE members from around the country converged on Richmond and mobilized and verbalized their members issues to the stockholders and the board of directors of General Electric.

And let me tell you, they are no strangers to mobilization. The members that I have met have very strong union values and they have a great group of active retirees. I believe this merger will be good for all of us, and will make our union much stronger. I hope you all will join me in welcoming the members of the IUE into our great union. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Kinchius.

DELEGATE KATHY KINCHIUS (Local 9415): President Bahr, Brothers and Sisters: I cannot begin to express my excitement over this proposed merger. Like many of you, I know IUE members, and I like IUE members. It was an IUE member who first lit the fire of union activism in me when I was a new union rep.

A couple of years ago, the independent Tool and Die Craftsman's Association looked around, found our local, and agreed to a merger. That merger has injected our local with fresh enthusiasm and new energy, and both parties agree it has been a very good fit.

Now we can look forward to joining the new industrial division of CWA and providing our manufacturing members with even broader understanding and support for their issues.

Brothers and Sisters, CWA is not just a telephone union. Yes, we do represent telephone workers, but we also represent nurses, reporters, printers, government employees, university employees and, yes, workers in manufacturing.

I believe that we will look back at this merger and ask why we did not do it sooner.

Brothers and Sisters, I hope you will join me in welcoming IUE into the family, and together we will fight on. (Applause)

PRESIDENT BAHR: On Microphone 5, Delegate Glenn.

DELEGATE GLYNNE STANLEY (Local 6214): Morty, I guess I misunderstood. I thought we were here to ask questions and not make speeches.

PRESIDENT BAHR: No, I suggested that we are opening the mikes for comments.

DELEGATE STANLEY: Okay. I guess I can make comments. I wasn't prepared for that, but I can do that.

I do not have anything against a merger with IUE. I have a problem with a merger when we have a constitution that says we have a minimum of two and one-quarter hours dues. Our members have to pay two and one-quarter hours dues to remain a member in good standing, and I would hope that IUE members would want to do the same. (Applause)

PRESIDENT BAHR: Let me respond to that. While the IUE at this time is not on percentage dues, their dues structure, because they are a three-level union, 60 percent goes to the national, 40 percent to the locals. The exact reverse of ours. The flat amount that the IUE will be paying the CWA is virtually the equivalent of what you just...of the two and a quarter hours.

In fact, let me put it in broad numbers. The IUE's membership constitutes 20 percent of the CWA membership. The annual dues that will come in will be the equivalent of 25 percent of what we take in. So 20 percent of the new members will be contributing the equivalent of 25 percent in total dollars.

Because of the 60-40 split, reverse to ours, in order to get it swung around, we have agreed to a transition, primarily so that the IUE locals who get much less money today, will, over the period of transition, get more. But at the same time, it does not detract from them paying their full way.

This is a very proud union. They don't come here with their hand out. Their pension plan is over-funded. They have enough cash to put \$5 million into our Defense Fund. This is not a union that came here looking for a handout. This is truly a merger of equals. (Applause)

DELEGATE STANLEY: Well, Morty, I am not trying to say anything derogatory about IUE. I did do some math, and I figured on 113,000 members at 50 cents a member per month for eight years, which comes to \$5,424,000. So if they were paying their 50 cents per member per month, it would be more than \$5 million. So it's not a contribution to the Defense Fund. It's what they would be paying over an eight-year period.

PRESIDENT BAHR: That's exactly what I said in my remarks yesterday. They put in \$5 million in advance. Nobody is trying to hide anything. The Constitution of CWA—and let me make this very plain—the Constitution of the CWA puts the authority for mergers with the Executive Board. Because this is such a fine future for both unions, even though our board acted on Friday and we need not have taken any further action, we thought this would be good for our union to open up the floor for what ever comments people wanted to make. This did not have to happen. We gave you the document to look at overnight. There are no hidden secrets here.

The \$5 million is money put up in advance that certainly will earn sufficient interest in five years if there is indeed any kind of shortfall. So there are no hidden secrets here. Go on.

DELEGATE STANLEY: Well, I guess the reason I am at this microphone, I live in a town that has an IUE local. The husband of one of my members works for Trane Air Conditioning, and he just received an IUE/CWA merger agreement summary and questions and answers. That is why when I looked at this, we were—I guess the IUE members were given something far in advance of their convention, and we had to almost beg to get any information about the proposed merger.

So I brought it up in our district meeting, but there are some problems that I had. If I get all my questions answered between now and the next convention, I will be at the Motions mike to be the first person here to agree to this merger.

PRESIDENT BAHR: Well, Glynne, our purpose is to do just that. We wanted to begin the process here, because at next year's convention we will be implementing constitutional amendments. The IUE convention will act on this in four weeks—three weeks. Then we will be implementing constitutional amendments at our next year's convention. At next year's convention, if they determine not to pass the constitutional amendments, the IUE would have the opportunity to undo the affiliation, as unlikely as that may seem.

So this is an effort to give everybody an opportunity to speak, to ask questions, use the next year to find out any more questions that you have. We are so convinced that the future is going to be so great for all of us, much greater than it would be otherwise, and that this is going to be the universal feeling among the members of both unions.

But by all means, Glynne, you raise those questions as they come up.

DELEGATE STANLEY: I appreciate the chance to ask these questions. As I said, I am not anti- merger. I just want to be sure that all of our members of CWA are equals and paying equal amounts.

Another thing that comes up is, IUE has a Defense Fund, but they are retaining their Defense Fund and not merging with our Defense Fund. I guess I question why we don't merge both of the Defense Funds together.

PRESIDENT BAHR: Okay. The \$5 million towards our Defense Fund, the advance

payment, it is out of their Defense Fund.

DELEGATE STANLEY: How much is retained in their Defense Fund?

PRESIDENT BAHR: Ed Fire will respond.

BROTHER FIRE: What we intend to do, brother, is to come into this merger and not impose any financial burden on the CWA. And in that process, as Morty pointed out, we are going to put up front five million bucks for the Defense Fund payment.

In addition to that, we are going to ensure, with our remaining fund, that our IUE employees' pension fund is fully funded. So that when we do merge with CWA, even though the per capita level will be what CWA pays now, no contribution by the CWA International Union will be required to be made to the IUE employees' pension plan.

Let me tell you something else that I feel very, very good about and very proud of. Historically, our union has not been in a position to give our retired employees, some of whom have given years and years of their lives to the union, 30 and 40 years, an increase in benefits. We are going to use some of the money that is left to give our retired employees an increase for the first time in the history of the IUE. (Applause)

You know, we can't be hypocrites. I can't walk into GE and say, "You have to give our retirees an increase" and never give our own retirees an increase.

In addition to that, we anticipate that with whatever funds are retained by IUE will be supplemented efforts that already are made by CWA insofar as our division is concerned. For example, corporate campaigns. We spent \$1 million in advance of the negotiations with GE this year, and we anticipate using our funds to do that in the future as well.

So the money will be put to good use, my brother, I assure you of that.

DELEGATE STANLEY: I did not question that. I asked the question: How much will be left in your Defense Fund? I didn't get that answered.

PRESIDENT BAHR: I think, Glynne, it is irrelevant, because he told you what they are doing with it. Let's move on. Let's move on. There are other people waiting. (Applause)

We will be glad to entertain—seriously, we will be glad to entertain all your questions, if you just communicate with me—either call me, write me or e-mail me, and I will get you a prompt response, Glynne.

On Microphone No. 3, Delegate Lawson.

DELEGATE BARBARA LAWSON (Local 1091, Nurses): First, I want to say that this is the first year that the New Jersey NU is sending a delegate to CWA. We were an independent union for many years. About three to four years ago, we looked at what was happening in the health care industry, and we saw not only in our state of New Jersey mergers occurring with the affiliations of hospitals, but we looked and saw that this was something that was happening across the entire United States.

We are no longer one employer, one facility, one union. Eventually our employer purchased ten hospitals. They closed a number of other hospitals, other hospitals that they had purchased. So we started looking at this to protect our members, and we needed strength. And in order to obtain that strength, we had to affiliate.

We took our charge very seriously, and it took us through a three or four-year process. We interviewed many international unions in terms of where would we fit, where would we maintain our professionalism as registered nurses.

Eventually, our committee offered our membership a merger with CWA, because we felt that one was a union of inclusion. Our boss said, "Oh, you are going with the telephone workers?"

We heard that. But we came and looked at CWA, and they were not just telephone workers. You deal with communication. Communication is a fact of everyday life. We all communicate with each other. We are not sorry about our affiliation with CWA.

I can tell you from everything I've seen from prior experience of what went into looking in terms of this affiliation agreement, this merger with IUE was a long, arduous process. I can only see that this will further strengthen CWA and will further strengthen working people's rights. I say go for it. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Gelber.

DELEGATE RICH GELBER (Local 51016): I represent the proud employees of Disney ABC who would not have survived an 11-week lockout by ABC over the winter of 1998 to 1999 without the help of this great union with which we merged in 1994. (Applause)

President Bahr, President Fire, fellow delegates, honored guests: We know without question that the CWA is the best union. It is not the biggest union, and in this economy of ruthless competition and new technology, ever-changing conditions every day, we have to coexist. And "size does matter."

The CWA decided a number of years ago that the CWA was going to grow not only through organizing but through merger. We are not a cheap clothing store where one size fits all. We are more like a high quality custom tailoring operation. And in some cases independent unions have merged with the CWA and come in as locals. In some cases, formerly independent unions have come in as sectors. Now we have a proposal that is going to be before us next year for a vote for the IUE to come into the CWA as a division. I say, why not?

We can quibble and argue, we can quibble and argue over the details. And I am sure we will. And the details have to be worked out. But there can be no question that this merger absolutely has to be in the best interests of CWA and the members of the IUE.

I believe I am speaking for all my NABET-CWA delegates in supporting this merger. God bless, and good luck. Welcome to the family of CWA. (Applause)

PRESIDENT BAHR: This is going to be the last one. Microphone No. 3, Delegate Woods.

DELEGATE LARRY WOODS (Local 4900): President Bahr, delegates and guests: I rise to support the merger of the CWA and the IUE. At our 1978 Convention in San Francisco, we put into motion the debate on the future of our union and what path to take. During the next few years, with a Special Convention and establishing a Committee of the Future, the debate continued.

With changes in the political climate, massive changes in technology and social corporate mergers, our choices became quite clear. We can remain stagnant and we can slowly disappear into history, or we can grow by organizing and merging.

Delegates, the debate ended years ago. We chose to grow and become part of the future. I urge you to support the merger of CWA and IUE.

CWA—many faces, one union. (Applause)

PRESIDENT BAHR: Thank you. The Chair recognizes the Resolutions Committee.

CHAIR CUMMINGS: Thank you, Mr. President. The Chair recognizes Shelly Harton.

DELEGATE SHELLY M. HARTON (Local 2201): Would the delegates please look at special Resolution 62A-00-16, placed on your table this morning, entitled "CWA Welcomes the International Union of Electronic Workers?"

RESOLUTION NO. 62A-00-16 CWA WELCOMES THE INTERNATIONAL UNION OF ELECTRONIC WORKERS

We in the Communications Workers of America are more than 600,000 workers from across the broad spectrum of the North American economy. We are bound together by our belief that all work has dignity and that all workers are entitled to be treated fairly and with respect. From our founding more than 60 years ago, we have struggled to raise the standard of living for our members and to impress upon the employers that a well-trained and well-paid workforce is good for their enterprise and good for the economy.

We have changed as the economy has changed. We have grown from an organization with a membership based exclusively in the telephone industry to one that now represents workers from across the communications industry; from the print and broadcast media; from the public sector; and from health care, airlines and manufacturing.

As changes in the economy have led to mergers among corporations, so have they encouraged mergers among unions. Over the past 15 years, we have merged with numerous unions, large and small. The larger mergers include the International Typographical Union, the National Association of Broadcast Employees and Technicians and The Newspaper Guild. With each merger, we have changed and evolved. Additionally, we have merged with 10 independent telephone unions and public sector unions. With respect for the proud traditions of our merger partners, we have built and strengthened the CWA for the benefit of us all. We learn from each other and we know that a greater number of members strengthens our ability to achieve union

programs in our communities. Our greatest strength is our membership. We involve our members at every level of the union through membership mobilization. As we address the challenges of rapid technological change, privatization, globalization and predatory-free market competition, every one of us must do our part.

We see the merger with The International Union of Electronic Workers (IUE) as an important commitment and opportunity to increase the level of unionization in the manufacturing sector. We currently represent workers in manufacturing at a range of employers including Lucent Technologies, Via Systems and General Dynamics. Our movement will not survive in the long run without unions in the manufacturing sector. Restoring the level of unionization in manufacturing is important to the trade union movement as a whole. The merger will also increase our political clout in many communities and states.

RESOLVED: The Communications Workers of America welcomes the 113,000 women and men of the International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers (IUE). Together we will be better able to face the challenges of a global economy for all our members.

Mr. President, the Resolutions Committee moves adoption of Resolution 62A-00-16 entitled, "CWA Welcomes The International Union of Electronic Workers."

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded from the floor.

On Microphone No. 3, Delegate Ebeling.

DELEGATE JOHN J. EBELING (Local 14616): I rise in support of this resolution. You heard me talk yesterday about the Typographical Union coming into the CWA, the greatest union in the American Labor Movement.

Today, I certainly support this resolution. I think that the changes that have been made in organizing, in every industry, CWA has been a leader.

We heard this morning that the founder of our great CWA said that the jurisdiction of the CWA covered anyone that used a telephone. I had never read that, but I found that extremely interesting. Now something that I hadn't heard either, and I imagine just from hearing Morty Bahr over the years, I think maybe his interpretation of our jurisdiction is anyone who can talk.

And then, if you cannot talk, I think there can be some arrangement worked out with the Executive Board, and I think that is the philosophy we have to have.

And, today, we have the opportunity to bring in 113,000 union members that have tried and proven to be true trade unionists. How can we pass up this opportunity? It is a blessing. It is what we have been praying for. And there is going to be more to come after this.

Brothers and sisters, I urge you to wholeheartedly support the merger with the IUE. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Henderson.

DELEGATE MARGARET E. HENDERSON (Local 4310): Sisters and brothers, I rise in support of Resolution 62A-00-16, "CWA Welcomes the International Union of Electronic Workers." I want to personalize this just a bit.

I am proud to be from the great State of Ohio and District 4, and I wanted to give a "welcome home" to my brother President Ed Fire. He is from Warren, Ohio, that being football country. I want to be the first one to offer him to catch a Browns game with me. (Laughter)

Now, if you like the Bengals, I can watch it maybe, but if you love my Browns, come on with me. (Laughter)

Mike, I haven't forgotten you either, Mike Bindas, who is the president of District 7 in the IUE. He hails from our great state of Ohio as well.

Now, Mike, I like basketball, and the season is just starting, so if you get a hold of some extra tickets, give me a call and I will be there with you.

They say strength is in numbers, but I believe that without dedicated, sincere, hard-working leaders who have a vision and dare to think out of the box, willing to put the good of all labor ahead of everything else, including themselves, we would be lost.

All of us here know that in CWA, diversity is the name of the game. This merger is good for you, and for us. It is also good for the entire labor movement. So welcome to you all. (Applause)

PRESIDENT BAHR: There are no other speakers desiring to take the mike.

You have before you the resolution entitled "CWA Welcomes the International Union of Electronic Workers." All those in favor, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

The Chair recognizes the committee.

CHAIR CUMMINGS: Thank you, Mr. President. The Chair would like to recognize Wilhelmina Banks.

DELEGATE WILHELMINA M. BANKS (Local 1110): Would the delegates please turn to page 10 of the Resolutions Committee report? I will read the resolved of Resolution 62A-00-9, "Protect Public Broadcasting."

RESOLUTION NO. 62A-00-9 PROTECT PUBLIC BROADCASTING

Multimedia corporations have consolidated their control over commercial broadcasting in North America. Now those same corporate interests are setting their sights on public broadcasting.

Today's digital technology opens up nearly endless opportunities for expression of opinion and access to information. Unfortunately, too many commercial media outlets are controlled by too few media moguls who use them to promote a corporate agenda.

Public broadcasting is one of the last vestiges of non-commercial, truly independent media in North America. Its mission is to serve the broad interests of entire communities, but that mission is in danger of being narrowed.

In the United States, public broadcasting stations are deliberately underfunded and thus are losing their independence from corporate America. At the same time, the Canadian Broadcasting Corp., North America's premiere public broadcasting system, faces restructuring and downsizing that threatens its core mission.

Legislation now before the U.S. House and Senate would strip all education requirements from broadcast licenses currently reserved for educational programming. In short, if this legislation is implemented, it will destroy U.S. public broadcasting as it was envisioned three decades ago.

The Communications Workers of America represents more than 4,000 workers at public broadcast stations throughout North America. CWA, and its media affiliates, The Newspaper Guild, National Association of Broadcast Employees and Technicians and the Canadian Media Guild, are determined to fight the assault on public broadcasting.

CWA Locals representing journalists, broadcast technicians and other media employees have joined together to form a new voice for workers and public interest concerns in public broadcasting.

RESOLVED: The Communications Workers of America and its Locals throughout the United States and Canada will work to strengthen and promote public broadcasting in North America by working with community and national advocacy groups like the Citizens for Independent Public Broadcasting and Friends of Canadian Broadcasting to support public broadcasting which truly serves the public. We will fight any efforts by conservative religious and political forces to co-opt the public airwaves to promote their right-wing agenda.

RESOLVED: The Communications Workers of America is committed to organizing unorganized workers at public broadcasting stations and networks, and we pledge to fight for the rights of all workers in public broadcasting to have a greater voice in their work.

RESOLVED: The Communications Workers of America will continue to strengthen its existing collective bargaining agreements so that the growing numbers of workers we already represent will be able to improve their working lives and exercise greater influence over the policies, content and operations at public broadcasting facilities where they work.

Mr. President, the Resolutions Committee moves adoption of Resolution 62A-00-9, "Protect Public Broadcasting."

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It's been seconded from the floor.

On Microphone No. 3, Delegate Lambdin.

DELEGATE WILLIAM LAMBDIN (Local 51021): Brothers and sisters, for too long we have been channel surfing while politicians, primarily the right wing, have been taking apart the Public Broadcasting System. Now they want to take the word "educational" away. It's just one word, but it attacks the very mission of why public radio and TV stations exist, and it puts up for grabs the valuable TV and radio licenses those stations hold.

Let's look at what has happened recently. Since we gathered last year in Miami Beach, the management of WSKG-TV, a small PBS station in Binghamton, New York, announced they were going to shut down, transferring control room operations 80 miles up Interstate 81 to Syracuse.

Forget about the fact that there would be no Binghamton programming, forget about the 20 or so layoffs of NABET-CWA members. Well, CWA wasn't willing to forget about it. My local and others in the district made contributions. The CWA Defense Fund came through. We mounted a campaign to make sure the people in Binghamton and Johnson City, Owego, and all those southern tier communities knew they were in danger of losing their independent public broadcasting station. And we stopped it.

There are some other examples. A few years ago New York State slashed its contribution to Public Broadcasting by 50 percent. They cut it in half. It's probably no coincidence that the decision makers didn't like some of Public Broadcasting's programming.

So the stations were forced to make some hard choices. In New York State an award-winning weekly program that had been covering state government for almost twenty years was cut loose because the PBS stations couldn't pay for it. "Inside Albany" was forced to scrounge for its supper, and even while making cutbacks the PBS stations stepped up everybody's favorite—more fund-raising.

And it is not just New York. Throughout the country Public Broadcasting is under attack. Don't agree with some of the shows, cut the funding, fire the decision makers. Now they want to remove the educational requirement.

Of course, that means there would be no more long-form documentaries like "The Civil War." "Sesame Street" would probably be a goner. But, heck, you could replace Oscar and the Cookie Monster; maybe Jim and Tammy Faye could take over the station once again.

We are in a 500 channel universe. Digital cable, DSS satellites. And that government boondoggle digital television is looming. There is no shortage of channels. As GE, Viacom and Disney gobble up other networks in front of an ineffective FCC, there might be a shortage of independent voices, but that just makes the point.

We need to protect Public Broadcasting not to save any one viewpoint, but to preserve a distribution system that can give power to a variety of viewpoints, even the occasional program that might anger the rich and powerful. We need to strengthen and save Public Broadcasting in the United States and we need to save it in Canada as well, as you will hear from our brothers and sisters from the great north. It is my honor to urge your support of this resolution. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Knight.

DELEGATE MELODY KNIGHT (Local 5901): I am the vice president of NABET-CWA Local 59051 in San Francisco, and I am an employee at KQED TV & FM in San Francisco. I work in the only AFL- CIO-represented PBS membership clerical unit in the USA. But I am also a huge fan and supporter of Public Broadcasting, and I am a member of two PBS/NPR stations. I even have my tote bag with me.

Public broadcasting has been under attack, both in program content and funding. PBS is one of the few places you can see any realistic depiction of the working class, like "We Do The Work," or even "Are You Being Served?"

The struggle for funding has led to what we call "enhanced underwriting," but what most call commercials. But, as those of you working for non-profits know, we are some of the most exploited workers, and, sadly, Public Broadcasting may present pro-union programming, but they are not pro-union when it comes to their employees.

WVI, a station in Cleveland, is running a strong "vote no" campaign in our current organizing effort. Even though I have worked at KQED for twenty-one years, 15 years ago my clerical co-workers and I got fed up with being underpaid and treated unfairly. We voted to join other employees at KQED in NABET. It was the best decision of my life.

Help us support both Public Broadcasting and to organize the workers into the CWA.
(Applause)

PRESIDENT BAHR: Mike 1. Delegate Cheliotos.

DELEGATE ARTHUR CHELIOTES (Local 1180): I move the question.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Moved to close debate. All in favor raise your hand. Down hands.
Those opposed, by like sign. Down hands. Debate is closed. (Applause)

Before us is Resolution 9, "Protect Public Broadcasting." All in favor please indicate by
raising your hand. Down hands. Opposed, by like sign. It is adopted.
Committee.

CHAIR CUMMINGS: Thank you, Mr. President. The Chair would like to recognize
George Melton.

DELEGATE MELTON: Would the delegates please turn to page 11 of the Resolutions
Committee Report? I will read the Resolveds of Resolution 62A-00-10, "Dignity and Respect in
Journalism and Higher Education."

RESOLUTION NO. 62A-00-10

DIGNITY AND RESPECT IN JOURNALISM AND HIGHER EDUCATION

In March 1953, Alan Barth, editorial writer for the Washington Post, addressed the 39th Annual Meeting of the American Association of University Professors. He claimed that both editorial writers and university faculty were "supposed to inhabit ivory towers," but he asserted that the need for such a position "removed from reality" was based on their common function: to "challenge complacency." Barth warned that both groups faced a "design to level our towers and to change our function from challenging popular prejudices to mere reflections of them." Almost half a century later, leaders of the American Association of University Professors and The Newspaper Guild have come together to continue the important tasks of challenging complacency. Although Barth was talking specifically about the threats to higher education posed by congressional investigating committees in the early 1950s, his concerns about independence, academic freedom, and the vital nature of free inquiry resonate today as society faces the challenges posed by economic and technological changes. At a time when "knowledge workers" are heralded as the harbingers of the new millennium, academics and journalists find themselves in the paradoxical position of seeming to lead a revolution that threatens the very essence of their professions. Professors and journalists are pressured by the management convictions that the generation of profit is the engine and goal of all enterprise, and that the model of manufacturing processes applies to the creation, development, and distribution of ideas and knowledge. When cost containment and profit maximization become the central motives for developing information and circulating basic knowledge about human affairs, the activities of journalists and professors are viewed as drains on resources.

The American Association of University Professors and The Newspaper Guild-CWA will work together to maintain the kinds of values that both organizations have articulated and promulgated since their beginnings. Since 1915, the AAUP has stood for the freedom to pursue research and to question the institutional conditions for teaching and research, as well as the conviction that the best mode of governance is that in which faculty share in making decisions. Since 1933, TNG has worked to raise the standards and ethics of journalism and to promote the integrity of the newspaper industry. With a view toward furthering these longstanding and mutually inclusive common principles, the American Association of University Professors and The Newspaper Guild-CWA pledge themselves to the following propositions:

- * A renewed commitment to the principles of and objectives of the First Amendment to protect the rights of a free people to govern effectively.

- * A renewed commitment to the principles of academic freedom, and to mechanisms that protect and advance those principles: tenure, shared governance, peer review, due process, and collective bargaining.

- * A commitment to promote and secure legal and public recognition of journalistic freedom under the First Amendment.

- * A commitment to continue to promote and protect the intellectual property rights of

creators and to secure their recognition in the new digital environment.

* A renewed commitment to the development of workplace democracy and diversity in the new technological environments of the 21st century.

* A commitment to insulate intellectual work from commercial concerns and to maintain the distinction between intellectual content and commercial content.

* A commitment to encourage and stimulate broader access to knowledge in all its forms and venues: libraries and classrooms, as well as print and electronic media.

RESOLVED: That the 62nd Convention of the Communications Workers of America supports the principles, goals, and commitments embodied in the statements above and will strive to protect the dignity, the freedom, and independence of higher education and journalism.

Mr. President, the Resolutions Committee moves adoption of Resolution 62A-00-10, entitled, "Dignity and Respect in Journalism and Higher Education."

. . . The motion was duly seconded . . .

PRESIDENT BAHR: The motion has been made and it is seconded. On Microphone No. 3, Delegate Holcomb.

DELEGATE HENRY HOLCOMB (Local 38010): I rise to support this resolution.

Earlier this summer, along with many of my CWA brothers and sisters, I participated in a joint meeting in Washington, D.C., with our brothers and sisters and the American Association of University Professors.

This meeting was organized and addressed with great power and substance by our brother, President Morty Bahr, and sister, Linda Foley, Leader of the CWA Newspaper Guild Sector.

We journalists and professors spent two days exploring our common concerns, and we found that there are many. We learned from the professors that the Reagan-Bush-Gingrich years have caused an alarming invasion of higher education by corporate America and wealthy conservatives.

If the present trends are allowed to continue, half the teaching at American colleges and universities soon will be done by contract instructors. These part-time instructors are not subject to academic discipline, and not blessed with traditional safeguards that allow them to teach the truth. So we'll still be paying high tuition for our children, but the quality of what our children learn will surely decline. The problem is far-reaching, a real threat to the quality of life for working people.

Among other things, the ability of scholars to contribute independent, disciplined viewpoints and expertise to debate on vital public issues will be diminished to dangerous levels.

I have been a newspaper writer and editor for 37 years—the last 17 at The Philadelphia Inquirer. I can assure you that my ability to get scholarly and independent insight from college and university professors is absolutely vital to what I do for our society and its working people.

I am already finding professors less willing to comment on vital public issues. All too often they say that their deans are seeking huge contributions from the corporations whose behavior should be the subject of independent scholarly scrutiny and debate. Other vital roles of scholars are also at risk.

If the present trends continue, we will also see serious erosion of the independence of scholarly research and commentary on vital public issues. This will have a serious negative impact on public policy regarding scientific advances, setting ergonomic standards, the delivery of health care, management of the economy and other concerns. Working people will suffer.

Your brothers and sisters in the CWA Newspaper Guild Sector are forming an alliance with the university professors. We will work together to defend the interests of the knowledge workers in his union, and elsewhere, and our own ability to serve the interests of society as a whole.

We will work to protect our ability to give people the knowledge and information they need to remain free in the information age. This battle will be tough. We need the support of this great union. I urge you to adopt this resolution.

My brothers and sisters, I urge you to also join in the battle to preserve the independence and dignity of journalists, scholars and teachers. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Knox.

DELEGATE CONNIE L. KNOX (Local 32035): I am president of our local that

represents workers at the Washington Post, the Baltimore Sun, and two wireless services.

You may not work in a newsroom like I do, or teach on a college campus, but you can understand many of the issues the new economy is forcing on these two groups of workers — contingency workers, speed-ups caused by piling on of duties, more concern for profits than quality work.

This resolution shows CWA's support in our continuing fight for a number of issues, including fraud in intellectual property rights. This means, for journalists, a say on how our work is handled on the Web and compensation for it.

I urge support for this resolution. Thank you. (Applause)

PRESIDENT BAHR: No other speakers are at the mike.

Before us is Resolution 62A-00-10, "Dignity and Respect in Journalism and Higher Education". All in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Committee.

CHAIR CUMMINGS: Thank you, Mr. President. The Chair would like to recognize Edward Mooney.

DELEGATE EDWARD MOONEY (Local 13000): Would the delegates please turn to page 12 of the Resolutions Committee report? I will read the RESOLVEDs of 62A-00-11, "Bridge the Digital Divide."

RESOLUTION 62A-00-11 BRIDGE THE DIGITAL DIVIDE

The growth of the Internet and widening employment of computer technology is fueling an historic economic boom in the United States, but millions of Americans are being left behind. Whether because of insufficient technology training or having inadequate means to gain access to computers and the Internet, a gap has been created between those with access to technology and those without—the so-called "digital divide."

The good news is that Americans are more connected than ever before. Access to computers and the Internet has soared for people in all demographic groups and geographic locations. At the end of 1998, over 40 percent of American households owned computers, and one-quarter of all households had Internet access. Additionally, those who were less likely to have telephones are now more likely to have phones at home.

Accompanying this good news, however, is the persistence of the digital divide between the information rich (such as Whites, Asian/Pacific Islanders, those with higher incomes, those more educated, and dual-parent households) and the information poor (such as those who are younger, those with lower incomes and education levels, certain minorities, and those in rural areas or central cities).

* Urban households with incomes of \$75,000 and higher are more than twenty times as likely to have access to the Internet than rural households at the lowest income levels, and more than nine times as likely to have a computer at home.

* Whites are more likely to have access to the Internet from home than Blacks or Hispanics have from any location.

* Black and Hispanic households are approximately one-third as likely to have home Internet access as households of Asian/Pacific Islander descent, and roughly two-fifths as likely as White households.

* Regardless of income level, Americans living in rural areas are lagging behind in Internet access. Indeed, at the lowest income levels, those in urban areas are more than twice as likely to have Internet access as those earning the same income in rural areas.

For many groups, the digital divide has widened as the information "haves" outpace the "have-nots" in gaining access to electronic resources. The following gaps with regard to home Internet access are representative:

* The gaps between White and Hispanic households, and between White and Black households, are five percentage points larger in 1998 than they were in 1997.

* The digital divides based on education and income level have also increased. Between 1997 and 1998, the divide between those at the highest and lowest education levels increased 25

percent, and the divide between those at the highest and lowest income levels grew 29 percent. The digital divide is even greater on a global basis. More than 50 percent of the world's population has never made a phone call let alone accessed the Internet. The average number of telephones per 100 people is 1.5 in developing countries, and down to 0.2 in countries such as Afghanistan, Guinea, Liberia and Niger. Three-quarters of the world's phones are in just eight industrialized countries. The industrialized countries also dominate the Internet. Half of global Internet usage originates in the U.S. and 70 percent of global Internet content resides in the U.S. Less than 1 percent of Internet hosts are in the entire continent of Africa.

RESOLVED: The Communications Workers of America, the Union for the Information Age, will pursue efforts to bridge the digital divide in the United States.

RESOLVED: The Communications Workers of America will support policies and initiatives to provide universal service for advanced communications and Internet access.

RESOLVED: The Communications Workers of America will work with the Union Network International and its affiliate unions worldwide to support efforts to close the digital divide.

Mr. President, the Resolutions Committee moves adoption of Resolution 62A-00-11 entitled, "Bridge the Digital Divide."

PRESIDENT BAHR: The resolution has been offered. . . .

The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded. On Microphone No. 3, Delegate Swesey.

DELEGATE CHUCK SWESEY (Local 7800): Sisters and brothers, I rise in support of this resolution.

As CWA members we provide the labor that is necessary to build the infrastructure of the Internet, and many of our members provide the content found on the World Wide Web. We understand instinctively the value of being able to access information found on the Internet.

We, as unionists, truly understand what it means to struggle against strong odds to achieve economic justice and we know what it means to be denied economic opportunity.

The poor, including the working poor, minorities, and rural communities are less likely to have access to computers and the Internet and therefore making it less likely for those constituencies to share in today's and tomorrow's prosperity.

Brothers and sisters, it is not only necessary that we support this Resolution 62A-00-11, "Bridge the Digital Divide," but that it is critical that when we return to our locals and our communities that we diligently work with our members, our employers, community organizations, legislators and government agencies, and other labor organizations to help give all, I repeat, all people equal access to computers and the Internet. Thank you. (Applause)

PRESIDENT BAHR: No one else came to speak. Before us is Resolution 11, "Bridge the Digital Divide." All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

I want to just remind those of you who were at the convention the last time the vice president spoke, because I think it dovetails with this resolution, he said that because of the nature of work that most of our members are engaged in, we had a special responsibility to really do the things that this resolution points out. So I hope we keep that in mind.

The Chair recognizes the Committee. And I would, with your indulgence, ask them to read the entire Resolution No. 13.

CHAIR CUMMINGS: Mr. President, the Chair would like to recognize Shelly Harton.

DELEGATE HARTON: Would the delegates please turn to Page 15 of the Resolutions Committee report? I will read 62-00-13.

RESOLUTION 62A-00-13 EDUARDO DIAZ SOLIDARITY FUND

At the 1998 CWA Convention, a resolution entitled, "Union-to-Union: A Program of International Solidarity" was adopted by the delegates. The program provides CWA Locals with an opportunity to select an international solidarity project and voluntarily contribute and participate in the project. A minimum voluntary contribution of ten cents per member per year was established.

Eduardo Diaz, CWA Director of International Affairs, in consultation with our International

Labor Secretariat Union Network International (UNI), put together a wide range of projects for the Union-to-Union program which he hoped would capture the interest of CWA Locals. A total of seven projects were offered including projects to assist telecom workers in Nicaragua, journalists in Bosnia, Maquiladora and Han Young workers in Mexico, telecom workers in South Africa where SBC owns 18 percent of the phone company, as well as projects in El Salvador and New Zealand.

Eduardo Diaz was appointed CWA International Affairs Director in 1998, having prepared for this position through years of activist work with CWA in Districts 1, 2 and 6 and as the North American Director for PTTI (now UNI).

Eduardo grew up in Puerto Rico where he was involved in many of the civil rights issues of his time. Earlier this year Eduardo helped lead an amazing effort to organize 400 installers at the Verizon-owned Puerto Rican Telephone. Just as important was his work with UIET, the main telephone union in Puerto Rico. He also led CWA's effort in Europe to help stop the Sprint-WorldCom merger.

Eduardo died suddenly on July 19 while representing the members of CWA in Scotland at an international labor conference. He was alone in a hotel room thousands of miles away from his wife and 2-year-old daughter when he died at the age of 41 doing the work he loved. Working very hard, spreading a deep sense of commitment to justice, unwilling to bend to the greed of the most powerful corporations in the world—all of these qualities made Eduardo special.

RESOLVED: This 62nd Convention of the Communications Workers of America recognizes the contribution that Eduardo Diaz made to this union during his 20 years of service and the impact he had on transforming our international program into one better equipped to deal with the complex global issues that impact our members.

RESOLVED: The Communications Workers of America Districts are encouraged to honor Eduardo's memory and work by renaming the Union-to-Union program the "Eduardo Diaz Union-to-Union Fund."

RESOLVED: The Communications Workers of America commits to build upon the foundation which Eduardo left us and continue his work of strengthening relationships with unions across the world and constructing a solidarity that is rooted in real work with real results for union members and those who desperately need a union.

Mr. President, the Resolutions Committee moves adoption of Resolution 62A-00-13, "Eduardo Diaz Solidarity Fund." (Applause) . . .

The motion was duly seconded . . .

PRESIDENT BAHR: The resolution has been offered and seconded. On Microphone 3, Delegate Katz.

DELEGATE CARLA KATZ (Local 1034): President Bahr, thank you. I want to speak in strong support of this resolution and take a minute to talk a little bit about my friend Eduardo Diaz.

In 1982, many of us, including some folks here in this room, were trying to help workers at a Hyatt Hotel in New Brunswick, New Jersey organize a union with CWA. It was a hard campaign, with intense opposition from the employer who did everything possible to exploit the divisions amongst the workers there, pitting the front of the house against the back of the house, the younger student workers who saw themselves as "passing through" against the older experienced workers who planned to stay a while, the Spanish-speaking workers against the English-speaking workers, and on and on. At the time, Eduardo was a student at Rutgers University in labor studies and he was working as an activist with a local Puerto Rican community group. He heard about the campaign at the Hyatt and immediately volunteered to help and he certainly did, volunteering endless hours, more than 60 hours a week by the end of that campaign.

Eduardo did there in New Brunswick what he continued to do for the next eighteen years in CWA, in Texas, in District 2, in Puerto Rico, and all over the world. He found a way to bring people together; he found a way to help people learn to honor our differences but celebrate our commonalities; he led by example, working with incredible energy, with amazing warmth, with an unshakable commitment to justice, and very clearly to everyone he worked alongside, with love and with exceptional courage.

For those of us who were lucky enough to be counted amongst Eduardo's friends and family, his death has been a terrible loss and we will miss him always. But it is an incredible loss

for everyone else here in this room, his union sisters and brothers, who he would surely count amongst his extended family.

In his short 41 years, Eduardo accomplished so much — too much to list here. In this small way, by renaming the Union-to-Union solidarity program “The Eduardo Diaz Union-to-Union Fund,” we will honor our friend, we will honor our union brother and we will honor his family, his wife, our sister Rosie Torres and his two-year-old daughter Victoria, and we will be reminded every time we say his name of his unfailing commitment to justice and of his beautiful spirit.

I would like to ask everyone in the room to rise with me and just have a round of applause for the incredible work that Eduardo has done and to honor his spirit. Thank you.

. . . The delegates rose and gave prolonged applause in memory of their brother, Eduardo Diaz . . .

PRESIDENT BAHR: On Microphone 3, Delegate Rocha.

DELEGATE LOUIS ROCHA, JR. (Local 9423): President Bahr, delegates, I rise in support of this resolution, the Eduardo Diaz Solidarity Fund. The reasons are many.

The loss of Companero Diaz is overwhelming for our union. It was also a great loss for workers around the world. For Latinos in the United States, where we are often marginalized even within labor, the loss is profound.

I met Eduardo in Puerto Rico right after the General strike, which was led by telecommunications workers in Puerto Rico. Immediately it became clear that he was exceptional, committed to unionism, and a warrior, a guerrero for our union.

While he was a humble man, un hombre sincero, he was disciplined and skilled to take on any task at hand. The defeat of the MCI/WorldCom/Sprint merger is one of the greatest accomplishments that Eduardo had in his legacy. (Applause)

I am very proud to say that District 9 this morning recognized Eduardo's twenty years of service and the impact on transforming our international program into one better equipped to deal with the complex issues that impact our members, and again, a special emphasis is placed on women, as originally was placed in the original resolution. That has not been forgotten.

If you knew Eduardo, you knew that women were a big part of his life and his world. In that spirit I urge you to join us in honoring Eduardo's memory. Fellow delegates, I urge you to adopt this resolution. And in the language of the barrio, siempre pa lante y nunca patros. Forward forever, backwards never. (Applause)

PRESIDENT BAHR: On Microphone 5, Delegate Holland-McCauley.

DELEGATE ANNE HOLLAND-McCAULEY (Local 1106): My question was that the Resolved in 1998 for the Union-to-Union program stated that special priority was to be given to assisting the living standards of working women by sponsoring this Union-to-Union program and empowering women both here and abroad. I would like to know if the intention of the administration is going to continue to remain with our original intent.

PRESIDENT BAHR: The only change in this resolution is the name.

DELEGATE HOLLAND-McCAULEY: Thank you.

PRESIDENT BAHR: You are entitled a second question, Ann.

DELEGATE HOLLAND-McCAULEY: I have none.

PRESIDENT BAHR: On Microphone 1, Delegate Scinaldi.

DELEGATE LOUIS J. SCINALDI (Local 2002): I move to close debate.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: The motion is made to close debate. It is not debatable. All in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

Before I take the vote, any of you who have prepared remarks on this resolution, bring them up to the table and they will be included in the daily record.

. . . The following written remarks were submitted to the court reporter for inclusion in these Proceedings, as follows:

DELEGATE STACIE ADAMS (Local 2222): President Bahr, Executive Board, Delegates, Guests, Retirees: I rise in support of this resolution and I urge you to pass this unanimously. I, and all of the organizers in District 2, had the honor and the privilege of working with Eduardo Diaz on several organizing drives, and I tell you today that Eduardo Diaz was the champion of solidarity for all workers. He held no boundaries. From long hours at airports with the U S Airways campaign to his daughter's first steps in my backyard, Eduardo's continuous

enthusiasm was truly an inspiration to me.

With the unanimous passing of this resolution, we will preserve Eduardo's spirit, love and dedication to organizing the unorganized and improving the quality of life for all people. Many faces; one union. *Si, se puede*. Yes, we can.

DELEGATE GLORIA PACK (Local 2101): President Bahr, Delegates, Alternates and Guests: I rise in support of Resolution 62A-00-13, "Eduardo Diaz Solidarity Fund."

Solidarity, union to union, brother and sister—all are words that we often say but not always think about what they mean. This was not true of Eduardo Diaz. Eduardo felt these words in his heart and actually lived them. In this union, Eduardo loved organizing and realized that the fruits of labor should permeate the entire globe.

His accomplishments were many and he was promoted to CWA's Director of International Affairs in 1998. His contribution to CWA has been very substantial and he was admired and respected globally. As a result of Eduardo's contributions, CWA has become a more diverse union, truly a reflection of all faces—red, white, yellow and brown.

Eduardo is very befitting and worthy of this honor. His million-dollar smile and his love for people truly were an asset to CWA. I urge your support and ask that we pass this resolution unanimously.

DELEGATE RAYMOND FLORES (Local 6132): Mr. Chairman, delegates and guests: I also rise in support of Resolution 62A-00-13.

Eduardo Diaz represented a true labor activist in his amazing efforts and true dedication in his organizing drives in such areas as Nicaragua, Bosnia, Maquilador, South Africa, as well as El Salvador and New Zealand.

He recognized the need of those who have no representation, no voice, and no rights in the work place, things we sometimes take for granted. His unselfish commitment was also shared with his beloved family, Rosie his wife, and two-year-old Victoria.

This union we share today is not a heritage but was built by those who have passed—active leaders like Eduardo. Though Eduardo has left us in body, he is here in spirit. And we all must commit to continue his legacy.

I ask this delegation for your support in passing this resolution.

DELEGATE JOHN WILLS (Local 2202): Fellow delegates, I rise to speak in favor of the motion and to request your unanimous support for this resolution. I first met Eduardo in 1997 when we began an organizing campaign with the 911 dispatchers in Norfolk, just a few of the tens of thousands of men, women and children who were touched by Eduardo and whose lives improved as a result of his tireless fight for justice in the workplace.

Whether exploited by multinational conglomerates, abused in call centers, or ignored by tax-cutting municipalities, a host of workers today enjoy a better life because Eduardo made a difference.

Our brother, Eduardo Diaz, deserves no less than to have his life, his work, his dedication to working men and women throughout the world, and his commitment to international union solidarity memorialized by renaming the union-to-union program the "Eduardo Diaz Union-to-Union Fund."

I urge this convention to vote unanimously in favor of the motion. . . .

PRESIDENT BAHR: Before us is Resolution No. 62A-00-13, "Eduardo Diaz Solidarity Fund." All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is unanimously adopted. (Applause)

I am told that the Senator will be here in just a moment or two, so we will hold for that. (Applause)

PRESIDENT BAHR: Those of you who have the T-shirts and are not wearing them, it may be a good time to put them on.

. . . The delegates put on their "CWA for Gore" T-shirts and stood at ease awaiting the appearance of Senator Joe Lieberman . . .

PRESIDENT BAHR: Brothers and sisters, please welcome the next Vice President of the United States, Senator Joe Lieberman.

. . . The delegates stood, applauded, cheered and clapped in unison as Senator Joe Lieberman was escorted into the convention hall. He walked through the aisles, greeting the delegates, shaking hands on his way to the platform.

PRESIDENT BAHR: Senator, I guess you can see our delegates are thrilled to have you here. (Applause and cheers)

I want to share with Senator Lieberman, in case he is not aware, of how the invitation came about. Before Vice President Gore announced his running mate, I called him. I said, "You know, the CWA convention is just one week after the DNC, in California. I said, "You know how re-energized you get every time you come to our convention."

He said, "I will be there." I said, "No, no, I'm not inviting you." I said, "We need you next year as President. (Applause and cheers) But what I did say was, "What better place for your running mate, whoever that person may be, to kick off this campaign?" And he thought it was an excellent idea. And we are so proud to have you here. (Applause and cheers and whistles)

Senator Lieberman's nomination was a brilliant choice for the Democrats. In the words of our good friend, Jesse Jackson, "Al Gore's choice for Vice President brings," and I quote, "the sons and daughters of slaves and slave masters together with the sons and daughters of holocaust survivors. When a barrier falls for one of the locked out, it opens the doors for all." (Applause)

Joe, after you are elected, you can count on this union to continue to stand with you to help continue to open the doors of opportunity for all and to ensure that all working families share in our economic prosperity. (Applause)

Those of you who watched the convention—I am talking about the one in California and not that off-Broadway show in Philadelphia—had the pleasure of seeing Senator Lieberman's wife, Hadassah, and his wonderful family. This is a man of solid values and strong convictions. He is a Democrat who speaks his conscience and lives his beliefs. I think in his remarks this morning, Richard Trumka clearly defined the difference between Joe Lieberman and Bush's running mate, Cheney.

Senator Lieberman is in his second term in the U.S. Senate. In 1994, he made history by winning the biggest landslide victory ever in the Connecticut race for U.S. Senate set by a margin of more than 350,000 votes, which meant 67 percent of the vote. (Applause)

He has enjoyed the solid backing of organized labor in Connecticut. In fact, as I understand it, when he received the call from Vice President Gore, you were actually on the way to address the Connecticut AFL-CIO convention. (Applause)

It is also our understanding that this will be his first message or campaign appearance since his nomination without being with the Vice President. (Applause)

We are delighted that you chose our convention for your debut. Please join me in welcoming the next Vice President of the United States, Senator Joe Lieberman.

. . . The delegates rose and extended a tremendous ovation to Senator Joe Lieberman, chanting "Go, Joe, Go" . . .

THE HONORABLE JOSEPH LIEBERMAN (U.S. Senator; Candidate for Vice President of the United States): Thank you. Thank you.

. . . The delegates chanted, "Go, Joe, Go; Go, Joe, Go" as they cheered and applauded .

Thank you. Thank you. You are great. Thank you. I think I could get used to that. (Laughter) Thank you so very much for that warm welcome.

Morty, thank you for your generous remarks. I remember Hubert Humphrey, after an introduction like that, once said that he wished his father and mother could have been there to hear it. His father would have enjoyed it and his mother would have believed it. But I appreciate it. (Laughter) And I appreciate it particularly, Morty, coming from a guy like you.

Morty Bahr's leadership has not just made the CWA a better union, it has made America a better country. And Morty, thank you for that. (Applause)

Another great labor leader who is here today, whose presence I am proud to be in, and I am particularly comforted to know that he was the one to truly distinguish between Dick Cheney and me—and I know I was in good hands—the great Rich Trumka. Thank you, buddy, thanks for being here. (Applause)

And let me say a special hello today to my friends here from the great "Nutmeg State," Connecticut (applause), a great group without whom I could not have been a United States Senator, and therefore would not have been here today.

And you know, the Vice Presidential candidate has certain obligations and responsibilities

that he takes on. So let me say on behalf of my running mate and leader, that I want to say a special hello to the members, the men and women from Tennessee. Are you out there? (Applause) Thank you.

You know, it was three weeks ago today that Al Gore—actually three weeks yesterday—that Al Gore announced me as his running mate. Actually it was three weeks ago today that we did the big event in Nashville.

Al has a grandson named Wyatt, and he was born on the 4th of July. How is that for good timing? (Applause)

At our announcement in the great square in Nashville he said, "I thought that was the grandchild story to beat all grandchild stories, but then I found out that Joe Lieberman has a granddaughter who is actually named Tennessee." Now, this is the truth, and it's a long story. When we have more time, I will tell you. But to me, it's just one more example that this ticket was meant to be, and I am so proud to be Al Gore's candidate for Vice President of the United States. (Applause)

Tennessee Lieberman is three years old. We have another grandchild, our second, an 18-month-old granddaughter named "Willie Dee." From the names you can tell my daughter-in-law is from Tennessee. "Willie Dee" has begun to talk and my son Matt, who is their dad, who is with me today, tells me that every time "Willie Dee" sees me come on television, she starts to chant, "Go, Joe, go." (Laughter and applause)

So, my friends, with your help, Al Gore and I are going to go, go, go all the way to the White House in Washington. (Applause) Thank you.

I feel so very privileged to be serving America at such an extraordinary moment in the life of our nation. As Morty said, much has been written and spoken about the fact that with my nomination, a barrier was broken. The person who deserves the credit for that is not me, but Al Gore who had the guts and confidence in the American people to make that choice. (Applause)

And as Morty said, Reverend Jesse Jackson touched me the day of the announcement when he said, "When a barrier falls for one person or one group, the doors of opportunity open wider for every other American."

I want to say to you that you have got some great barrier breakers here, and none greater than the first woman to ever serve as Secretary-Treasurer of the CWA and as Secretary-Treasurer of the National AFL-CIO, your own Barbara Easterling. (Applause)

And you know what? A barrier or two fell for Barbara, and when they did, the doors of opportunity opened wider for women workers all across the United States of America. (Applause)

Al Gore and I are committed to making sure that a woman who does that equal day's work will get that equal day's pay. We are not going to stop until that is true. (Applause and cheers)

Now, as Morty said, this is the second convention I have been to in California in a week. No surprise in some ways, and it seems appropriate that both the Democratic Party and the CWA have come here to hold our conventions.

Over 100 years ago, this part of the country was known as the "Wild West." Now, a century later, thanks in good part to the work of the CWA and the great leadership of people like Governor Gray Davis, it is more appropriate to call this part of the country the "Wired West." Today, this state and nation have crossed the frontier to a new economy, helping to define a marketplace that is governed by new rules and driven by new forces. It is a new economy that is characterized by innovation, by knowledge and, of course, by the Internet. It is a new economy being shaped in large part by the creativity and hard work of American laborers and American entrepreneurs.

Al Gore and I believe it is also a new economy where the government of the United States has a continuing role to play in doing what we can do to create a climate where American businesses and the American people have the tools they need to succeed.

My friends, America cannot afford to have a President in the 21st century who does not understand the terrain of the new economy. We need a President who will continue to expand our prosperity by investing in the people who are driving this new economy. A President who will work hand in hand with workers and businesses to create partnerships with government that will create a better America. A President who will work with labor and business to shape this new economy in a way that benefits working middle class families, not just the privileged few. (Applause)

And I am here today to tell you that Al Gore is that man and must be the next President of the United States. (Applause and cheers)

You are out there, so you know it. Not since America moved from farms to factories have we seen a change as dramatic as we are seeing today. But as we look out at the frontier of the new economy, we see two distinct paths. Down one we see the promise and prosperity that we have enjoyed over the past eight years. Our Republican friends—you know—that crowd that Morty referred to that gathered for that happy talk convention in Philadelphia—they like to say that the past eight years have been squandered. Can you believe that?

The last time I checked, America had 4 million new businesses, 22 million new jobs, the lowest inflation in a generation, the lowest female unemployment rate in half a century, the lowest African-American and Hispanic-American unemployment rate ever, and the strongest economy in the 224-year history of the United States of America. (Applause)

Now, with all due respect, if that is their definition of squandered, I can't imagine how they define success, because that was success.

Down the other path, we see many communities and people that have one foot in the new economy, but they are not there yet. We see parents who know that they have to learn new skills to stay ahead, but they are not there yet. We see businesses who know that they have to be online to sell their products and create more jobs, but they are not there yet.

We see many schools that want to teach across the digital divide, but they are not there yet. So our goal as a nation and as a people must be to help them help themselves to get there and succeed in the 21st century.

You know, our prosperity didn't happen by accident. It is not just going to continue automatically. It will continue only if together we make the right choices.

Eight years ago when the new world of information technology was a much less certain place, our leaders in government and labor and industry came together around a set of principles. And the first was that innovation growing out of strong research and development and a wide range of basic and fundamental sciences was vital to creating new jobs and new industries.

The second principle was that to promote that kind of growth and job creation, America must first get its fiscal house in order—balance the budget and pay down the debt—so interest rates remain low and businesses and families have the money they need for the future.

The third principle was that the best investments we can make are investments in people, in their education and training and skills, in lifelong learning and technology training, to give people the tools they need to make the most of their own lives. And that is the kind of change that Bill Clinton and Al Gore have brought to America. (Applause)

With their brilliant leadership and the hard work of the American people, we grew this economy and turned the largest deficits in history into the largest surpluses. We invested in people and today more children are in schools of higher learning than ever before. We worked hard to sell our products around the world, and we invested in research and development and created more than two million new small businesses, with a record number owned by women.

Make no mistake about it: Today America's technology industry is the best in the world. Even though the IT industry comprises just 8 percent of our gross national product, it has driven one-third of all our economic growth. This is the present, and it is the future.

Now, this is not just about the quality of our economy. Ultimately the test of this economy and our leadership and our policies is the quality of the lives that the American people are living. If the jobs pay on average 85 percent more than other jobs, that is because they are high-skilled jobs. But it is also because hundreds of thousands of men and women in this industry are lucky enough to have the CWA walking by their side and fighting for better wages, fringe benefits, and conditions of labor. (Applause) The new economy needs collective bargaining just as much as the old economy. (Applause)

Now, I'd also like to quote that great statesman, Yogi Berra, who said that when you come to a fork in the road, you should take it. (Laughter) Well, we have come to the fork in the road. We have a choice to make in this economy and in this election.

Al Gore and I know this is not about us or about George Bush or Dick Cheney. It's about you and your families and your future. It's about all those people on the other path who are not yet full partners in the American Dream.

Now, let me say a word about our opponents in this election. They are decent and they

are honorable men, and Al and I are not going to engage in any personal attacks on them during this campaign. But, we are going to talk about their records, and about their proposals for the future because, my friends, we have two very different visions about the road America should take in the years ahead.

Our opponents look at that great surplus that we have all worked so hard to build, and they want to give it all away in one huge tax cut. I am sad to say that that tax cut plan of theirs benefits the wealthy and not the working, middle class families of America who really need it.

For every ten dollars of the Bush tax cut plan that goes to the top one percent of the American people—and these are the facts—the middle class gets a dime. The bottom 20 percent of the public in income—one penny.

Now, look, there is nothing wrong with being rich. In America we all would like to be rich. But we should not help those who need it least at the expense of those who need it the most. (Applause) That is just basic fairness. That is the American way. (Applause and cheers)

Incidentally, we should not help those who need it least at the expense of our economy either, which has been encouraged to grow by the discipline of our government during the last eight years. Our opponents would throw that discipline away and, I think, endanger the prosperity we have enjoyed for the last eight years. You know, when you combine their tax cut with their plan to privatize social security, it leaves little or no money to invest in anything else.

Al Gore and I have a different way. We want to use America's hard-earned surplus to continue to pay down the debt, to keep interest rates low and save our children from having to pay taxes that they should not have to pay, to invest in those things that make us prosperous, like research and development, and education and health care, and to give whatever is left back to the people who need it—the middle class families who worked hard to make this prosperity, particularly to help them educate their children and care for their parents. (Applause)

If you will allow me, my friends, it comes down to this, and it is just this simple. We as a nation cannot afford to make Barney Rubble investments in a George Jetson world. (Laughter and applause)

That is a new one, Morty, I saved for the CWA. (Laughter)

Let me give you two practical examples of what I mean by that. First, let me talk about skills and lifelong learning. You know, when I was in high school in Connecticut, I had a lot of friends who went to work for companies, including the phone company in Connecticut. They would learn a skill, work hard, move up. Then after 10 or 15 years maybe they would become managers. And after 40 years they would retire. That was it. They had security.

Today it is all different. The secure path is mostly gone. Everything changes so quickly. Every thing is run by computers. The new economy's reliance on technology and innovation makes work force knowledge and skills ever more important than they were before. The fact is that instead of having one job for life, most Americans will have more than five jobs in a lifetime. Yet today, companies in a wide range of industries are creating more jobs than they can fill. In the high-tech industry alone, there are more than 200,000 jobs unfilled today because we cannot find the skilled workers to fill them.

So what have we been doing? We have been going outside our borders and inviting skilled workers to come to America. Now, all of us appreciate, I know, the vital role that immigrants have played and continue to play in America. My grandparents emigrated to this country. My wife and her parents are new Americans. But with all due respect, America should not have to go overseas to find trained workers. We should train our own people right here at home to fill the jobs that are waiting today. (Applause and cheers)

There is no one in America, there is no one in America who has worked harder to solve this problem than your own leader, Morty Bahr. (Applause) He is one of the leaders, as you know, of the President's Commission on Lifelong Learning, and one of the most persuasive voices at the Lifelong Learning Conference. I want you to know that we have heard his call. Al Gore and I have proposed to put more than \$2 billion into worker training for dislocated workers, to support training in local communities and make lifelong learning more affordable. (Applause)

And listen to this. This is a part of the Gore/Lieberman program that I do not think has received enough attention yet. Under our middle class tax cut proposal, if you want to go to college or send your kids to college, or if you want to go into a mid-career job training program, we will make the first \$10,000 you spend on that tax deductible. Now, that is going to make a

difference in people's lives. (Applause)

Our opponents don't have any new plans for lifelong learning because they don't have any more money left to pay for them after they spend it all on what my kids would call a "humongous" tax cut plan. Under a Gore/Lieberman administration, we will have money left over for investments like that.

Now, here is the second example. We want to use America's hard-earned success to save and strengthen the future of Social Security and Medicare, the two greatest governmental creations of the post-war period. (Applause) And we think it is time to take some of that surplus and invest it so the Medicare program is expanded to help every senior citizen in America pay for the skyrocketing cost of prescription drugs. (Applause and cheers)

People have said to me along the way, "Are you against the drug companies?"

I said, "You know, I've got a lot of them in my state, and a whole lot of people working for them. We are not against the drug companies. A lot of the drugs they are creating are helping us all live healthier and better lives, but they cost too much. They are charging too much."

Our seniors today, that generation of Americans who survived the Depression and won World War II for us, should not be forced to choose between buying the medicine their doctor prescribes and the food they need to live decent lives in the new century in America. (Applause)

Al Gore and I have enough confidence in the American people that we are prepared to talk specifics and details and hope that the people will focus on those details, because there are significant differences between our details and a lot of the fuss and blur that is coming from the other side.

In detail, Al and I are proposing a plan that would cover 50 percent of prescription drug costs up to \$5,000 a year. And the experts tell us that more than 90 percent of seniors in this country have prescription drug costs every year that are under \$5,000 a year. In the event of a catastrophic illness, which can run costs of drugs into tens of thousands of dollars, under our plan we create a ceiling. No senior will ever be forced to go bankrupt or lose their home to pay for prescription drugs because we say no senior will ever have to pay more than \$4,000 a year for those drugs. (Applause and cheers) That is just fair

. . . . The delegates rose and applauded . . .

That is just human decency. That is just taking care of our mothers and fathers.

. . . The delegates applauded and cheered and whistled . . .

You know, our opponents are talking about prescription drugs also. And of course, that is a good thing. But on Sunday, Dick Cheney admitted on television what we have been saying all along: our opponents don't really have a prescription drug plan. They don't have any money left to pay for it. Rather than investing their money in a prescription drug plan, yesterday our opponents unveiled a new national television advertising campaign, a political advertising campaign that criticizes our plan. The sad fact is that our opponents are spending more money on prescription drug political advertising than they are prepared to spend on a prescription drug plan that will actually help the senior citizens of America. (Applause)

So once again, I call on our Republican friends, in the spirit of this union, and say to them: Take your prescription drug ads off television and put your prescription drug plan on the table. Let the American people see it. (Applause and cheers)

Let's let the American people get the details, make the comparison and then reach a choice that they feel is best for them and their families. And, you know, the differences go much beyond prescription drugs.

Our opponents won't pass a real Patients' Bill of Rights to make sure that medical decisions are made by doctors and not bureaucrats. But we will. (Applause)

They don't have any money really left over to invest in new classrooms and treat teachers as the professionals they are. But we will. (Applause)

They don't have any money left over to put 50,000 new police officers on the streets of America to help make our communities safer and our schools safer. But Al Gore and I surely will. (Applause)

And, my friends, look at the details. They will not support a genuine increase in the minimum wage in America. But Al Gore and I surely will.

. . . Delegates arose and applauded . . .

Now, I know that I am a little biased about this ticket, because I am on it. (Laughter) But,

honestly, as far as I am concerned, if you look at the candidates, if you look at the issues, this election should be no contest. Al Gore is clearly the best man for the job, that of President of the United States, leading us into the new century.

. . . The delegates rose, applauded at length and chanted "Go, Joe, Go; Go, Joe, Go" . . .

Thank you. Hey, Morty, you were right. This was a great place to make my first big speech. (Laughter and applause)

Thank you. I will never forget it. Friends, let me just say a few words about my running mate and dear friend. I have known him for 15 years now. I know his record, and, honestly, I know his heart. I can tell you this man is a man of courage and conviction. He volunteered for service in Vietnam. (Applause) He actually went to divinity school, and when he came back, he worked as a reporter and decided he wanted to get into public service and got elected to the Congress, and right from the beginning, tough, courageous, independent, took on the big polluters who were endangering the health and safety of the people in his district in Tennessee. That is the kind of leader he is.

Long before Americans, most of us anyway, ever heard of the information superhighway, Al Gore was holding pioneering hearings on it in the Congress of the United States. Six years ago, and I know you know about this, Al Gore came to California and challenged our nation to hook up every school to the Internet, and CWA, God bless you, answered that call. Today 95 percent of all schools in America are hooked up to the Internet. (Applause)

We are closing the digital divide. (Applause)

As Vice President, Al Gore has championed welfare reform in the inner circles of the administration. He stood up and fought for that type of reform that sets time limits and moves millions of Americans from welfare to work. You and I both know that Al Gore urged Bill Clinton to veto every single piece of anti-worker legislation that the Republicans in Congress sent to his desk, and I promise you that we will continue in the White House to protect the working families of America. You have my word on that. And that is a difference.

. . . The delegates rose, applauded and chanted, "Go, Joe, go" . . .

You don't have to shortchange the working families of America to grow this economy. You can grow the economy and be fair to the people that are making it happen at the same time. And that is the American way for the future to happen.

Ladies and gentlemen, Al Gore is a man of vision and values also. Long before it became popular, Tipper and Al led a crusade about the moral future of America. They know that many Americans have a swelling sense that our standards of decency and civility are being eroded, that there is too much violence and vulgarity in our culture, and it is affecting our children and our safety.

Al knows that no parent should be forced to compete with the popular culture to raise their children. And I promise you, if we are fortunate enough to be elected this November, Al and Tipper and Hadassah and I will stand up and fight for American families, so you can give your kids the values and the faith that you want to give them. (Applause)

So, I hope you will conclude, as I have, that Al Gore is clearly the best man to lead this nation into the 21st century. (Applause)

Together we say to America: Work with us and we can solve our problems together. Walk with us, and we can create a better future. Stand with us, and we will fight for you and your family. Please, believe in us and we will make the American dream come true for every American, not just for a privileged few. (Applause)

Dear friends, give us your hand and your heart and your voice and your vote, and together we will break down the barriers and, Barbara, through these ceilings that continue to exist, together we are going to make this great and good nation even better than it is today. Thank you so much. God bless you. Help us win this election.

. . . The delegates rose, applauded, whistled, cheered and thronged around Senator Lieberman as he made his way through the crowd of delegates, shaking hands, chatting briefly with those he passed, as part of a demonstration by the delegates to the Convention that lasted fifteen minutes . . .

PRESIDENT BAHR: I think you will agree that we have got ourselves a Vice President there. (Applause)

The Chair recognizes the Resolutions Committee.

CHAIR CUMMINGS: Mr. President, the Chair recognizes Ed Mooney.

DELEGATE MOONEY: Would the delegates please turn to Page 1 of the Resolutions Committee Report? I will read the Resolved of 62A-00-1 entitled, "CWA Supports Al Gore and Joe Lieberman."

RESOLUTION NO. 62A-00-1 CWA SUPPORTS AL GORE AND JOE LIEBERMAN

CWA families face the most critical election this year since 1932. The choices confronting our members in the presidential election will influence the policies and set the tone for the opening days of this century. When the votes are counted on November 7, we will either solidify our gains and move forward to solve the urgent problems of America's working families, or we will slide back to a new anti-working family, anti-union era.

Our combined voices can put workers' rights, education and school modernization, retirement protections, affordable health care, quality child care, fair trade and the good jobs that build strong communities at the center of the debate. We can move off the defensive and move forward with our agenda of jobs with justice and a society with justice.

CWA has carefully examined the records of all the major candidates for president. We look not at party labels, but at the candidate's values, positions and leadership on issues crucial to working families. Based on this criteria, one candidate stands head and shoulders above the rest, Al Gore.

During his seven years in the Senate—where he represented a state in the heart of the anti-union South—Al Gore voted with working families and our unions 88 percent of the time. He has helped us protect workplace health and safety, community wage standards, Medicare and Social Security. He worked with us in defeating attempts to bring back company unions and to destroy the 40-hour week. And he stood with us in fending off "paycheck deception" initiatives that would have silenced the voice of working people in the political arena. He has walked picket lines with CWA members and other union members and stood with us to protect our jobs, our union and our futures.

More than any other national leader, Al Gore has used the power of his office to defend the freedom of workers to choose a union, free from interference by their employers, and he has repeatedly urged other elected officials to do the same.

In 1988, Joe Lieberman won the biggest upset victory in the country by beating incumbent Lowell Weicker to win election to the U.S. Senate by just 10,000 votes. Six years later, he made history by winning the biggest landslide victory ever in the Connecticut race for a Senate seat, with a margin of more than 67 percent of the vote.

Now in his second term in the U.S. Senate, Joe Lieberman has earned a national reputation as a thoughtful, effective legislator. He is a Democrat who speaks his conscience, forms bipartisan coalitions with Republicans, and fights for working families. In his service in the Senate, and on the Armed Services, Environment and Public Works, Governmental Affairs, and Small Business Committees, he has fought for consumers, for a better environment for present and future generations, and for a strong national defense.

We don't need a crystal ball to see what will happen if George Bush and Dick Cheney are elected and their anti-union friends retain control of Congress. We can predict with certainty what legislation will be passed because every one of these bills has already been introduced in Congress: Repeal of the Family and Medical Leave Act. Passage of the TEAM Act. A National Right-to-Work law. Privatization of Social Security. Voluntary federal job health and safety standards. No overtime after 40 hours in a work week. Employer option to pay compensatory time instead of overtime. A national "paycheck deception" law. And many, many other laws that will turn the clock back on working families by 70 years.

Only a veto or threat of a veto by President Clinton, or a Senate filibuster led by our friends, stopped these bills from becoming law.

Much is at stake in November and much is at risk. The contrast between the candidates cannot be clearer. Al Gore and Joe Lieberman have the interests of working Americans at the heart of their agenda and in the forefront of their programs. Because they are supporters of working families and champions of our unions, CWA recommends their candidacy to all CWA

members and their families and be it

RESOLVED: That the Communications Workers of America reaffirms its endorsement of Al Gore for President of the United States and Joe Lieberman for Vice President.

The Resolutions Committee recommends adoption of Resolution 62A-00-1, "CWA Supports Al Gore and Joe Lieberman."

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the motion. It has been seconded from the floor. On Microphone No. 3. Delegate Perez.

DELEGATE JUDY PEREZ (Local 9400): President Bahr, Executive Board Members, Delegates, Alternates and Guests, I rise in support of Resolution 62A-00-1, to reaffirm our endorsement of Al Gore for President and Joe Lieberman for Vice President. (Applause)

But, to pass this resolution is worthless if we go back home, sit on our butts and do nothing. We need to spread the word that it is do or die in this election, that if we don't elect Gore-Lieberman, if we don't win back the Congress, if we don't make strides in the U.S. Senate, then we have doomed our union, our families and our country.

They say California is needed in order for Gore to win. We in California are going to put the Gore ticket over the top. Local 9400 will be beating the bushes for Gore and Lieberman. (Applause)

We are going to work hard, harder than we have ever worked — walking the precincts, stuffing envelopes, putting out literature, working phone banks, putting up signs. You name it and we are going to do it.

Remember, Brothers and Sisters, we have had one Bush in the White House, and we don't need a son of a Bush in the White House. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Young.

DELEGATE JOHN T. YOUNG (Local 9509): Good morning, President Bahr, Vice President Cohen, Secretary-Treasurer Easterling, Executive Board Members, Delegates, Guests and, of course, Senator Joe Lieberman.

I stand here in support of CWA's Resolution to affirm our endorsement of Al Gore as President and Joe Lieberman as Vice President.

CWA is proud to have been the first union to endorse and support Al Gore to be the first President of the 21st Century, and we won't let you down now. (Applause)

Al and Tipper Gore are not strangers to CWA. When Tipper Gore came to San Diego on a stormy, rainy Sunday afternoon in March, CWA was there. When Al Gore came to Los Angeles on a beautiful sunny afternoon, CWA was there. When Al, Tipper, Joe or Hadassah Lieberman show up anywhere in this country, CWA will be there. And when Al Gore gets to the White House after the November elections, CWA will be there, too. (Applause)

Despite the fact that Al Gore is from a right-to-work state, he has fought all his life for issues that are dear to working families, and we know we will be able to count on him when he becomes our next President, the President of the freest, most democratic nation in this world.

If we as working people value the FMLA, we must protect that important piece of legislation by electing Al Gore and Joe Lieberman. If we hold the values of this union dear to our hearts, then we must elect Al and Joe. If we value our right to a democratic voice, whether it is in the workplace or the halls of legislative power, then we have only one choice for us-- that choice is to elect Al Gore as President and Joe Lieberman as Vice President.

The other party has more money, but we have got the people. If everyone here, all 3,000 of us, just talk to everyone we know and, think about it, how many people do we each know—we need to talk to everyone we know about the issues in this election and the importance of this election, and then once again people power will out do money power, and Al and Joe will be elected the first President and Vice President of the 21st Century.

Delegates, I urge the adoption of Resolution 62A-00-1, which reaffirms CWA's endorsement of Al Gore for President and Joe Lieberman for Vice President. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 2, Delegate Szekely.

DELEGATE PETER SZEKELY (Local 31003): I am the Chairperson of Local 31003, The Newspaper Guild of New York, a Regional Vice President of the TNG Sector, and a working journalist in the Washington Bureau of Reuters News Service.

I would like to explain, as I did last year when we first endorsed Vice President Gore, why I, along with several other TNG delegates—though not all of them—will abstain on this resolution.

It is because our members include those who report the news of this campaign and of other political matters, something that I, too, have done on occasion. And to effectively tell the world about this election, we need to remain impartial and to maintain an appearance of impartiality.

After all, would any of us want to get our news of this campaign from journalists who we knew to be active dues paying members of organizations that support George Bush? I think not.

While differences of opinion may exist within our sector and within our craft on the degree to which journalists may declare their political leanings, I believe that great care must be taken to avoid compromising the objectivity of our members who report the news. The merger agreement that brought us into the CWA a few years ago hoped to protect our journalistic integrity by recognizing that The Newspaper Guild has a long tradition of remaining neutral in Presidential election campaigns.

Now I recognize the CWA has a long and proud tradition of political activism and I also recognize that TNG members are now the beneficiaries of that activism, but fortunately because we are a sector, we can insulate our working press members from the appearance of compromise without impeding or opposing the CWA's political activism.

I want to give the members I represent, who feel they need it, insulation from political positions so they can do their jobs without feeling compromised. I don't want to make it easier for the Bush campaign to accuse our members of bias every time they are unhappy with our coverage. I don't want to give editors and publishers an excuse to take our members off the political beat, and I don't want to drive our members in the working press away from activism in their union or even worse, into becoming free riders or Beck objectors.

So, it is for the sake of our members in the working press, for the strength of our union, for the integrity of our craft and for our Canadian members who do not wish to involve themselves in U.S. politics, that we are abstaining on this resolution. And if Vice President Gore were still a journalist and a guild member, as he once was, we would be doing this for him too.

I hope the delegates will understand and I thank the convention for its time. (Applause)

PRESIDENT BAHR: Thank you, Peter. On Microphone No. 1, Delegate Chelioties.

DELEGATE ARTHUR CHELIOTES (Local 1180): We will be making sure that Gore, Lieberman, and Clinton get elected in the state of New York. I move the question.

PRESIDENT BAHR: The question has been called.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It's been seconded. It is not debatable. All those in favor of closing debate, indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

Before the Convention is Resolution No. 1, "CWA Supports Al Gore and Joe Lieberman." All those in favor, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes Secretary-Treasurer Easterling.

SECRETARY-TREASURER EASTERLING: We have our first result of a raffle that is being conducted by Local 6402 on behalf of Jenny Crabb. We want to thank all of you for your generosity to the raffle and those of you that purchased tickets either on the quilt or the doll. The total amount she raised was \$1,100.

And the winners are, Marcie Vincent, ticket number 974007. She won the doll. She is from Merrimack, Massachusetts. And Joyce Patrella, Local 1110, ticket 335787. She won the quilt.

If you will see Brenda Honse in the District 6 seating area, you can pick up those gifts.

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

. . . The Convention recessed at 11:58 a.m. . . .

TUESDAY AFTERNOON SESSION

August 29, 2000

The convention reconvened at 1:30 p.m., President Bahr presiding.

PRESIDENT BAHR: Would the delegates take their seats please? The convention is in order.

The Chair recognizes the Secretary-Treasurer.

SECRETARY-TREASURER EASTERLING: We have reached that part of our program when we present the Elizabeth Glaser Pediatric AIDS Foundation Awards.

We are honored to have with us today Paul Glaser, Chairman of the Board of the Elizabeth Glaser Pediatric AIDS Foundation, who will join us in presenting the awards as well as update you on the activities of the Foundation.

This year, 490 locals participated in our "Charity of Choice" program, contributing a grand total of \$532,160.81. (Applause) I am very happy to tell you that this is an increase of \$129,882 over last year (applause), and I want to personally thank each and every one of you who made that possible. And I urge you to keep up the good work.

Paul will tell you what your contributions have produced for children with AIDS. But once again, I want to urge all of you that are not involved in the program to please get involved and participate. We can do more, and we must do more.

CWA is the Foundation's largest single donor, and we are very proud of that. But we can be even more proud if we get 100 percent participation. So much has been accomplished, but there is still so much more work to be done. Please make that effort this year to contribute to CWA's "Charity of Choice," the Elizabeth Glaser Pediatric AIDS Foundation.

Now for the awards.

The Ariel Glaser Award is presented to the local that contributed the most money in 1999. This year, once again, the award goes to CWA Local 9400, for a contribution of \$29,909.50. (Applause and cheers) Will President Mike Hartigan of 9400 please come forward to accept the award?

. . . Applause as the award was presented by Secretary-Treasurer Easterling and Paul Glaser to Michael Hartigan . . .

Now he is going to stand here and let you take his picture, because he expects more money out of each one of you for the Foundation next year. (Laughter)

Our next award is the Hope Award, which is presented to the local that achieved the highest percentage of their quota. In 1999, believe it or not, that figure was 2,753.49 percent and was given by CWA Local 9587. Our thanks and congratulations go out to all the members of Local 9587 for their dedication and support.

I would like to ask Local 9587 President, Claudia McGonigal to please come forward and accept the award.

. . . The award was presented by Secretary-Treasurer Easterling and Paul Glaser to Claudia McGonigal . . . (Applause)

We have the co-founder, first of all, from Pediatric AIDS Foundation. She generally comes by to see us every year. She is very good on dealing with any phone calls which she gets from any of the locals, as well as our staff, and that is Susie Zeegen, the co-founder of the Pediatric AIDS Foundation. (Applause)

We are also fortunate to have Laura Hardy, the Senior Development Officer with us. (Applause) And a good friend of ours is back again, Janis Spire, Chief Operating Officer.

And now, let me call on President Bahr, who will introduce the number one guy here.

PRESIDENT BAHR: At this time it is my privilege to introduce to you the man that most of you I think are old enough to remember as Starsky of the television series "Starsky & Hutch." (Applause and cheers)

Paul is now a writer, director and producer of motion pictures, as well as the Chairman of the Board of the Elizabeth Glaser Pediatric AIDS Foundation. I have been privileged to work with him as a member of the board for the last several years.

So we are honored that he has taken the time to be with us today. Please give a warm CWA welcome to Paul Glaser.

. . . The delegates rose and applauded . . .

PAUL GLASER (Chairman of the Board, Elizabeth Glaser Pediatric AIDS Foundation): Thank you. Thank you very much.

. . . The delegates responded with prolonged applause as Paul Glaser was presented with a badge from President Bahr . . .

MR. GLASER: This tells me who I am, which I need. Thank you very, very much.

I have to confess, before I begin this speech, that I have a car with a navigational system,

and it abducted me. I was planning to be down here about a half hour, 45 minutes ago, and I said, "Why is it taking me here?" and I started arguing with that voice. She didn't give any quarter. So I shut her off and turned her back and called the people that keep me on the straight and narrow at the Foundation, and they got me here.

Kathy went running around trying to find me, and I was trying to find myself. So I am glad I have this tag now.

This is a great honor, and I really appreciate the opportunity to address you. I understand Senator Lieberman, Vice President-Elect Lieberman, we hope. (applause) I understand he addressed you before lunch, and he was quite wonderful.

In my years as a performer, following somebody was always considered to be very key as to who you are following, because if you are following somebody who is really good, then you don't want to follow them. You want them to follow you. But you have eaten, so it's double jeopardy, right? (Laughter) You are sitting there, digesting all your food. I see a few people wandering in, so I am going to start.

I want to thank you, Morty, very much, and I want to thank Barbara Easterling, and thank you, Kathy, and thank all of the members of the Communications Workers of America.

You know, Morty, you have become a familiar and a welcome face for me personally at our events and at our board meetings. I am always aware of Morty smiling and listening and taking it all in, and I know that when Morty does speak, he will be listening and he will be listened to, not only because his reasoning and his demeanor are solid, but also because his sense of commitment is so strong. Nobody can avoid being affected by it.

I am very grateful to be here. I have wanted to share directly with you my deep appreciation and admiration for your support. I know it meant a tremendous amount to Elizabeth when the foundation was just getting up and running, and it means even more to us now as we continue to move forward.

I have been chairman of the board for, I think, five years now. Is that right, Susie? I lose track, plus there have been many changes in my life. I am newly remarried. We have a three-year-old daughter who rules us with an iron fist. Her name is Zoe. Jake's health is stable. He is going to be 16 in October. (Applause) Thank you. Thank you very much. And as I am sure many of you already know, raising a teenager is like nailing Jello to a tree. (Laughter)

I have been very fortunate to have been where I have been and to learn what I have learned. There have been many changes also at the foundation and much progress, and it is in no small way due to your support.

We are now in the thick of the fight against HIV amongst children abroad. We have reasserted our battle against HIV/AIDS here at home, recognizing that there is a relationship between HIV/AIDS and other diseases. So, we have expanded our battle to include a wide range of serious and life threatening pediatric diseases, all the while remaining connected to our original purpose and vision of helping children with HIV/AIDS who have no other place to turn for assistance.

There is no way that we could have done this without you. I can't tell you enough how important you are, not only as our top contributor who has helped us raise over \$100 million...(applause)... Thank you...over \$100 million towards research and advocacy on behalf of children the world over, but you have also set an example to people everywhere—to corporations, to labor unions and other large organizations that such an act of civic responsibility, of giving help to others, is not only possible, it's necessary. Because of you, we know we can make a difference in a world where too much of the time we struggle with a feeling of powerlessness in the face of the tragedy that seems to afflict humankind. Your acts provide a guiding light that also reminds us of why we are here, that love and compassion are our greatest strength as human beings as well as our greatest gift to our children. (Applause) Love and compassion allow us to experience ourselves as part of this world, as one with others. They allow us to work together as collaborators, and in that collaboration, make great strides that benefit us all. This has been the theme and core strength of the Elizabeth Glaser Pediatric AIDS Foundation from its inception when three women joined hands to make a difference through years of reaching out for pro bono participation and volunteerism to the realization of a program of collaborative research that now numbers 21 Elizabeth Glaser scientists. (Applause)

We know from our experience that people want to work together to benefit children and

ultimately our future. That has been and has had a tremendous impact, not only on our success, but on what the foundation has come to mean to people everywhere. It is an example of what is possible.

HIV is still with us, more so than ever. It is a pandemic, decimating Africa, threatening India, China, Southeast Asia, Russia, South America, anywhere that doesn't have the infrastructure or resources to afford the necessary drugs, education and health care that we take for granted in this country.

Its impact on the economies of African nations is already staggering and unbelievable. Today, a 15-year-old in Africa has a 50 percent chance of dying of AIDS. And when other countries approach the infection rates in Africa, where generations of young, vital people are literally being wiped out, the effects will simply be unimaginable and incalculable.

Unless we, in this country of wealth and resources, don't move past our own greed and fear, which manifest themselves in isolationism, and see ourselves as one with the rest of the world, we will all lose. Until we embrace collaboration with the rest of the world, all of our children and their future will be at risk.

Today, we in this country are in a presidential race taking place in the midst of the greatest economic expansion in the history of the world. Much of what is being discussed and argued about is what to do with our resources. Our surplus. About the comfort and security of our citizens, of our children, of our children's children.

The key word here is security. As if we are guaranteed living in a world of unlimited resources, and that the answer to all our problems lies in securing a level of comfort for ourselves and our succeeding generations.

This, of course, assumes that we have unlimited resources. But do we? Is that idea, that goal of security, truly the core answer or truth we want to give our children? Will that help them when the basic premise of unlimited resources proves to be untrue?

What can we do? Show, teach, give our children what will help them as they struggle to live in this shrinking world?

HIV is not the last thing to come down the proverbial pike. There will be others. At the risk of bringing too dark a cloud, we are living in a world of diminishing resources, runaway pollution, and population explosion of unprecedented proportions. This host, Mother Earth, is finite, much as we would like to believe otherwise.

Today, species are dying daily. They are hosts to organisms that were here long before the human race was, and will most likely be here long after. They are survivors, adapting much like the HIV virus continues to adapt to the newest medicines that we throw at it, the same way that penicillin and antibiotics have lost much of their effectiveness against disease and infection.

On this planet of finite resources, how will we compete for the very stuff of life with these organisms? Our basic instinct is to turn away from this talk of calamity, and to dismiss it as doom saying, even though our research and communications show you that is the situation in the real world, and we are hard put to deny it.

We want to turn, to avert our eyes because it is all too scary, because it makes us feel powerless to do or effect anything. And yet, if we do not avert our eyes, if we find the courage to acknowledge our fear and join hands, we quickly discover that the antidote to our fear is compassion for our own very human condition, and then compassion for others. And soon the love that flows from that compassion allows us to find ourselves as one, collaborating in life, moving together.

This is the message of the 21st century, to see ourselves as one. This is the message that our religions and our philosophers have been teaching us since humankind could first communicate. This is the lesson for our children.

This will serve them best in their hopes and their fears, and in their futures, where they must learn to work together in order to ensure a future, whether on this planet or elsewhere.

Maybe that is why all this disease and suffering is here, to help us recognize and experience our higher purpose as human beings. Maybe that is why we are mortal.

Why have I taken us here today? Well, one reason is that we need to acknowledge ourselves in this journey and know how important our capacity for love and compassion really is. We need to acknowledge that we are not only capable of doing it, but that we are doing it. You are doing it today, right now.

The Foundation is doing it with its ongoing work in research and advocacy as well as its newer programs. Our Call to Action program, of which we pledged an initial start-up of \$1 million, which was then expanded to an additional \$15 million from the Gates Foundation, works to provide an infrastructure and drugs needed to prevent transmittal of HIV from mothers to newborns in Africa, Southeast Asia, and eventually other struggling nations of the world.

We have also created the Glaser Pediatric Research Network, modeled after our interdisciplinary research programs in the Ariel Project and the Elizabeth Glaser Scientists Award. This network creates a collaboration of five major centers of excellence: Harvard, Baylor, UCLA, UCSF, and Stanford joining their resources to impact all life-threatening pediatric diseases.

More than a decade of work has taught us that HIV does not exist in a vacuum, isolated from other diseases. In fact, time after time, we have seen that what we learn about HIV impacts our understanding of other diseases.

The development of the new flu drug, Relenza, is a direct result of AIDS research. One of the most important anti-AIDS drugs, 3TC, is now the most effective therapy for chronic Hepatitis B infection. And, as AIDS research benefits other diseases, we believe the study of other diseases will benefit AIDS research.

What we learn from HIV about other diseases and what we learn from other diseases about HIV, tells us that there is a collaboration, if you will, among diseases. None of them lives in a vacuum. They too are all part of a whole, part of one. And that collaboration among diseases needs to be studied, interfaced with by a collaboration of the many disciplines of many different researchers. That, in turn, will create a synergy that will bring greater knowledge and faster results in all areas of research affecting our children and their future. It will give us an even greater ability to deal more successfully with HIV/AIDS and then whatever else may follow.

This we believe is the future of medicine. Numbers of collaborating researchers and institutions, creating ever larger networks, all sharing their knowledge and ultimately their rewards.

This is all possible and doable. And the reason is you. Your vision and your commitment. Your selflessness and your faith. And your ability to recognize the power of love and compassion for our selves in our human struggle.

You set the bar high, and we are ever so thankful and proud to be part of your family and have you as part of ours. Everyone at the Foundation, our staff, our volunteers, all the scientists pursuing their quests, all the parents that find some hope, all the children that benefit from your caring, and, I am sure, Elizabeth as well, join me in thanking you.

I know we couldn't do it without you.

. . . The delegates rose and applauded . . .

PRESIDENT BAHR: As a result of what Paul has shared with you and the potential for a human disaster in Africa, I have been talking with John Sweeney and the head of our International Trade Secretariat about the ability of the International Confederation of Free Trade Unions to play a role in the fight against HIV/AIDS, particularly in Africa and Southeast Asia, because in every one of those countries there are unions on the ground. (Applause)

But, Paul, the first thing we discovered, particularly in some of the countries in Africa, is they are still in denial, and we found the denial. One of our colleagues in telecommunications in Africa died, and it was a long, long time until we found out he had died of AIDS. So we are fighting a battle in some of those countries that we beat here many years ago, that if you have this illness, you do not have to hide it. You have to share it. (Applause)

So, the international labor movement, Paul, will play an enormous role in helping, spreading the message, hopefully raising money, so that we can continue to do our work even better around the world.

So, thank you all for being here with us today. (Applause)

The Chair recognizes Secretary-Treasurer Easterling for the COPE Awards.

SECRETARY-TREASURER EASTERLING: At this point in our convention we have our annual CWA-COPE Awards Program.

Today we honor all of the locals that achieved 100 percent or more of their CWA-COPE quota in 1999. I am proud to report that in 1999, the third year of our CWA-COPE "\$2 Million by 2000" program, you raised \$1,687,832.07—\$88,645.18 more than in 1998. (Applause)

We must remember that the best way to raise CWA-COPE dollars is to ask for them. Your continued participation in CWA-COPE and the work you do in signing up new members in the CWA-COPE Program will ensure that our goals are achieved—that we elect the President, Vice President, House, Senate and governors.

An essential part of our CWA-COPE program is the very fine work being done by our CWA Retired Members' Clubs. They stand by — ready, willing and able to assist your local in any state or local election campaign. I urge you to use them. As I have said so many times before, they are one of our greatest resources.

During the 1999 calendar year, a record number of 52 retiree clubs met their COPE quota of \$1 per member per year. At this time, I request that a list of these clubs be placed in the Convention record.

CWA'S 62nd ANNUAL CONVENTION
ANAHEIM, CALIFORNIA - AUGUST 2000
100% CWA-COPE RETIREE CLUBS

LOCAL	CLUB NAME	PRESIDENT
1031	Retired Members' Club	Doris Shirk
1103	Retired Members' Club	Thomas Wonsor
1104	1104 Retiree Club	Leo Dick
1122	Western New York Council Retirees Club	Rita Biondo
1150	Retired Members' Club	Marie Jordan-Givens
1301	Retired Members' Club	Charles Daly
1365	Retired Members' Club	Audrey R. Buchanan
2101	Retired Members' Club	Michael Vivirito
2105	Retired Members' Club	David Maugans
2107	Retired Members' Club	Don Mueller
2201	Retired Members' Club	Robert Rickman
2202	Retired Members' Club	Sarah Wheatley
3060	CWA Retired Members' Council	Bobby Sparks
3106	Retired Members' Club	Latecia Stark
3109	Retired Members' Club	John W. Haber
3111	Coast Retired Members' Club	Louise Yung
3204	Atlanta Metro Retired Members' Club	James H. Starr, Sr.
3205	Retired Members' Club	Martha Stewart
3220	Retired Members' Club	F.P. Neidlinger
3263	NE Atlanta Retired Members' Club	Thomas Marks
3310	3310 Gold Card Club	Shirley Sorrell
3603	CWA Local 3603 Retired Members' Club	Irene Hargett
3802	CWA Retired Members' Club	Elaine W. Huff
3902	Retired Members' Club	D.E. Kines
4302	Retired Members' Club	Edith Brunnett
4320	CWA/Retired Members' Club	Mary Jane Pacifico
4322	Retired Members' Club of Dayton	Annie Flack
4340	Retired Members' Club of Cleveland	Anne Macko
4603	Retired Members' Club	Julian Modjeski
4640	Retired Members' Club	Joan Jensen
4690	Retired Members' Club	Roger Cotts
4900	CWA-Retired Members' Club	Art Koebel
6143	Retired Members' Club 6143	Joe Winters
6201	Retired Members' Club	Bobby Brown
6222	Retired Members' Club	Lura Lynn
6290	Retired Members' Club	J.M. McKinley
6301	Springfield Retired Members' Club	Louise Grissom
6320	Greater St. Louis Retiree Club	Bud Brinkman
7011	CWA Retired Members' Council	Lorraine Miller

7200	Retired Members' Club	Ann Cummings
7505	Retired Members' Club	Pat Fyler
7777	Retired Members' Club	Dorothy Cosgrove
9400	Retired Members' Club	Alex Rooker
9410	9410 Retired Members' Club	Becky Hogue
9418	Retired Members' Club	Edna Lynn Jackson
9423	Retired Members' Club	Lorraine Wetle
9509	Retired Members' Club	Mary Jo Rocchio
9510	Retired Members' Club	Chuck Holt
9586	Retired Members' Club	Gloria Parkas
13000	CWA Retired Members' Council	Jack Caldwell
13031	CWA Retired Members' Club	Anthony Conte-TEMP
14170	Retired Members' Club	Mel Manheimer

I want to congratulate all the Locals and staff who participated in our COPE fundraising efforts in 1999. Without your support and hard work, we wouldn't have as successful a CWA-COPE program as we have today.

Now, within the prestigious CWA-COPE Quorum Program, we have 2,585 COPE Quorum members, we have 1,133 Platinum Quorum members, and the Triple Quorum has 894 members. I urge all of you who are not members to join one of these quorums today, and your local officers will be glad to assist you in doing just that.

The list of locals that achieved 100 percent of their CWA-COPE quota in 1999 was distributed this morning and will be incorporated in the official convention proceedings.

CWA'S 62nd ANNUAL CONVENTION

ANAHEIM, CALIFORNIA

2000 CWA-COPE PROGRAM

100% LOCALS

LOCAL PRESIDENT

1001 Mary Quirk
 1006 Mary L. Carroll
 1009 Daphne L. Clark
 1010 Michael Massoni
 1013 Delores Brown
 1020 Dick Kennedy
 1022 Patricia A. Chronic
 1034 Carla A. Katz
 1038 Paul Alexander
 1040 Carolyn Wade
 1043 Melissa Brown
 1058 Charles Murphy
 1060 James J. Costigan
 1061 Bruce G. Fabian
 1062 Brian P. Reilly
 1065 Linda Kukor
 1069 Leah Y. Agress
 1071 Domenica Stabp
 1076 Richard Wolfgang

LOCAL PRESIDENT

1077 Ruth Jackson-Barrett
 1078 Mary Ann F. Brown
 1080 Gail Mason-Massey
 1081 David H. Weiner
 1082 Linda Bailey
 1083 Mary E. Harrington
 1084 Doris Walker-Rice
 1085 Richard A. Dann
 1086 Lynne Kyriacos

1087 Margaret Caldwell-Wilson
1088 Sherellyn E. Lambert
1089 Ronda Wilson
1100 Gail E. Murcott
1101 Joseph F. Connolly
1102 Ronald J. Statile
1103 Robert McCracken
1106 Anthony W. Caudullo
1107 Anthony Caprara
1108 George C. Welker

LOCAL PRESIDENT

1109 Anthony J. Matarazzo, Jr.
1110 G. Finnigan-Einterz
1111 Fritz J. Clark
1114 Mark S. Becker
1115 Michael J. Williams
1116 Donald W. Rychcik
1117 Roger L. Chenez
1118 James P. O'Hare
1120 Glenn A. Carter
1122 Donald J. Loretto
1127 Michael G. Bain
1128 John E. Lyford
1129 Warren M. Adams
1141 Joan Mahoney
1150 Laura J. Unger
1152 Mary Mazzeo
1153 Marie Algieri
1168 Patty DeVinney
1177 John J. Blasi
1250 Dane Deleppo
1290 Fred C. Parlato
1298 Paul J. Hongo
1301 George R. Alcott III
1365 Joseph G. Kanan
1370 Robert A. Morais, Sr.
1395 Roger F. Steele
14142 Kathleen Sieminski
14169 Joseph J. Cannizzaro
14170 Wayne Mitchell
31167 John Whitson
51011 Louis P. Fallot
51016 A. B. Capitano
2001 Michael Perry
2002 Roger Collier
2003 Jeffrey Lewis
2004 Ronald L. Gaskins
2006 W. H. Teets Jr.
2007 Richard D. Mabrey
2009 Mark E. Dearnell
2010 R. L. Cooper
2011 Linda Aman
2100 Gail Evans
2101 Maria M. Bury
2105 James E. Farris
2106 Barbara J. Mulvey

2107 Patricia E. Bowers
2108 Robert W. Campbell
2109 Charles F. Fouts Jr.

LOCAL PRESIDENT

2110 Barbara Jefferson
2150 Mary A. Alt
2201 Thomas E. Moss, Jr.
2202 Louis J. Scinaldi
2203 Chareatha L. Patton
2204 David V. Layman
2205 Michael D. Upton
2206 Eugene C. Bloxom
2222 James Hilleary
2252 Sean Linehan
2260 Thomas A. Thurston
2272 Charles R. Sell
2275 Linwood M. Grimes
2276 Harold E. Leedy
2277 Russell S. Wells
2300 Daisy Brown
2336 James G. Pappas
2382 Terrie D. Lloyd
2385 Michael Hurley
2390 Jon J. Nairns
14201 James Cox
3061 Bobby G. Cheek
3101 Michael R. Amos
3102 Thomas V. O'Hern
3103 Inell B. Reeves
3104 James M. Donohue
3105 Susan G. Crews
3106 William Lyn DeLoach
3108 Michael D. Jones
3109 Christin B. Smith
3110 John Holdsworth
3111 Peggy C. Ward
3112 C. E. Ryan
3113 John Schaich
3114 Mikey K. Burch
3115 Samuel J. Bake
3120 William J. Tracy
3121 Dudley C. Staley
3122 William I. Knowles
3151 Kathleen R. Mills
3171 Roy H. Lollie
3176 Robert B. Campbell
3177 Robert Ewing
3201 Roger L. Todd
3203 Barbara Sims
3204 Walter D. Andrews
3205 Terri Wilkins
3207 W. L. Casey

LOCAL PRESIDENT

3209 Danny O. Harvey
3212 L. N. Wofford
3215 Larry D. Hammond

3217 Carolyn E. Brown
3218 J. R. Thackston
3220 John M. McInnis
3250 R. A. Ouellette
3263 Iven D. Todd
3301 Norman E. Purvis
3304 Thomasson Smith
3305 Jeff Wolfe
3309 Steven N. Miller
3310 Joanne Smith
3312 James T. Griffey
3314 Richard Long
3317 Virgil Hackney
3321 Wayne E. Owens
3371 Phillip D. Coldiron
3372 Faye S. Liebermann
3402 Ronald Hernandez
3403 Walter J. Bagot
3404 Sandra C. Kemp
3406 Judy Bruno
3407 Richard Authement
3411 Donald Floyd
3412 Danny C. Naquin
3414 Jon G. Bartlett
3450 Roy E. Jones, Jr.
3490 George Mayl
3504 Danny Smith
3509 J. D. Staples
3510 E. D. Chisolm
3511 Kim Kennedy
3513 David M. Wicker
3514 Larry Dearing
3516 Carl Madden
3517 Carl Ray Oliver
3518 Oscar Denton
3601 Carol Calloway
3602 R. R. Braxton
3603 Teresa H. Wooten
3605 Mark DeMaegd
3607 Raymond D. Riffe
3608 Danny Nelson
3609 Larry M. Townsend
3610 Ricky Wike
3611 Paul C. Jones
3613 Don Harris
LOCAL PRESIDENT
3615 Kathleen Rich
3616 George Melton
3617 William A. Thames
3650 R. R. Bartlett
3672 James E. Davis
3673 Robert W. Ginns
3680 Rocky A. Barnes
3681 Ronald X. Knight
3682 Alton Hanford
3684 Warren D. Livingston

3685 Robert H. Harris
3695 F. D. Haskett
3702 Joe K. Thomas
3704 Rick J. Slattery
3706 Michael E. Cates
3708 D. A. Poston
3710 Patty E. McLeroy
3716 M. D. Genoble
3719 F. B. McKerley, Jr.
3802 David C. Grow
3803 A. D. Greene
3804 Charles Johnson
3805 Darrell H. Wolfe
3806 K. A. Scott
3808 Richard S. Feinstein
3871 Ralph E. Hicks
3901 H. T. Carter
3902 Sonja N. Abbott
3903 Gregory S. McAfee
3904 W. H. Walker, Jr.
3905 Mary Layton
3906 J. M. Hughes
3907 Margaret Bradley
3908 Robert L. Cotter
3909 Fancher Norris
3910 L. R. Palmer
3911 Terry J. Pitts
3912 Robert Dyl
3950 A. G. Jones
3971 William R. Folmar
3972 Ray J. Richardson
3976 Harold Stogsdill
3990 K. C. Wray
14322 Daniel Jackson
14330 William D. Weaver III
33229 Rita Gatton
4008 Stephen Barteck
4009 Greg Streby
LOCAL PRESIDENT
4010 Allen Meyer Jr.
4011 Gloria L. Llamas
4013 David R. Ormsby
4017 Gary Odom
4018 Carl Pellman
4025 Max Engle
4024 Gerald Heikkinen
4032 Jack R. Witt
4034 John J. Egan
4038 Joel Helmer
4039 Richard Sorrentino
4050 Billy H. Bates
4070 Gregory J. Gutowski
4090 Michael F. Klein
4100 S. Petties-Howard
4101 Joe Bouback
4103 Richard A. Short

4107 Janet Rich
4108 Bill Bain
4109 Tom Sanderson
4202 Maureen A. Ehlert
4209 Marlene George
4212 Elizabeth R. Vanderwoude
4214 Betty J. Moore
4216 Mabel Huff
4217 Byron Capper
4252 Lanell Piercy
4260 Richard Babic
4300 S. P. Pagani
4302 Sherrie Sallaz
4309 Terez. Woods
4310 Margaret Henderson
4318 Dane S. Clark
4319 Ronald D. Honse
4320 Jack Huber
4321 Frank Mathews
4322 Jerry W. Schaeff
4323 William D. Rice
4325 Mike Gavin
4340 Edwin Phillips
4351 Keith Adams
4352 James E. Corkinsl
4354 William Elliott
4370 Harry Williamson
4372 Karl Akers
4373 Charles Hughes
4375 Barry W. McCoy
4377 Ron Smalley

LOCAL PRESIDENT

4378 Kevin Zweschper
4379 Aaron M. Draime
4385 Vicki L. Kuhns
4386 Leonard E. Smith
4390 Arthur L. Wiskoff
4400 Timothy M. Donoghue
4470 Ella Mohr
4471 Bill Rathgaber
4473 Johnnie B. Kidd
4474 Joseph B. Smith
4475 Gerald Calvert
4486 William A. Kirk
4488 Roger A. Brooks
4510 Charles Burk
4527 Richard L. Smathers
4530 Michael D. Ledford
4550 Robert Laux
4600 Mary J. Avery
4603 George R. Walls
4611 John W. Walterman
4620 Richard D. Jorgensen
4621 Robert Young
4622 Roger K. Neubauer
4630 Marc A. Jones

4640 Sandra Larson-Henke
4641 Gene McKahan
4642 Gary R. Grassel
4646 Margaret Lindquist
4670 Ron Vechinski
4671 Michael Oliver
4672 David L. Stachovak
4674 Edward J. Zych
4675 Edward Shell
4690 Larry Shepler
4700 Patrick G. Gorman
4703 Paul Freiburger
4711 Tracy Greentree
4770 Ronald Anderson
4773 Edward Lowdenslager
4782 Haywood Harrison
4790 Peter E. Vukovich
4795 Joyce Perkins
4800 Mary A. Decker
4818 Jane Baxter
4900 Larry Woods
4998 Daniel Danaher
14404 Joan Forman
14406 Helen Warrick
LOCAL PRESIDENT
14410 John Rice
14427 C. L. Thompson
14430 Robert C. Maida
14431 Michael Phelan
14434 William Earl
14438 Maurice E. Rinehammer
14440 Trina J. Marquis
14448 Dennis W. Rogers
14514 Thomas Cowman
14516 Douglas Willis
14549 Robert A. Santner
34179 David Gallianetti
54412 Linda Hyde
6007 Elvin C. Crites, Jr.
6009 Jerry Butler
6012 Bob McClanahan
6015 Bill H. Torbett, Jr.
6016 Barry Gardner
6050 Ralph L. Jeffrey
6101 Bill Gressett
6110 Gerardo Alonzo
6113 David A. Rawson
6118 W. G. Crockett
6127 Clay Everett
6128 Bill Utterback
6132 Ray Flores
6137 Becky K. Moeller
6139 Phillip Perkins
6143 Ralph Cortez
6150 Larry E. Ihfe
6151 Billie Gavin

6171 Michael Simmons
6174 Glenda G. Turnbo
6177 Harrell W. Brock
6178 Brenda S. Malone
6182 Elva S. Cardenas
6183 Mike Littleton
6200 Jimmy Cook
6201 Denny Kramer
6202 S. R. Wilkins
6203 Jack Maxey
6206 Sammy Flynnch
6210 Mark J. Ewig
6214 Glynne R. Stanley
6215 Joseph D. Williams
6218 Jimmy L. Powers
6222 Claude Cummings
6225 Stephen A. Williams

LOCAL PRESIDENT

6228 Ronnie Gray
6229 Mary C. Martinez
6290 Lawson L. Wooten
6301 Sandra L. Grogan
6310 Tony Ellebracht
6311 Tim K. Skinner
6312 Tim L. Schieffer
6313 Steve R. Wood
6314 Mark E. Franken
6316 Lynnette Jenkins
6320 Michael Neumann
6325 Gary Hough
6326 Nancy V. Snow
6327 Pamela K. Jarman
6333 David A. Litzenberger
6350 Robert K. Huss
6372 Isaac Witherspoon
6374 Michael D. Figg
6377 Earline Jones
6390 Tom W. Breidenbach
6391 K. W. Flanagan
6395 Robert W. Garrett
6401 Debbie Snow
6402 Ethel Montgomery
6406 Larry D. Eberle
6407 Janet C. Gardner
6409 Jeffrey Logan
6410 George Collinge
6411 C. M. Paugh
6450 Judy A. Sterns
6477 Charles R. Jarnevic
6500 Margie Dudley
6502 Gary D. Gray
6503 Michael Keller
6505 E. H. Strange
6507 Nancy Baker
6508 John S. Graham
6733 Martin Quintanilla

14602 Donald L. Short
14611 Robert Schulte
14616 John J. Ebeling
14620 David A. Griffith
7001 John Keogh
7009 Christopher Roberts
7011 Jude McMullan
7019 Joseph A. Gosiger
7026 Michael E. McGrath
7032 Lawrence D. Shelton

LOCAL PRESIDENT

7037 Robin A. Gould
7050 Annie A. Rogers
7055 L. G. Sandoval, Chair
7060 Ellen A. Rojas
7072 Estella Madrid
7090 Dennis E. Aycock
7096 Michael R. Harper
7101 Burnell Frieden
7102 Stephen C. Penland
7103 Kenneth J. Mertes
7107 William C. Mayland
7108 Steven P. Abbott
7109 Gayle G. Tellin
7110 Francis J. Giunta II
7115 John K. Graham, Jr.
7117 Anita K. Purcell
7171 Dennis R. Dunbar
7172 William F. Zeigler
7173 John Nedved
7175 Carolyn D. Sallis
7176 Tod Walker
7181 Nancy Moser
7200 Kathleen Coleman
7202 Harry J. Smith
7203 Gerald J. Finn
7204 Darwin Kutzorik
7205 Douglas J. Ardoff
7206 David J. Stoltman
7212 Dave J. Clement
7213 Phyllis J. Weathers
7214 Thomas N. Anesi
7219 Danny Dillabough
7220 Harold J. Dupree Jr.
7250 James P. Kovar
7270 David L. Evans
7272 Michelle J. Espeseth
7290 A. C. Mumm
7301 Stephanie J. Reidy
7303 Dee L. Olson
7304 Daniel Byars
7400 Arlinda L. Hemmerling
7401 Alan R. Ogg
7470 Dennis Martin
7471 Brad L. Fisher
7476 Ronald Berland

7500 David A. Clauson
7503 Richard Prostrollo
7504 Rolland C. Kludt

LOCAL PRESIDENT

7505 Sandra L. Glover
7506 Larry D. Peterson
7601 Toni L. Joy
7603 David B. Duvall
7610 David Bybee
7621 Lynn L. Muehlfeit
7670 David S. Moore
7702 Ronald K. McKim
7704 Linda L. Johnson
7705 Lee B. Linford
7716 Larry P. McCormick
7717 Eldon E. Hesselius
7743 Dohn W. Ross
7750 Amy M. Campbell
7755 Ruth R. Stevens
7777 Sharon Cordova
7790 Charles L. Mitchell
7800 Sherri L. Steen
7803 Ken Horn
7804 Clayton R. Bowley
7810 Bill D. Jenkins
7812 Ken Harding
7816 Warren G. Beck
7818 Edward W. Wood, Jr.
7904 Rodger E. Bauer
7908 Marty Hickman
7955 Linda Rasmussen, Chair
7970 Alvin L. Still, Jr.
14705 Lester E. Stevens
14709 Randy Conner
14715 James H. Gilbert
14719 Douglas Yarrington
14752 John C. Mullen
14759 Ivan H. Thygerson
57407 Andrew Jaramillo
9400 Michael J. Hartigan
9404 Carol Whichard
9407 Rick Becker
9408 Nadine Cox
9412 Cookie Cameron
9413 Craig Hansen
9414 Mitch Crooks
9415 Kathleen Kinchius
9416 Joanie Johnson
9417 Barbara J. Spradlin
9421 Greg C. Ball
9423 Louie H. Rocha Jr.
9426 Linder Bolden

LOCAL PRESIDENT

9430 Ellie Benner
9431 Thomas C. Teachout
9432 Richard W. Morris

9505 Mary Hicks
9509 Judith L. Beal
9510 Nita Moreno
9511 Kenneth R. Crafts
9550 Linda D. Porter
9575 Janine M. Romano
9576 Shirley K. Ofria
9587 Claudia McGonigal
9588 Mike Crowell
14921 Jerry K. Ahue
59057 Gena Stinnett
13000 Edward T. Carr
13100 Darryl J. Bryant
13101 W. Speakman, IV

LOCAL PRESIDENT

13500 Sandra Kmetyk
13550 Karen Gatto
13552 Patricia Englebrake
13570 Steven Corbisiero
13571 Richard Evanoski
13572 Jason T. Sweigard
13573 David G. Miller
13574 Ray Stevenson
13577 Richard E. Hyatt
13585 Verden Latchford, Jr.
13591 Joseph J. Nowark
14800 Robert M. Super
14802 Gary Baranec
14803 Gary Knauff
14813 Edward Hess, Jr.
14815 Peter J. Vizza
14830 Ronald G. Miller
14831 Joseph E. Collins
14836 Stanley Mounts

SECRETARY-TREASURER EASTERLING: Congratulations again to the officers and members of the 100 percent locals for an outstanding performance.

Before I announce the winners of this year's Convention Awards, I want to ask all the winners to gather for a photo session just off the stage to my left when these proceedings are over. Let me begin now.

The first award is presented to the local that contributed the most CWA-COPE dollars last year. We are happy to present this Special Local Award to Local 1301 which contributed \$65,903.60. The President, George Alcott. (Applause)

Accepting on his behalf will be Larry Mancino, the Vice President. That local receives many awards, and when I said to you that they collected almost \$66,000, I think it is important that you know something else. That local is a local of about 300 members. (Applause) And they do this every year.

The next award goes to the local that contributed the highest percentage of its CWA-COPE quota in 1999. We are delighted to present this award to Local 33229, which raised 2862.70 percent of its quota. (Applause) The President of Local 33229 is Rita Gatton. Accepting on her behalf will be Linda Foley, the Vice President, TNG.

The next award is the District Sweepstakes Award which is presented to the district that raised the highest percentage of its quota by the end of calendar year 1999. The winner of 1999's Sweepstakes Award is—District 6. (Applause and cheers)

District 6 raised 263.40 percent of its quota in 1999. Congratulations to Vice President Andy Milburn, the District 6 Staff and Locals. (Applause and cries of "Speech, Speech")

The next award is presented to the local that achieved the highest percentage of

membership participation in the CWA-COPE PCC checkoff program in 1999. This special Local Checkoff Achievement Award is presented at this convention to Local 3719 (applause) which achieved 100 percent of membership participation in the 1999 CWA-COPE PCC checkoff program. Congratulations to F.B. McKerley, Jr., President. Accepting that award will be Jimmy Smith, the Vice President from District 3. Congratulations. (Applause)

The next award goes to the local that had the largest number of members signed up on CWA-COPE PCC checkoff in 1999. We are very happy to present this award to Local 1101, which had 2,399 members signed up on checkoff last year. Congratulations to President Joe Connolly and the members of his Local. (Applause) Accepting the award is Al Luzzi. (Applause)

We now present the Distinguished President's Award for outstanding achievement in raising voluntary—or "free" dollars. This award goes to the local that met its quota with the highest percentage of voluntary dollars. That award goes, again, to Local 1301 in New York, and you need to know that they raised 9,951 percent of their quota in free money. That is George Alcott. (Applause) Larry Mancino will accept the award. (Applause)

The next Distinguished President's Award is presented to the local that met its quota with the most voluntary dollars. This President's Award goes to Local 1301, again, which raised \$65,903, and you need to know it was voluntary dollars! Larry. (Applause)

We will now present two CWA-COPE Quorum Achievement Awards for 1999. The first award goes to the local that had the most members in the CWA-COPE Quorum in 1999. It is a pleasure to present this award to Local 3212 with 146 members. Larry Wofford is the President. (Applause)

The second Quorum Award is presented to the district that had the most members in the CWA-COPE Quorum last year. We are proud to present this award to District 3 with 946 members. Jimmy Smith will accept this award.

. . . Cries of "You the man, Jimmy. You the man" . . . (Applause)

We will now present two Special District Annual Achievement Awards. The first of these awards is presented to the district that achieved the highest percentage of membership participation in the CWA-COPE PCC checkoff program.

We are delighted to present this award to District 6 again this year. (Applause) They had 14.80 percent of their membership on checkoff. Andy Milburn, please accept this award. (Applause)

The second Annual Achievement Award goes to the district that raised the most CWA-COPE dollars last year. We are proud to present that award to District 6, which raised the grand total of \$397,969.76. Congratulations. (Applause)

We will now present our two Platinum Quorum awards. The first Platinum Quorum award goes to the local that had the most PQ members in 1999. We are pleased to present this PQ award to Local 6222, which had 59 members. Claude Cummings, please come forward and accept this award. (Applause)

The second Triple Quorum award is presented to the District that had the most PQ members in 1999. We are proud to present this Platinum Quorum award to District 3, which had 300 members by the end of the year. Jimmy Smith, accept the award. (Applause and cheers - Presentation)

It gives me a great deal of pleasure to now present the Special State Awards. Those awards go to the states in which all locals are 100 percent in CWA-COPE. Those states are: Arizona. The staff person is Larry Larson. Gil Metcalf is accepting. (Presentation - Applause)

South Carolina, Noah Savant. (Presentation - Applause)

South Dakota, Louise Caddell. (Presentation - Applause)

Utah, Gail Metcalf. (Presentation - Applause)

Virginia, Barbara Lephardt. (Presentation - Applause)

West Virginia, Barbara Lephardt. (Presentation - Applause)

I think that is pretty remarkable, that in those states they are 100 percent in CWA-COPE, and they are probably some of the states we probably would not have expected.

We will now present our two Triple Quorum awards. The first award goes to the local that had the most Triple Quorum members in 1999. With 132 members in the Triple Quorum for 1999, I am pleased to present the award to Local 1301. President George Alcott and Larry Mancino will accept the award. (Presentation - Applause)

The second Triple Quorum award is presented to the district that had the most Triple Quorum members last year. We are pleased to present this award to District 6, with 245 members. Andy Milburn. (Presentation - Applause)

Now for a recap of the Districts' CWA-COPE performance in 1999, District 6 raised 263.70

percent of its quota. (Applause) Congratulations.

District 3 came in second with 250.30 percent of its quota. Congratulations, District 3. (Applause and cheers)

District 2 came in third with 187.90 percent of its quota. (Applause and cheers)

District 7, with 168.80 percent was tied at third. (Applause and cheers)

District 13 came in fifth with 142.20 percent, followed by District 4 with 140.60 percent. (Applause and cheers)

District 1 came in seventh with 126.20 percent. (Applause and cheers)

District 9 finished last with 97.30 percent. (Applause and cheers)

The districts that increased their percentage of quota, regardless of where they came in, but those that increased their percentage over the previous year were: Districts 1, 2, 3, 6, 9 and 13. Congratulations.

Now in recognition of their commitment to COPE, the 400 Plus and the 500 Plus Clubs were created, and to reward those CWA officers and staff who contributed over \$400 and \$500 a year to CWA-COPE, a club pin was created as an emblem of their generosity.

In 1999, those clubs were opened up to the rank and file CWA members. I am happy to report that today we have 87 400 Plus Club members, an increase of 42 members over the 1998 program. And in the 500 Plus Club, we now have 62 members, which is a 36-member increase. With the exception of those who have already received their pin in 1999, contributors will receive their pin in the mail.

I thank all of you. I congratulate all of you. Those who have not met their quotas or those who are working to do so, work a little harder. It's an important year. We have a lot of reasons to raise money because we have a lot of reasons to use it. I thank all of you again. (Applause)

PRESIDENT BAHR: Would the Appeals Committee come to the platform? While they are coming up, I want to enter in the record that we want to add to the organizing award list Local 1034 which organized six municipal units in New Jersey with 145 new members and was erroneously left out of the program. (Applause)

The photo booth will be open until the end of the convention today, so if you want to take a look and purchase anything, you have to do it now.

SECRETARY-TREASURER EASTERLING: One of the things I wanted to call to your attention while Paul Glaser was here, and I probably just glazed over when he came in. You know, a lot of our vendors participate in activities that help various charities. And they do that in your areas as well. I think it's because many of you have been involved with this one group that you have convinced them that they ought to be part of the Pediatric AIDS Foundation. So you need to know that the Principal Financial Group has once again this year contributed \$5,000 to the Pediatric AIDS Foundation. (Applause)

PRESIDENT BAHR: The members of the Appeals Committee: Carla Katz, President of Local 1034; Louis Scinaldi, President of Local 2202; Marc Jones, President of Local 4630; Darryl Bryant, President of Local 13100; and Ellie Benner, President of Local 9430, who is also the Chair of the Committee. The Chair recognizes the Committee.

DELEGATE ELLIE BENNER (Local 9430, Chair, Appeals Committee): Thank you, President Bahr. The Appeals Committee convened August 23 through August 27 at the Anaheim Hilton Towers in Anaheim, California, 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 Convention and/or the Executive Board.

The Committee was available to meet with interested parties on August 26 and August 27

between the hours of 2:00 p.m. and 6:00 p.m. Outside of these hours, the Committee was available by appointment. Before we begin the report from the Committee, I would like to thank the Committee Members, Marc Jones, President of Local 4630; Carla Katz, President of Local

1034; Darryl Bryant, President of Local 13100; and Louis Scinaldi, President of Local 2202, for their hard work and the time they have devoted to these appeals. Also the Committee thanks Doug Thompson, Administrative Assistant to the District 2 Vice President, for his hard work and patience in assisting the Committee.

APPEAL NO. 1

On February 25, 2000, Leonard Duge, a NABET-CWA member of Local 53, and Harold Weatherly sent a letter to the Secretary-Treasurer's office appealing the decision of the Executive Board denying his appeal and requesting that the appeal be heard at the Convention.

On January 25, 1999, Ronald Gooze of NABET-CWA filed charges against Leonard Duge, alleging Mr. Duge was guilty of "converting the union's money by submitting a fraudulent expense voucher." Specifically, Mr. Duge stood accused of submitting and being paid for a voucher, including an airline ticket reimbursement for the amount of \$2,938.00, which he did not use.

A Local Trial Court was held in September 1999, at which time a guilty verdict was rendered in this matter. The penalty prohibits Mr. Duge from holding the office of President, Vice President, Secretary, Treasurer, or Executive Board Member positions in Local 53 for a period of three (3) years retroactive to August 1988. In addition, a monetary penalty of one thousand dollars (\$1,000) is to be paid by Mr. Duge to Local 53 no later than thirty (30) days after the completion of all appeals, if exercised.

A timely appeal of the Trial Court Decision was filed with the NABET-CWA Sector Executive Council (SEC). The SEC considered the appeal and denied it, upholding the decision of the Trial Court.

On March 21, 2000, all questions and concerns were addressed in the SEC's decision and the CWA Executive Board saw no reason to disturb the SEC's decision to deny the appeal. No one appeared before the Convention Appeals Committee on this matter. The Appeals Committee carefully reviewed the record and recommends that the appeal be denied and the decision of the Executive Board be upheld.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the recommendation, seconded from the floor. There is no delegate at a microphone. All those in favor of the Committee's recommendation on Appeal No. 1 indicate by raising your hands. Down hands. Opposed by like sign. The recommendation is carried. (Applause)

CHAIR BENNER: Appeal No. 2, Marc Jones.

DELEGATE MARC JONES (Local 4630):

APPEAL NO. 2

On September 29, 1999, Frank Paxton, Business Agent for CWA Local 1105, appealed the CWA Executive Board's decision not to arbitrate the grievance of Maritza Mitchell-Redd.

Ms. Mitchell-Redd is a Bell Atlantic Representative who was denied higher-rated pay treatment for allegedly performing the work of a Special Representative. The appeal claims that the difference between the work of the two jobs is that the higher-rated job works on accounts having more than nineteen lines. The collective bargaining agreement does not support this claim. The file indicates that the difference between the two jobs is that the higher-rated job handles premise visits. President Bahr concluded that "Vice President Mancino is correct in noting that if a nineteen line criterion is desired, it will have to be achieved in bargaining." The appellant did not submit anything to rebut the conclusions of Vice President Mancino, President Bahr or the Executive Board, and no one appeared before the Convention Appeals Committee.

Accordingly, the Appeals Committee recommends that the appeal of Frank Paxton be denied and the decision of the Executive Board be upheld.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the recommendation. There is no one at any microphone. All those in favor, indicate by raising your hand. Down hands. Opposed by like sign. The recommendation is adopted.

We are going to take one more, and then move to the memorial service.
The committee.

CHAIR BENNER: Appeal No. 3, presented by Louis Scinaldi.

DELEGATE LOUIS SCINALDI (Local 2202):

APPEAL NO. 3

On July 30, 1999, Lillian Denker, Business Agent for Local 1105, filed an appeal on behalf of Mary Ervin, member of Local 1105, of the Executive Board's decision not to arbitrate Ervin's grievance.

Mary Ervin is a Bell Atlantic Senior Administrative Assistant in the Engineering Department. The grievant claims a violation of Article 34 of the CWA/Bell Atlantic collective bargaining agreement, which deals with the creation of new job titles or changing of work assignments of existing job titles. Ervin's grievance claims that the company changed the work assignments of her existing job in violation of this provision of the contract.

The facts in this case, however, do not support the allegations that the company created a new job title or changed the work assignments of an existing job title. After reviewing the details and facts in this case, Vice President Mancino denied the request for arbitration on March 16, 1999. President Bahr and the Executive Board also reviewed the complete files and concurred with Vice President Mancino's decision sustaining the denial of the appeal.

No one came before the Appeals Committee in this matter. After careful review and consideration, the Appeals Committee recommends that the appeal of Lillian Denker be denied and the decision of the Executive Board not to arbitrate this case be upheld.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the recommendation on Appeal No. 3. There is no one desiring to speak. All those in favor of the recommendation, indicate by raising your hand. Down hands. Opposed by like sign. The recommendation is upheld.

We are going to move to the memorial service now, and we will pick up again after the recess.

. . . The lights were dimmed and "Taps" played in prelude to the Memorial Service . . .

PRESIDENT BAHR: Assembled here in Anaheim, California, for the 62nd Annual Convention of the Communications Workers of America, it is fitting that we pause and remember those who are no longer with us. We acknowledge the endless debt we owe the men and women who unselfishly devoted their lives to the building of our union, as we set aside all else to honor our colleagues who during the past year have been called to a higher purpose.

Let us now join in specifically remembering sixteen members of the CWA family who have passed from us.

VICE PRESIDENT FOLEY: J. WILLIAM BLATZ. Bill Blatz will forever be remembered as a mover and a shaper of The Newspaper Guild-CWA. Bill joined the Guild in 1937, shortly after its creation, while working in Ohio as an "office boy," sports writer and copy editor for the Scripps-Howard Columbus Citizen. He rose quickly to various leadership positions, serving as his local's president, treasurer and executive secretary.

Dedicated to bettering the lives of his colleagues throughout the newspaper industry, Bill decided in 1946 to make the Guild his life's work. He became an international representative, then five years later joined the TNG's headquarters staff as director of organizing.

His strongest impact on the Guild came after 1969, when he was named its first director of field operations, the position from which he retired in 1988. He hired, trained and supervised many of the Guild staff, including Charles Perlik, who eventually rose to become TNG president. Bill was 81 when he died in November.

Other than its founding president, Heywood Broun, there are few in this "union of individuals" who by themselves had such a large impact on the Guild's destiny.

VICE PRESIDENT SMITH: ANDREW L. CLARK. Drew Clark was a pioneer in helping establish CWA's anti-discrimination and civil rights policies. After working as a police officer in Atlanta and as a parts fabricator for Lockheed Martin, Drew in 1971 became a machinist for the Western Electric Co. in Norcross, Georgia.

Blessed with the gift for bringing people together, he served as an Equity Committee

member in CWA Local 3263, as well as a steward, legislative chair, and vice president.

Recognizing Drew's unique abilities, CWA President Glenn Watts in 1977 hired him to join the headquarters staff and to assist locals across the nation to establish their own equity committees.

It was a job that Drew loved and which gave him the opportunity to improve the lives of CWA's minority members. In the early 1990s, Drew moved from equity affairs and served as a CWA representative for Communications and Technologies and later for District 2.

In 1996, he returned to his native Georgia where he finished his career as a CWA representative for District 3. Drew, who retired last year, passed away this month at the age of 57, following a battle with pancreatic cancer. His legacy is a union rich in diversity and accepting of all.

EXECUTIVE VICE PRESIDENT COHEN: EDUARDO E. DIAZ was exceptional. His commitment to his family, his work and his union will continue to speak for him far beyond his life. CWA's International Affairs Director, Eduardo died suddenly last month at the age of 41. He was attending an international union conference in Edinburgh, Scotland, to make a presentation on organizing high-tech workers.

A native of Puerto Rico, Eduardo earned a Master's Degree in labor studies at Rutgers University in Brunswick, New Jersey. While there, he volunteered for a CWA organizing drive at the local Hyatt hotel. Later, as coordinator of organizing for the newly launched Texas State Employees Union, he helped build CWA Local 6186 from 2,000 to nearly 10,000 members.

In the mid-1990s, as North American Director of Postal, Telegraph and Telephone International, CWA's principal international trade secretariat at that time, Eduardo helped transform PTTI's focus from broad educational goals to international union cooperation in organizing multinational communications firms.

In 1997, Eduardo became the organizing coordinator for CWA District 2. Then just last year, he joined the executive vice president's office as international affairs director, with significant organizing responsibilities as well.

Working with Union Network International, PTTI's successor organization, Eduardo led CWA's successful effort in Europe to stop the Sprint-WorldCom merger.

Earlier this year he helped lead an amazing effort to organize 400 installers at the GTE-owned Puerto Rico Telephone Company. His hard work and deep sense of commitment to justice made Eduardo special. For all of us who knew and worked with him, the loss of his love and friendship is beyond measure.

VICE PRESIDENT MANCINO: WALTER W. HERRMANN. Walter Herrmann, three decades a CWA representative in District 1, will forever be remembered as a union builder. A native of Brooklyn, New York, Walter served in the Army Air Force during World War II, where he developed a strong sense of responsibility for the welfare of those who served with him.

He became an installer for Western Electric from 1946 to 1948, worked briefly as an electrical assembler for Sperry Gyroscope, then hired on as a switchman for New York Telephone Co. A member of CWA Local 1101, he rose to the cause when in 1958 then New York State Director Morton Bahr was looking for someone to help organize New York Telephone Plant workers.

Walter played a key role in the three-year campaign, bringing thousands of new members into CWA. His dedication to organizing led to his hiring as a CWA representative in September 1961. Walter worked most of his career out of the downstate New York office and retired from the Albany office in 1982. He was 79 when he passed away in May. He distinguished himself through years of dedicated service to our members.

. . . Delegates in a section in the front of the convention hall lit candles . . .

VICE PRESIDENT RECHENBACH: ROBERT D. JOHNSON. Bob Johnson, former District 4 Vice President, was a model of commitment to family, to union and to community.

Bob joined CWA in 1953 when he went to work as a special equipment installer for General Telephone of Ohio. He served as vice president of CWA Local 4372 in Portsmouth, Ohio, from 1958 until 1975, when he was appointed to the union staff.

In 1981, he became Ohio director and administrative assistant to the vice president of the district, and in 1986 was promoted to assistant to the vice president. When in 1987 J. Martin Hughes stepped down from the vice presidency, the CWA Executive Board named Bob as his

replacement, a decision unanimously endorsed by the District 4 delegates to the 1988 convention, who elected him to the position. Bob served as district vice president for seven years until his retirement in 1994.

A devoted family man, Bob also volunteered his services to numerous community organizations. Over the years he was vice president of the AFL-CIO in both Michigan and Ohio. He was president of the Fairview Democratic Club and served on the boards of the Boy Scouts, Red Cross and NAACP.

Bob died in October of a heart attack. He will always have a special place in our hearts.

PRESIDENT BAHR: DAVID P. KENT. Dave Kent, for more than 30 years as a writer and editor for the CWA News, chronicled the organizing campaigns, the strikes and the political battles that are a part of union life.

Before he joined the CWA staff, Dave worked from 1961 to 1966 as a reporter for the Cleveland Plain Dealer, where he was an active Newspaper Guild member. A native of St. Joseph, Missouri, he attended the University of Missouri School of Journalism, and in 1960 took his first newspaper job at the Elyria Chronicle-Telegram in Ohio.

In 1990, Dave received the Max Steinbock Award, the top feature writing award of the International Labor Communications Association, for his two-part series in the CWA News on AT&T's closing of a Radford, Virginia, microelectronics plant and the shifting of work to a maquiladora factory in Matamoros, Mexico.

He described the devastating impact of the shutdown on the town of Radford where workers had earned \$9 per hour, and the exploitation of Mexican workers paid \$1 an hour who lived in shacks with raw sewage running past their doorsteps.

Dave was active in the CWA Staff Union until shortly before his death at 61 this past New Year's Eve, following a 10-month battle with lung cancer. He will be remembered by hundreds of CWA members who were the sources of his stories. His legacy runs under his byline.

VICE PRESIDENT THOMPSON: JAMES J. KLAUER. Jay Klauer, throughout 37 years of service to CWA, brought a sharp mind and creative intellect to whatever task he took on. Whether organizing, bargaining with the telecommunications companies that now comprise US West, or developing strategy to elect worker-friendly candidates to political office, Jay gave it his all. His commitment led, in 1983, to his promotion to administrative assistant to the District 7 Vice President, the position from which he retired in 1986.

A World War II veteran, Jay began his career as a tester for Northwestern Bell Telephone in 1949. From then until 1969, when he was hired as a staff trainee for organizing, Jay honed his union skills as an activist and president of CWA Local 7110.

From July 1962, Jay served as a CWA representative in Charleston, West Virginia; Omaha, Nebraska; and Sioux Falls, South Dakota, where he became extremely active in state politics and was elected president of the state Democratic Forum. He also became chair of the South Dakota Board of Directors of the American Cancer Society and served on the organization's national board.

When Jay died in September at the age of 77, a great unionist and humanitarian passed from our midst.

VICE PRESIDENT MAISANO: FRANK A. LUPINACCI. Frank Lupinacci worked 37 years to better the lives of Pennsylvania telephone workers before their union became part of CWA. After their affiliation in 1984, Frank served them for another six years as a CWA representative until his retirement in 1990.

Noted for his shrewd handling of grievances, arbitrations and bargaining and for his sense of humor, Frank could be tame and meek one minute, then quite forceful the next. He commanded respect from his colleagues as well as from management.

Frank began his career in 1947 as an installer for Pennsylvania Bell. A fighter for workers' most basic rights, he became president of Local 43 of the Federation of Telephone Workers of Pennsylvania. He continued to rise through the ranks of that union, eventually becoming vice president of its Pittsburgh division, one of four divisions set up statewide to govern locals.

Frank died in January of complications from Alzheimer's Disease. He was 74. Unswerving dedication to the members was the calling card of this true union builder.

VICE PRESIDENT RECHENBACH: VIVIAN MAE MANN. Mae Mann's illustrious career

spanned five decades of CWA history. Between 1925, when she went to work as a telephone operator for Indiana Bell, and 1974, when she retired as our union's Indiana state director, CWA evolved from an idea not yet fully developed among independent telephone unions, into the strong international it is today.

Like so many of her peers, Mae began working as a teenager. And she became increasingly involved in the union movement within the still-fledgling telephone industry. Mae was active in early organizing efforts and became a leader in the old Indiana Traffic Division 56.

In the late 1940s, she played a major role on CWA's historic Dial Conversion Committee, one of the first major technological challenges that confronted CWA.

From 1947 to 1950, she served on the Special Constitution Committee, which was instrumental in CWA's development. During those formative years, she was also a member of the union's Resolutions Committee.

Throughout her career, she was frequently recognized for her work on behalf of CWA members in Indiana.

Mae died in February of last year at the age of 90. She will always be remembered as a true CWA pioneer.

PRESIDENT BAHR: JAMES M. MASSEY. James Massey led one of the largest and strongest bargaining units in our union's history and rose to the position of CWA executive vice president.

During World War II, he served on the National War Labor Board. He worked 20 years as a Western Electric installer, traveling all over the United States before being hired by CWA.

He rose through local union ranks, emerging as a leader of the installers group, which numbered more than 12,000. In 1947, with the installers, he was a driving force behind one of the first and strongest strikes against the Bell System, setting a pattern for the rest of union bargaining.

Jim joined the CWA staff in 1951, working for District 3 in his home state of Georgia. In 1955, he was named CWA's Georgia director. Two years later he was elected as one of three CWA vice presidents, with responsibility for organizing. A decision at the 1966 convention changed the title to executive vice president. He retired from that position in 1971.

James Massey, who died last month at the age of 91, stood tall among the first wave of CWA leaders.

GEORGE M. MILLER. George Miller served CWA for more than four decades. His legacy, one of CWA's most successful activities, is its annual Legislative-Political Conference.

He retired in 1980 after six years as an executive vice president. George began his career in 1939 as an installer for Western Electric in his hometown of Knoxville, Tennessee. Two years later, he became a switchman for Southern Bell in Kentucky.

George became active in CWA's predecessor union, the National Federation of Telephone Workers, serving Local 310 of NFTW's southern region as steward and later as president. In 1946, he became the union's Kentucky director.

He led members there in CWA's first nationwide strike against the Bell system in 1947. In 1953, George was named assistant to the District 1 CWA vice president and moved to Newark, New Jersey. A decade later, he was elected District 1 vice president.

Between 1961 and 1967, some of the most tumultuous years in our union's history, George led the resistance to three attempted raids on the New York Telephone workers by the Teamsters.

He moved to Washington, D.C., in 1969 to become the assistant to founding CWA President Joseph A. Beirne. Long active in politics, George was elected to the New Jersey State Assembly in 1958, becoming the first Democrat his county had sent to the Assembly in 43 years.

In 1971, as Beirne's assistant, George spearheaded CWA's first Legislative-Political Conference. Three years later he was elected a CWA executive vice president. He continued to lead CWA's political and lobbying work until his retirement in 1980.

George passed away last month at the age of 91. He will be remembered as one of CWA's most capable leaders.

VICE PRESIDENT BOARMAN: RONALD A. RUTH. Ron Ruth's dedication to the men

and women of CWA's Printing, Publishing and Media Workers Sector often required him to travel.

Ron died suddenly last October while returning to his home in Detroit from an out-of-town assignment. A journeyman printer and local union officer, Ron became an organizer for the International Typographical Union in 1980. A native of Regina, Saskatchewan, he was assigned to Western Canada. He was transferred to Detroit in the mid-90s, when he was promoted to Sector representative.

Ron knew well the printing trade and the men and women he served. He began his career in 1964 as an apprentice printer. Rising to journeyman in 1968, he immediately joined Regina Typographical Union No. 657. He served on the local's executive board and job scale, apprenticeship, grievance and health and safety committees before he was elected president.

Ron, who most enjoyed spending time with his family, said that other than that, trade union work gave him the greatest satisfaction of his life.

SECRETARY-TREASURER EASTERLING: GLORIA SHEPPERSON. Gloria Shepperson, remembered as one of the first African-American operators in the Bell System, became a cornerstone for the development of CWA's civil rights policy.

Gloria became the first African-American operator hired by the New Jersey Bell Telephone

Company after waging an anti-discrimination law suit. She became active in CWA Local 1012, serving as vice president, and later, as president. Gloria joined the staff as a CWA representative in 1973 and was assigned to Trenton, New Jersey.

In 1974 she was promoted to headquarters staff in Washington, D.C., with responsibility for ethnic affairs. Over a period of years, that position evolved to become headquarters staff, civil rights and fair practices. Gloria made the job what it is. She created CWA's program to get more minorities involved as local officers and as staff.

Because of her outstanding work, she was named assistant to the CWA Secretary-Treasurer later in 1974, the position she held until her retirement in 1986.

She died in October after a brief illness. Her fighting spirit was a source of inspiration to the members she served, and will stand as a beacon for those who follow.

VICE PRESIDENT SMITH: W.C. SIGLER. "Doc" Sigler was a mainstay of the CWA staff during an important transitional period in the union's history. Hired in 1951 by founding President Joseph Beirne as Kentucky state director, Doc brought to the job a sharp wit and a shrewdness for bargaining.

Well liked by everyone except his opponents, Doc in 1962 became Alabama state director and was later promoted to administrative assistant to the vice president of District 10, now part of District 3. Doc retired in 1978. He died this past June after a long illness.

A U.S. Army veteran, Doc went to work at J.C. Penney Company after World War II as a salesman for 40 cents an hour and worked as a railroad laborer for 30 cents an hour before he was hired by the phone company.

Grateful for good union wages, he was determined to bring the benefits of unionization to others. He was politically active as a CWA staffer and continued to volunteer for political campaigns after he retired.

To the very end, Doc was strictly a union man who fought for CWA members.

VICE PRESIDENT MILBURN: FLOYD R. TAYLOR. Floyd Taylor was one who didn't see representation as winning or losing so much as just making things right for the members he served. His sincere concern for the members inspired other CWA local leaders to eventually seek staff positions with the union.

Floyd, who joined the staff in 1952, was only the second person to work as a CWA representative in Arkansas. A native of Arkansas, he served District 6 in that state for 21 years.

A former insurance agent, Floyd worked as an installer for Western Electric and as a maintenance technician for Southwestern Bell prior to joining the staff. He had a reputation as a hard-nosed bargainer who could keep management tied in knots.

He retired in 1973 and passed away July 27 at the age of 91. Floyd Taylor's dedication and sense of justice went a long way toward making CWA a formidable presence in his state.

VICE PRESIDENT THOMPSON: VINCENT J. TRICOLI. Jim Tricoli's career will forever stand as a model of service to CWA's members. Jim fought in the Battle of Iwo Jima as a U.S. Marine, earning a Bronze Star and Purple Heart, before going to work as a utility man in Western Electric's Buffalo, New York plant.

By the time he was hired as a CWA representative in 1966, he had acquired 19 years of local union experience. Serving in Phoenix, Arizona, one of the first things Jim did was help organize Western Electric's Phoenix cable plant. Promoted in 1972, Jim transferred to CWA's Albuquerque office, where he served as the union's New Mexico-El Paso director, in what was then District 8.

He became New Mexico Director in 1984, when El Paso became part of District 12, which is now District 6. After another reorganization by the 1986 convention, Albuquerque came under District 7 and Jim's title reverted to CWA representative for consistency throughout the District.

Jim, who retired in 1990, died in March following a battle with cancer. He was 73. His positive attitude and good advice will be sorely missed.

PRESIDENT BAHR: Let us now pause to remember those CWA Local Officers who have passed from our midst since our last convention.

Robert J. Flavin, Local 1170, President
Murva Scott, Local 1088, President
James Patrick Peacock, Local 1314, President
Michael Tartaglio, Local 3111, President
Herman Randy Clayton, Local 3314, President
Anna B. Thompson, Local 3911, Secretary
Otha Caddy, Jr., Local 6086, President
Edward Petrovich, Local 14147, President
Wayne Heying, Local 14618, President
Ronald W. Mickel, Local 14802, 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 ideas. 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.

We call upon the members of the Communications Workers of America to symbolically join us in heart and mind, as we pay homage to Bill Blatz, Andrew Clark, Eduardo Diaz, Walter Herrmann, Bob Johnson, Dave Kent, Jim Klauer, Frank Lupinacci, Mae Mann, Jim Massey, George Miller, Ron Ruth, Gloria Shepperson, Doc Sigler, Floyd Taylor, Vince Tricoli, the members, stewards, the local officers, the staff and all the elected leaders who have departed from us.

May they rest in peace. May they rest in the Lord. . . . "Taps" was played . . .

PRESIDENT BAHR: We stand in recess until 3:35.

. . . The Convention recessed for 30 minutes. . .

PRESIDENT BAHR: Would the delegates kindly take their seats? Take your seats please. The convention will come to order please.

Our next guest is familiar to everyone. You probably know him as Lou Grant, but his real name is Edward Asner. In addition to winning seven Emmys, five Golden Globes, and being inducted into the TV Academy Hall of Fame in 1996, Edward also found time to serve two terms as National President of the Screen Actors Guild. (Applause and cheers)

We have talked about the struggle that the Screen Actors Guild and AFTRA are having with the commercial advertising producers, and I just want to share with you something that is in the current Sports Illustrated magazine, showing the kind of broad support that is needed to win a strike like this.

"Andre Agassi and Sammy Sosa have come down squarely on the side of the Screen Actors Guild in its strike against the ad industry.

"Agassi, a member of the U.S. Olympic Tennis Team, refused the request to film an ad in Australia in late September. (Applause) And Sammy Sosa declined to shoot one for his sponsor, Montgomery Ward. Said Sammy," and I quote, "I respect every union'." (Applause and cheers)

And Brother Asner is here to update us on the heroic struggle of our brothers and sisters in SAG and AFTRA. We welcome him as the former President of SAG, as a labor activist and a world renowned humanitarian.

Brothers and sisters, please welcome former National President of the Screen Actors Guild,
Edward Asner.

. . . The delegates rose and extended a standing ovation to Edward Asner . . .

EDWARD ASNER (Former President of Screen Actors Guild): And I think that explains why I have always been comfortable with you people. You make me feel comfortable. And Morty Bahr did not seem to be the combative person that everybody tells me he is. (Laughter)

He is so sweet and kind to me. I appreciate that. It is rare.

I also want to say that it took a lot to bring me up here from backstage, because they had oatmeal cookies back there, and I am like Pooh with the honey jar and oatmeal cookies. (Laughter)

I also am sorry I missed future Vice President Joe Lieberman. (Applause and cheers) As I was saying to friends early this morning, what a great group; a blow against the fascists and the skinheads to have Senator Lieberman as their Vice President. (Applause) It is the greatest insurance policy Al Gore could ever get. (Laughter and applause)

I am here to thank you for all the support CWA's membership has given to the Screen Actors Guild and AFTRA during our strike with the makers of commercials.

At my first out of town meeting as President of the Guild when I took over in 1991, I went to visit the local in Denver, Colorado. (Applause)

You have heard of it.

And while there, the Executive Secretary of AFTRA, because it was a joint meeting, spoke, and for the first time I realized just how glorious unionism was. And his statement was that in the past 100 years there has not been one single bit of progressive legislation that unions and unionism have not sponsored or supported. (Applause)

And when I thought of that enormous debt that this country owes to unionism, unrecognized debt, I must tell you, because of the lip service paid against us, and when I thought of the number of working men and women who don't realize what their brothers and sisters in the union movement have done for them, even though they are non-union, we will never win the publicity battle, but, boy, it sure has gotten better lately. (Applause)

And I would credit you and that fact to the vastly improved leadership that now represents American labor. (Applause) Our members make a product that brings the employers millions of dollars. Evidently that isn't enough. They want to squeeze even more dollars from the pockets of working people. Sound familiar?

You and your understanding of the union principles involved in our struggle are important to our membership, many of whom are just now waking up to how much we have in common. Not only are we standing worker to worker in this struggle, but—and I know you have noticed—we are often working for the very same employers.

With your very recent breakthrough with, was it Verison? Verizon. (Laughter) Go figure. (Laughter) So many foreign countries taking over our livelihood. It's very hard for us Americans.

You have developed a good plan to bring trade unionism to the high tech world and to make it possible for workers in the information industry and the public sector to build a better life for themselves and their families. CWA is truly a leader in today's labor movement. (Applause) And when I was President of SAG, which was yesterday, you were leaders then too. (Applause)

I have always been a union man ever since I worked in an auto factory. You had to be or you would get killed. (Laughter) I have been a union man at least with lip service, but it took a strike in 1980 to make me truly dive into the cause of unionism. That is often the way: a strike brings about a new awareness, an awareness that those blessed with good fortune must answer to a higher standard of caring for our fellows. If we can, we should. (Applause)

We pass this way once, contrary to what a lot of people may believe, and how we behave along the way is who we are. It's how we will be remembered when we are gone, and so it is with unions. Those who have found the way must show it to others. And this is what CWA has done for SAG and AFTRA in our time of need.

I would like to thank your president, Morty Bahr, for all of the support he has shown to SAG over many years, as well as your secretary-treasurer, Barbara Easterling, who has always been a strong supporter. I would also like to thank Mr. Bahr's assistant, Hugh Walsh, for the arrangements today. These are my kind of people—tough union people. Tough people, but considerate and kind.

And now I believe I will leave you with this: Thank you for your generous example in reminding us all to remember the others. Thank you. (Applause)

. . . The delegates rose and applauded at length . . .

PRESIDENT BAHR: I think you can bring back to the members of SAG and AFTRA our continuing support, and anything we can do, we are just a telephone call away. Thank you for coming by. (Applause)

The Chair recognizes the Appeals Committee.

CHAIR BENNER: Thank you, President Bahr. Appeal No. 4. D.C. Bryant.

DELEGATE DARRYL BRYANT (Local 13100):

APPEAL NO. 4

On April 5, 2000, Daniel Thomson, a member of CWA Local 2106, appealed the Executive

Board's decision not to arbitrate his grievance to the Convention.

Mr. Thomson, a Cable Splicer with two years of service, was terminated by Bell Atlantic as a result of a building contractor's complaint that Mr. Thomson had acted in an unprofessional manner when he used profanity and referred to an employee of the U.S. Post Office with racial slurs. The grievant denies the charge, and offers the statement of the postmistress who was not present for the entire time of the event in question. However, a co-worker who was present would testify in support of the company's case.

No one appeared before the Appeals Committee on this matter. The Appeals Committee, after careful review of the file, concurs with the decision of the Executive Board. The Appeals Committee recommends that the appeal of Daniel Thomson be denied and the decision of the Executive Board not to arbitrate this case be upheld.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the recommendation. There is no one at a microphone. All those in favor of the recommendation indicate by raising your hand. Down hands. Opposed, by like sign. The motion is carried.

The Committee.

CHAIR BENNER: Appeal No. 5. Carla Katz.

APPEAL NO. 5

On August 25, 2000, the Appeals Committee received a faxed copy of a letter by Richard Seeboth, a Member of Local 3204, to Secretary-Treasurer Easterling. Mr. Seeboth's letter requests that his appeal, a challenge to the local officer elections in Local 3204, be brought to this Convention.

On July 5, 2000, Eric Cox, also a Member of CWA Local 3204, appealed the decision of the CWA Executive Board regarding his challenge to the same Local 3204 election.

Mr. Seeboth and Mr. Cox raised a multitude of issues in their appeal to the Executive Board including issues regarding the balloting procedure, number of eligible voters, issues regarding observers, issues regarding automatic delegate status of certain elective positions alleging that certain procedures violated the Department of Labor regulations governing elections and the CWA Constitution.

President Bahr addressed all of the issues raised by both Mr. Seeboth and Mr. Cox and found no violations of the CWA Constitution or the Department of Labor rules regarding union elections and found no merit to these claims. Mr. Cox appeared before the Committee on another

matter but did not wish to address these appeals.

We have carefully reviewed the file and the decisions by the Executive Board, President Bahr and Vice President Smith. Based on the total record, the Appeals Committee recommends that the decision of the Executive Board be upheld and the appeals of Richard Seeboth and Eric Cox be denied.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the recommendation. There is no one at the mike. All those in favor of the recommendation indicate by raising your hand. Down hands. Opposed by like sign. It is carried.

Committee.

CHAIR BENNER: Appeal No. 6.

DELEGATE MARC JONES (Local 4630):

APPEAL NO. 6

On December 2, 1999, Phillip Hinson, member of Local 3808, appealed the decision of the Executive Board not to arbitrate his grievance. On May 28, 1997, the grievant Phillip Hinson, who had eighteen years of service with BellSouth, sustained an on-the-job injury to his knee while working as a Service Technician.

In June 1998, Hinson was placed on permanent medical restriction (PMR) by his physician which prevented him from climbing. In October 1998, Mr. Hinson's physician changed his restriction to allow climbing with a ladder. The grievant was still restricted from climbing poles or from using hooks. As a result of this PMR, Hinson was demoted to a Service Assistant, with a significant loss of wages, when the company declined to accommodate his medical restriction by providing a bucket-truck or a transfer to a walking crew, among other options.

Local 3808 filed a grievance on Mr. Hinson's behalf and appealed it through the contractual process to the District Vice President. On June 2, 1999, Vice President Smith denied the Local's request to arbitrate this grievance. President Bahr and the Executive Board concurred with VP Smith and denied the appeal.

The President of Local 3808 appeared before the Appeals Committee in this matter. After hearing all arguments and after careful review of the files, the Appeals Committee felt that accommodations by BellSouth could have and should have been made. As such, the Appeals Committee recommends that the appeal of Phillip Hinson be upheld and the decision of the Executive Board not to arbitrate this grievance be overturned.

PRESIDENT BAHR: You heard the recommendation. (Applause)

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded. On Mike No. 4, Delegate Smoot.

DELEGATE WILLIAM E. SMOOT, JR. (Local 3808): Mr. President, I rise in opposition to the committee, because I don't believe this case is one that can be successfully arbitrated.

A ruling could be given by an arbitrator that could harm our members for years to come. This is not the case to fight the fact for members who are on or could be on PMR later.

PRESIDENT BAHR: There is no other person desiring to be heard on this appeal. All those in favor of the recommendation indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

The committee.

CHAIR BENNER: Appeal No. 7, Darryl Bryant.

DELEGATE BRYANT:

APPEAL NO. 7

Jorge Winters, a member of CWA Local 3808, filed an appeal regarding the decision to overturn his election on July 17, 2000. The primary issue in this case is whether Mr. Winters campaigned on company premises on company time. The Local Election Committee determined that based on the small margin of victory, the campaigning that had taken place might in fact have affected the outcome of the election. President Bahr noted in his decision, that if the election violation was such that it may have affected the election's outcome, the election must be rerun.

The Executive Board upheld President Bahr's decision.

In a report issued by CWA Representative Doug Stearman, there was only one (1) mention of Mr. Winters and that referenced his appearance at a particular job location but nothing to support the allegations of campaign misconduct. There is nothing in any other report that points to Jorge Winters' involvement or describes any campaign activities performed by him.

A quote from the challenge to the election of the Vice President filed on October 27, 1999 reads as follows, "while Mr. Winters was not actually seen in the work area...T-shirts and literature with his name were being distributed on his behalf." There was no evidence that this was done on company time on company premises.

Mr. Winters and other witnesses appeared on his behalf before the committee to refute the allegations. It is the recommendation of the Appeals Committee, after a thorough review of the details concerning these events, that the decision of the Executive Board be overturned and the appeal of Jorge Winters be upheld.

PRESIDENT BAHR: You heard the recommendation.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: On Microphone No. 4, Delegate Waller.

DELEGATE MELISSA WALLER (Local 2106): Brothers and sisters, you have heard the information, and the facts are clear. The Appellant in this case did violate the campaign rules of the LMRDA by using the employer's facility to campaign for vice president of Local 3808.

After an investigation, the local elections committee's decision was upheld by the Executive Board and the membership of local 3808. Upon appeal, President Bahr and the CWA Executive Board upheld the decision of the local elections committee to conduct a new election.

If we vote to overturn the decision of the members of Local 3808 and the CWA Executive Board, we are sending a message to all employers that it's okay to be involved in CWA elections.

I urge you to overturn the decision of the Appeals Committee, and to protect the integrity of the CWA election process. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Fahrenholt.

DELEGATE MIKE FAHRENHOLT (Local 3410): From New Orleans, the birthplace of CWA. Hopefully our union will consider coming back home before the 100th anniversary. (Laughter)

I arrived at this Convention, which happens to be my 24th or 25th, depending on whether the Special Convention counts, fully intending to stay out of this debate, fully intending to stay out of this appeal.

District 3 is my extended family. I spend more time with the people from District 3 in some cases than I do with my own family. But like all families, we in District 3 have our differences. And like most people, I believe in staying out of family problems.

As I said, I came here intending to stay out of it. However, for the first time in my memory, or maybe anyone else's memory, we had an open forum on appeals at a district meeting. Now, this would have been nice except that only one side of the issue was prepared to discuss it. Naturally, I think you can guess which side that was.

Yesterday, I witnessed District 3 staff working the field, working the tables, trying to drum up support to uphold the Executive Board. I wonder why? I wonder why, if this is a violation of the law, we need to campaign to hold up the Executive Board rather than the rank and file Appeals Committee?

I would be naive if I didn't believe that this appeal ultimately may have current and future political implications. We would also be naive to have read the report on this appeal and not understand the embarrassment upholding the committee will bring to the Executive Board.

CWA declares that it is the most democratic union in the world, and I am proud of that. I think every CWA member in this country and in Canada and Puerto Rico and everywhere else should be proud of that. We are democratic. I am also very personally proud that I have earned the reputation as a person who tells it like it is.

Bottom line, folks, here it is. Our leaders make mistakes. We all make mistakes. And we, as a union, have a method to correct those mistakes. In our system, we vote. We have the final say. We must support the rank and file committee's report.

Now, I know that some of my family members in District 3 will win, and I know that some

of my family members in District 3 may lose. But the bottom line is right is right. The CWA staff that services the local, if you read the appeals report, said, "No foul by this individual." For some reason, the District Vice President and the Executive Board chose to do otherwise.

This Appeals Committee had the fortitude to do so, to say "no," to say that this man deserves his day. I hope that you will also feel that way. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Clark.

DELEGATE FRITZ CLARK (Local 1111): I would like to ask the committee, is it true that you had seen a receipt for the materials that supposedly were distributed that proved that they were not even purchased on the date of the distribution?

DELEGATE BRYANT: That is correct. We did see a receipt showing that it was after the date in question that is referred to here in the Appeals Committee's decision.

DELEGATE CLARK: No further questions. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Feinstein.

DELEGATE RICK FEINSTEIN (Local 3808): I am not here on behalf of any candidate, but for the membership of Local 3808. There was a challenge on two races, the President's race, which was mine, and the Vice President's race. The other two races were not challenged. The Vice President's race is the only race that we are talking about at this time.

The reason for that is that my race, which came up through the appeals system just like this race that we are talking about right now, I lost that race by 26 votes. It was appealed to the local elections committee. The elections committee upheld both of these challenges.

It then went to the Executive Board. The Executive Board upheld the challenge, denied the appeal. Then it went to the local membership. And as many of you know, in our bylaws it takes 50 people to have a quorum. At this particular meeting we had over 300, so it shows the interest that was going on.

It was voted two to one that this election had to be rerun because of the campaign violations in both races, the Vice President and the President.

After that, it was appealed. The candidates appealed that to the District. The District upheld the elections committee and the membership of Local 3808.

It was then appealed to Morty Bahr. He upheld the elections committee and the membership of 3808. Then in the president's race, it went to the Labor Board—the Labor Department, excuse me, the Labor Department, and only in the President's race, in my race.

My opponent went to the Labor Department. The Labor Department upheld the elections committee in Local 3808, and we are now going to have that race rerun starting tomorrow. Those ballots will be sent back out tomorrow.

Jorge Winters decided to bring his to this convention floor. That is where the two separate. There was no difference in the campaign problems that went on during this election. The membership of 3808 has spoken clearly on what they want done and what they want done is what should be done because it was such a close race.

In the Vice President's race there was a 12-vote difference between the two candidates. The place of campaign fraud or a campaign problem was a place that has about 268 members at one center. I brought this up when I talked to the Appeals Committee. As I explained to them, I cannot give you an answer as to how the staff rep wrote up his appeal or his findings to the Appeals Committee, but there was no doubt that there were campaign problems at the center of what we are talking about.

In the Appeals Committee and the debate we had, or the talk that I had with them, I told them this man was at the NRC. They knew he was at the NRC. That is the center I am talking about. He was there with three others, the person who ran for the President's race, the person who ran for the Executive Vice President's race, the Secretary-Treasurer, and the Vice President.

All four went to this center and talked to people and asked them to vote for them while they were working, while they were at their work stations. That is the reason the Labor Department overruled—or ruled that my election would have to be redone. It was a clear violation of what had happened.

The Appeals Committee, for whatever reason, read the report that they had and then decided, "Well, we don't see any evidence here."

This had been going on for nine months. The Local Elections Committee did a three or

four week investigation with 40 and 50 and 60 members, who signed petitions, who signed statements saying that they saw these people at this place. I do not know why that is not there.

My State Rep is Doug Stearman. He is not here at this convention, but I did talk to him and asked him what happened to this report, because it wasn't very clear.

He said he thought it was, but maybe if there were any questions, if they would have the Appeals Committee call them. He was home Sunday, and he said, "I will stay here all day long just to get this cleared up." I gave them that number. I also gave them some numbers of members who saw this happen, and why it is omitted from this report, I don't know. But nobody called and nobody did any other investigation.

I am not questioning the Appeals Committee for not doing that. I am just saying it was a clear-cut violation. There was no doubt about it. And once this decision or this body makes its decision, it will probably go to the Labor Board anyway. And then they will make their decision.

What I want is to put closure to this so that we can have 3808 make their decision and let 3808 run this election over. Thank you very much. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Naquin.

DELEGATE DANNY C. NAQUIN (Local 3412): Brothers and sisters, I stand before you today to ask you for justice for Jorge "Dusty" Winters.

Dusty's election to the office of Local 3808 Vice President was challenged. Dusty was informed of this challenge, and the challenge to his election, while working on temporary transfer in Augusta, Georgia. He was informed by the Local Election chairperson. When Dusty asked the chairperson for a copy of the challenge, and the name or names of the challengers, he was told he would not be given this information.

At every step of his appeal he was denied the name or names of the person or persons who challenged him. As of today, he still does not have this important information.

He appealed the challenge all the way to this convention and traveled here at his own expense. He appeared before the Convention Appeals Committee. The Appeals Committee investigated his appeal of the challenge, talking to both sides, and doing a thorough investigation. It is their recommendation to you, the delegates, to uphold his appeal.

Brothers and sisters, Dusty has done nothing worthy of a challenge. Please do not let this go any further. The election is over and Dusty was the winner. He is asking this convention of delegates to uphold the decision of the Convention Appeals Committee. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Smoot.

DELEGATE TERRY H. LAURENT (Local 3411): Point of information.

DELEGATE W. E. SMOOT, JR. (Local 3808): Mr. Chairman, I call for the question.

PRESIDENT BAHR: Hold it. A point of information. State your point, Terry.

DELEGATE LAURENT: Morty, I called in as a second speaker on the floor mike over here and was recognized as a second speaker, and you have bypassed me.

PRESIDENT BAHR: Well, I go by what they give me. Brother Naquin was number two, and you are number three. I'm sorry if that is what happened, but this is what I have to go by.

DELEGATE LAURENT: All right.

PRESIDENT BAHR: Microphone 1, Delegate Smoot.

DELEGATE SMOOT: Mr. Chair, I call for the question.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: The motion has been made to close debate. Not debatable. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is defeated. (Applause)

On Microphone 4, Delegate Pugh.

DELEGATE DARLENE PUGH (Local 3808): President Bahr, Executive Board, delegates and guests, I come before you today to ask you to vote with me and my membership of Local 3803. The membership has challenged this election which was lost by me by 12 votes. The membership has seen the improprieties in the election campaigning on company property. The brother asked the question of the receipt on some t-shirts. He didn't ask the question on the campaign literature that was passed out the day before Mr. Winters became a candidate.

I ask you to vote with the membership who have said all we want is another election. Please vote against this Appeals Committee. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Green.

DELEGATE FREDDIE R. GREEN (Local 3410): I would like to ask whether Mr. Dusty Winters can have his say on this convention floor?

PRESIDENT BAHR: The consistent practice we have had is that this floor is open to delegates. The Appeals Committee is the root for the appeal, and he has exercised his right to go before the Appeals Committee.

DELEGATE GREEN: Am I entitled to my second question?

PRESIDENT BAHR: Yes, you are.

DELEGATE GREEN: Well, that's not it. (Laughter)

PRESIDENT BAHR: Go ahead.

DELEGATE GREEN: My second question is, this is addressed to the committee: Have you investigated as to whether or not Mr. Winters was even in town on the day of the allegations?

DELEGATE BRYANT: The information that is provided to us in the files referenced Mr. Winters at a particular location on one instance.

I believe that one of the brothers at Microphone No. 3 indicated he was out of town subsequent to most of the other time during the course of campaigning or the time leading up to the election.

So Mr. Winters was only alleged to have been in a particular location on one occasion during the course of these other allegations when campaigning was suspected to have taken place.

PRESIDENT BAHR: On Microphone No. 3, Delegate Laurent. (Applause)

DELEGATE LAURENT (Local 3411): President Bahr, fellow delegates, I do rise in support of this panel's recommendation. Bear in mind this panel is recommended by the Executive Board and appointed by President Bahr to handle this appeal. They did the job as an unbiased research group. The group is not involved with the heat of the situation in the local. They are to look at the evidence and make an impartial recommendation to this body, the ruling body of the CWA.

Now, then, back to the appeal. Read your appeal. The primary issue in this case is whether Mr. Winters campaigned on company premises on company time. You can read further. There is nothing in any other report that points to Mr. Winters' involvement or describes any campaign activities performed by him.

The opposition there, they are my brothers and sisters, but they had plenty of time to bring up all the evidence. They did not or did not have it. (Applause)

If you go further in it, and this is a quote in your appeal, "While Mr. Winters was not actually seen in the work area..."

If he is not seen in the work area, how can he hand out material or be accused of doing it on company premises, doing campaign work?

This committee has examined all the evidence and recommends the appeal be upheld. This body, the Appeals Committee, did not get involved with the political differences of opinion in this local. As far as this member who is appealing, he is a dedicated member of CWA and has been part of Bell South Bargaining Unit in the past. So I refer back to the Appeals Committee report.

After a thorough review of the details concerned in these events, it is recommended that the decision of the Executive Board be overturned and the appeal of George Winters be upheld, and I ask the members of the delegation here to do so. Thank you. (Applause)

PRESIDENT BAHR: Delegate Hand, Microphone No. 1.

DELEGATE M.T. HAND (Local 4310): I call the question.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: The motion is made to call the question. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. The question has been called.

Before you is the recommendation of the Committee on Appeal No. 7. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

The Chair recognizes the Committee.

. . . Cry of "Roll call" . . .

CHAIR BENNER:

APPEAL NO. 8

CWA Local 4603 President George R. Walls filed an appeal of the October 7, 1999 Executive Board decision regarding Pete Kaisler.

Pete Kaisler is a Member of CWA Local 4603 and works as a Telecommunications Specialist for Ameritech. Mr. Kaisler had filed a grievance concerning his 1998 evaluation.

The Local requested information related to Mr. Kaisler's grievance regarding other employees' evaluations, which the company refused to provide based on a Letter of Agreement requiring written authorization from other employees. The Local then filed a grievance charging Ameritech with refusing to turn over the requested information related to the evaluation stating the company's action violates the National Labor Relations Act.

In his decision upholding Vice President Rechenbach's decision not to arbitrate this grievance, President Bahr noted that the National Labor Relations Board would have deferred this matter to arbitration and, based upon the requirement of the Letter of Agreement, an arbitrator "would conclude that the company's refusal to hand over the requested information was proper." No further material or argument has been advanced to rebut President Bahr's conclusion.

After careful review of the file, the Appeals Committee recommends the decision of the Executive Board be upheld and the appeal be denied.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the recommendation. No one cares to speak. All those in favor of the recommendation indicate by raising your hand. Down hands. Opposed, by like sign. It is adopted.

The Committee.

CHAIR BENNER: Appeal No. 9. Carla Katz.

DELEGATE KATZ:

APPEAL NO. 9

On July 17, 2000, Elizabeth Denn, a member of Local 13000, filed an appeal to the convention challenging the Local 13000 election of officers. The appeal raises a number of issues including improper handling of ballots, insufficient notice that an election was to be conducted, the nomination process, her opponent's use of company property and the improper mailing of her campaign literature.

The Local 13000 election committee found no merit to the allegations and denied the appeal. Vice President Maisano and President Bahr also reviewed the appeal and responded thoroughly, finding that the ballots were handled properly despite a Post Office mistake which affected 100 ballots. Considering the margin of victory in this case, almost 3,000 votes, the mistake could not have possibly affected the outcome of the election. President Bahr also found that Ms. Denn had been given notice of the dates of ballot preparation, that sufficient notice of election was provided to the members via the newsletter and union bulletin board postings, that no evidence was presented that use of company facilities occurred, and that the lack of postage on 65 pieces of Ms. Denn's campaign literature could have no effect on the outcome considering the wide margin of her opponent's victory.

Having thoroughly reviewed the file and decisions by President Bahr, Vice President Maisano, and the Executive Board, the Appeals Committee finds no reason to reverse the decision of the Executive Board and recommends that the appeal of Elizabeth Denn be denied and the decision of the Executive Board be upheld.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the recommendation. There is no delegate at a microphone. All those in favor indicate by raising your hand. Down hands. Opposed, by like sign. The recommendation is adopted.

Committee.

CHAIR BENNER: Appeal 10. Louis Scinaldi.

DELEGATE SCINALDI:

APPEAL NO. 10

On August 26, 2000, Eric Cox appealed to this Convention the decision of the Executive Board denying his appeal for reinstatement to union membership.

Mr. Cox is a retired dues paying Member of CWA who was a Local President and member of CWA for more than 30 years. On or about December 11 or 12, 1999, 3 members of Local 3204's Election Committee filed charges against Mr. Cox. The charges allege that Mr. Cox had made "false and misleading statements about the members of the CWA Local 3204 Election Committee in a public forum." The essence of the charges were that Eric Cox, in the course of his campaign for Local Union President, brought the union's reputation into "disrepute" by publicly making defamatory, slanderous and false statements including some on the Internet. The findings of the Local Trial Court in this matter noted that Mr. Cox had posted slanderous material on a web site and focused on one posting in particular which alleged that the union had manipulated membership list numbers, that candidates had been refused the right to inspect membership lists, and that election results had been released in a discriminatory manner to the benefit of other candidates.

For the reasons mentioned above, the Local Trial Court permanently expelled Eric Cox from membership in CWA Local 3204. The Appeals Committee conducted a thorough investigation, including listening to the tapes of the Trial Court Proceedings. The most egregious statement in evidence was found on an Internet posting by Mr. Cox, which used the terms "You dogs, you cowards" referring generally to the Local. Mr. Cox was responding to posted messages on that same site which he claims defamed him. After a thorough and careful review, the Appeals Committee believes that there is no evidence of speech or actions on the part of Mr. Cox which would rise to the level meriting expulsion from CWA. The Appeals Committee recommends that the decision of the Executive Board be overturned and that Eric Cox's appeal be upheld and that Mr. Cox be immediately reinstated as a CWA Member of Local 3204.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the recommendation. On Microphone No. 3, Delegate Laurent.

DELEGATE LAURENT: Fellow delegates, here I am again, an advocate for a member's rights. It is getting to be a regular habit, but it takes it to fight for all the members.

This member is a long-time fighter for members' rights—many times on this Convention floor. More recently he was the advocate for CWA handling Bell System benefits on BellSouth for the members. So he is a dedicated member for us and to us.

Now, some of them have complained about some of the language that has been used about them. If I would count all the members that have called me names, I don't think I could keep the membership. (Laughter)

Of course, some of the names are good, but some of them talk about my family ancestry and other things. But back to serious business.

This member does need this body to resolve an issue. We don't need to cast out members without just cause. We don't need to cast out members without just cause. (Applause)

This panel, as I talked about a few minutes ago, advised you they did not find just cause, so please reinstate this member and let's get on with the rest of the business. Thank you. (Applause)

PRESIDENT BAHR: The delegate on Microphone No. 4, Delegate Andrews.

DELEGATE WALTER D. ANDREWS (Local 3204): I am the president of CWA Local 3204, Atlanta, Georgia. I am the president of that local. I am charged with defending the rights of all of my members.

Standing behind me is my entire E-Board and my delegation. That is why I have the right to ask this delegation to please overturn the decision of the appeal panel.

We presented a summary of the results that the Trial Panel had come up with. What you did not see listed in here were the references to him calling people "yellow dogs" and "cowards" in referring to the local in general.

I have been called everything under the sun, too, and I can handle it, Jack, but I still do my job, and we are going to represent our members.

They did not put in there that he accused this election committee of running an unfair election, being biased and bought by the Executive Board. He also posted slanderous material

regarding the local on the Internet.

Eric Cox presented no evidence to support these accusations during the testimony. Eric admitted he had a personal vendetta against District 3 and Local 3204, which constitutes retaliation.

Eric Cox's statement was, "Yes, I have a personal vendetta because they took away my livelihood," leading him to use names on the Internet such as "Dogs, cowards," accusing the local membership of being gutless and cowards.

This is only the tip of the iceberg. We have a responsibility to protect our members and do what is right. Local 3204 followed all the procedures in Article 19, Section 1(i).

If you go home today, by the time you get home there is going to be something else on the Internet.

We talk about organizing and giving this union a good name. This morning, the Equity Committee talked about hate crimes in cyberspace. People, you don't know what we have been through. These people represent the people. We have things to go through. We have 6,000 members we have to deal with, and enough is enough.

We ask you to overturn the decision of this appeals panel. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Gardner.

DELEGATE BARRY R. GARDNER (Local 6016): I have two questions for the committee. Was any evidence presented to the committee that Mr. Cox was defamed by the local on the web site?

DELEGATE SCINALDI: What we were dealing with was Mr. Cox's testimony, and in that it seemed as though there was a back and forth situation going on on that web site.

DELEGATE GARDNER: So no physical evidence?

DELEGATE SCINALDI: No, sir.

DELEGATE GARDNER: My second question, then, being that this is virtually a death sentence for a member, in which it is grave to me, the question I have is: Is it within the committee's authority to recommend a reduction in the penalty rendered by the local Trial Court panel?

PRESIDENT BAHR: Let me respond for the committee. Yes, they had that leeway.

DELEGATE GARDNER: Thank you.

PRESIDENT BAHR: On Microphone No. 3, Delegate Scruggs.

DELEGATE RICHARD C. SCRUGGS (Local 3519): The Appeals Committee has done a terrific job over the years in sorting through evidence and presentations during the appeals process.

The service that the Appeals Committee has performed has been and is a great and valuable service. The committee in this process helps to see that rumor and innuendo are set aside and that we deal only with facts.

The Appeals Committee has had an opportunity to look at the facts and evidence presented by all parties, a luxury that many of us as delegates do not get to enjoy.

The issues here are simple. The law provides that no local officers or agents may retaliate in any way against a member who exercises his rights under the Labor Management Act. Further, a member has a right under the labor act to discuss issues and assemble with other members to discuss issues. The only rule of conduct a union can impose is that which protects the union in carrying out its legal obligations and enforcing its contracts.

There has been no interference with those union rights. Democracy and freedom of speech have been what has made CWA the great union that it is. (Applause) Those of you who have known Brother Eric over the years in his role as local president, in his roles on bargaining committees and bargaining councils, when they existed, know that Eric will debate the issues, and as we all have, he has had disagreements with the leaders of the union over policies and direction.

When we look at our history, the differences, the debates, and the diversity under our democratic process, we have made CWA a strong and great union over the years. As I am sure President Bahr, past President Watts, and various District 3 and District 10 presidents will attest, Eric has not hesitated to speak his mind frankly and bluntly to the leadership of this union.

I have known Eric almost 30 years. I knew him when he was local president, and I have

known him in all of his capacities in this union. I know, and anyone who truly knows him knows, that he is a strong and ardent supporter of our great union, CWA, and the labor movement.

This appeal is about the right of a member to speak freely about issues and to exercise the right of a member under the Labor Management Act. It is not about whether the issues occurred or not, because they did. The issues here are so complex that we have to trust the Appeals Committee to make the right recommendation to the delegates of this convention.

We recognize that the committee has an extremely difficult job and we know that the committee has taken the time to study and deliberate. Having done so, the Appeals Committee has made its recommendation.

In conclusion, I ask that the convention delegates continue to have faith and trust in the recommendation that our committee makes to this great body. I ask you, please support the Appeals Committee in their recommendation to this convention on the appeal of Eric Cox on his expulsion from CWA Local 3204.

I thank the delegates to this convention for the opportunity to speak. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Curry.

DELEGATE MARY S. CURRY (Local 3204): President Bahr and the delegates to the convention, I plead to you to overturn the Appeals Committee's decision reinstating Eric Cox to our local. For 15 years as a member of this local, I walked around trying to grow this local, having pride in our membership, pride to see our local grow, to see changes coming in 3204.

It disturbs me that a member could come in, and in less than three years try to undo what I and other people for 30 plus years have done to build this local to the status of where it is now.

It disturbs me that someone can come in with a personal vendetta to destroy our local, because he had an affiliation with our district. He openly admitted that he had a personal vendetta with District 3, and he was going to use his authority as president to destroy it. Because we ran an election fairly, most diplomatically and according to our constitution, and he lost. He came back because we, the members, worked together, according to our rights under the constitution to deal with issues pertaining to us and pertaining to our elections, and we fairly and openly did everything by the book and put it before our membership.

Our membership voted to have him expelled, and because they all voted in favor of having him expelled, we were then called cowards and all kinds of derogatory names that he could possibly think of to describe us, just because he didn't get his wishes to destroy the district and our Local 3204.

It disturbs me that someone can come in with that kind of personal vendetta to destroy something that we worked so hard to build, and he could come in and in less than three years take it apart.

It is unfair to our membership. It would be unfair to any of you. This is like someone coming to your house and disrupting your house, because they don't like the way it is. Plain and simple. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Mathews.

DELEGATE FRANK MATTHEWS (Local 4321): At this time, President Bahr, I would like to call the question.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: The question has been called that closes debate and it has been seconded. All those in favor of closing debate, indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

Before the convention is the committee's recommendation on Appeal No. 10. All those in favor, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

I recognize the committee.

DELEGATE BRYANT:

APPEAL NO. 11

On January 14, 2000, Keith Edwards filed an appeal on behalf of Anne Lentini-Pyne, a member of CWA Local 1105 regarding the decision to deny her arbitration. The employee was offered a position as a drafter which she accepted. The company withdrew the offer that same day. The employee claims that the company must be held to their original decision based on the

fact that employees who accept offers for new jobs are not allowed to change their minds and refuse the assignment. If they elect to do so, they are precluded from any other job consideration for one (1) year.

The company's position is that it has no obligation under either the collective bargaining agreement or the UTP/SPV. The company also admitted that they did in fact offer the job to the employee, but made a mistake in doing so. There is nothing written that would obligate the company to holding to the offer they made to the employee. The provisions of the "bid and it's yours" procedures, though they bind our members, do not in turn bind the company, should it make a mistake in the selection.

The appeal made to Vice President Larry Mancino was denied on June 6, 2000. Subsequent appeals were submitted to President Bahr and also denied in a letter dated July 14, 2000. The Executive Board also upheld President Bahr's decision to deny the appeal placed on behalf of Anne Lentini-Pyne.

No one has appeared before the committee regarding this matter. After careful consideration of the facts in this case, the Appeals Committee recommends that the appeal of Anne Lentini-Pyne be denied and the decision of the Executive Board be upheld.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the recommendation. There is no one at the mikes. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. The recommendation is adopted.

Following the decision of the Convention to grant the appeal, Jorge Winters has presented himself to the Credentials Committee. We are waiting now. He would have to replace Darlene Pugh if Darlene was an automatic delegate. We are checking now with the local. If she was an automatic delegate, then he would assume her place. So we are just waiting for some more information, and I will make the announcement.

The Chair recognizes the committee.

CHAIR BENNER:

APPEAL NO. 12

An appeal of the decision of the Executive Board not to arbitrate the grievance of Elsie Goldwaser was filed by Local 1105 Vice President Nelson Zapata on August 26, 2000.

The Local claims that the company has violated Article 34 by not upgrading the work to a higher-rated job title.

As stated by Vice President Mancino, "To be successful at arbitration of Article 34, The Union must prove that the duties of this job have changed significantly and are beyond the scope of the Representative's job description. Based on the history of this job assignment, I do not believe we can meet this burden of proof. Therefore, I cannot approve arbitration of this grievance." Vice President Mancino went on to say that this issue would be best addressed at the Local bargaining table during this year's round of negotiations.

President Bahr and the Executive Board sustained Vice President Mancino's decision not to arbitrate. No one appeared before the Appeals Committee in this matter. After a thorough review of the file, the Appeals Committee found no new evidence or reason to disturb the Executive Board's decision. Therefore, the Appeals Committee recommends that the appeal of Elsie Goldwaser be denied and the decision of the Executive Board be upheld.

. . . The motion was duly seconded. . .

PRESIDENT BAHR: You have heard the recommendation. No delegates are at a microphone. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the committee.

DELEGATE KATZ:

APPEAL NO. 13

On August 26, 2000, Lillian Bowers, a member of Local 6228, appealed the decision of the Executive Board not to arbitrate her termination grievance.

Ms. Bowers was employed by the Southwestern Bell Telephone Company as an Operator (Directory Assistance) and was terminated for having allegedly falsified a company document for personal gain. The company alleged that Ms. Bowers had submitted two "call on me" referrals previously submitted by another employee. The company's "call on me" program is a voluntary program in which operators who wish to participate intercept calls for the Business Office asking, "May I help you?" Employees get credit for referrals once they input them. If there are duplicate referrals, the employee who has their referral input first always gets credit for the referral.

A review of the files and the investigation conducted in this case show that a fellow employee complained that she could not find a referral she made on September 28, 1999. It was discovered that Ms. Bowers had filed a duplicate referral for the same customer on September 29, 1999. The company's "verbatim" showed a call to the complaining employee's position on September 28, 1999 and no call from the customer to Ms. Bowers' position on September 29, 1999. One year earlier, Ms. Bowers had received a "written reminder" for falsifying company documents for placing a feature on a customer's order which had not been requested.

On May 23, 2000, the Arbitration Review Panel in District 6 decided not to recommend Ms. Bowers' grievance for arbitration, which President Bahr and the Executive Board upheld. No one came before the Appeals Committee in this case. After having thoroughly reviewed the file and the decisions in this case, the Appeals Committee recommends that the decision of the Executive Board be upheld and the appeal be denied.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the recommendation. The Chair recognizes the delegate on Microphone 5.

DELEGATE J. EGAN (Local 4034): This question is for the committee: Does the file indicate the length of seniority of this person?

DELEGATE KATZ: Could you repeat that?

DELEGATE EGAN: Does the file indicate the seniority of the employee?

DELEGATE KATZ: I am sure it does. Would you like us to find that information?

DELEGATE EGAN: Yes, I would, please.

DELEGATE KATZ: Sorry for the delay. We have a lot of files back here. Her years of service were 25.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE EGAN: I don't have a second question, President Bahr.

PRESIDENT BAHR: All right. There is no other delegate at a microphone. Before you is Appeal No. 13. All those in favor indicate by raising your hand. Down hands. Opposed by like sign.

The Committee's recommendation is defeated. (Applause and cheers) I would like someone to go to the motions mike and move to reverse the committee's recommendation.

DELEGATE ARTHUR CHELIOTES (Local 1180): I so move.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: He moves to grant the appeal. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. Thank you, Arthur. A-plus.

The Chair recognizes the Committee.

CHAIR BENNER:

APPEAL NO. 14

On August 26, 2000, Christopher M. McClendon, a member of Local 6450, appealed the decision of the Executive Board to the Convention not to arbitrate his grievance. Mr. McClendon was employed by AT&T as an Account Representative. He had approximately fifteen (15) months of service at the date of his termination on May 29, 1998.

While employed, Mr. McClendon incurred eight (8) incidents of absence. Mr. McClendon was issued a verbal warning and a written warning as well as several reinstatements of the original final warnings.

The Appeals Committee did not receive any additional information beyond that contained in this file. After careful review of the facts and given the use of progressive discipline and Mr.

McClendon's short term of service, the Appeals Committee recommends that the decision of the Executive Board not to arbitrate this grievance be upheld and the appeal be denied.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the recommendation. No one is at a microphone. All in favor of the recommendation of the committee indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

DELEGATE BRYANT:

APPEAL NO. 15

On August 21, 2000, an appeal was filed by James Smith of CWA Local 2204, a Bell Atlantic employee with two (2) years service, on the decision not to arbitrate his termination from the company for falsifying records.

The circumstances surrounding his dismissal on September 9, 1998 center on his failure to list misdemeanors and other convictions on the employment application. Mr. Smith agreed that certain information was purposely left off the application. This was based on his conversation with Human Resources representative, Ms. Jean Page, who told him during his interview that there was no need to include any misdemeanors, only felonies on the application. An interview with the manager contradicted his statement that he should not include such information on his application.

The letter dated July 19, 2000 from President Bahr read "an arbitrator would not credit your

testimony as to what was said to you since you have more to gain (i.e., back pay) by not being truthful than does the company's representative. Most important, however, is the fact that you signed an employment application which makes no distinction between misdemeanors and felonies, and which clearly instructs the applicant to list all convictions for anything other than "non-moving traffic violation." He denied the appeal.

The Committee heard the requests from several members of Local 2204 but no substantial information was presented. It is the recommendation of the Appeals Committee that the decision of the Executive Board be upheld and the appeal of James Smith be denied.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the recommendation. On Microphone 5, Delegate Lewis.

DELEGATE JEFF LEWIS (Local 2003): President Bahr and the committee: I just had a question as far as the conversation with Jean Page. I had a request from several of our members regarding that, but no substantial information was obtained. And Ms. Page, the way that it is written in here, was the only one to dispute Mr. Smith's claim.

I was wondering if there is anything that the representatives for 2204 can share as far as backing up Mr. Smith's claim against Ms. Page telling them that there was no reason to put the other convictions on the application?

PRESIDENT BAHR: All we can say is that the Appeals Committee has been available. Every local, every delegate received a notice when the Appeals Committee would be meeting and nobody availed themselves of that opportunity. So I do not know how we can get that information at this stage.

You are entitled to a second question.

Somebody did appear. I am sorry. Let me refer this to the committee. Go ahead.

DELEGATE BRYANT: If you do not mind, could you restate the question because I don't know whether you are asking whether or not the members appeared or what information that you are trying to get.

DELEGATE LEWIS: Well, in the report it says that members of Local 2204 appeared, but no substantial information was given. And Ms. Page said that she did not advise Mr. Smith that he didn't have to put the misdemeanor on the application.

I was wondering if anyone else besides Mr. Smith came forth for the union and stated that was the claim that seemed to be presented and we should be backing up.

DELEGATE BRYANT: Based on the information that was detailed in the files, the conversation that took place only took place between Mr. Smith and Ms. Page, who was the Human Resources representative at the time he was hired. So there was no one else that would

have been able to confirm or deny whether or not that was told.

Does that answer your question?

DELEGATE LEWIS: Yes, sir.

PRESIDENT BAHR: I think for clarification purposes it is the application for employment itself, which is so specific that it says to list all convictions except non-moving traffic violations. That is what would be virtually impossible to overcome. That is really what the decision was based on.

No one else is at a mike. You have before you Appeal No. 15, the committee's recommendation. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Let me make an announcement first. I got the information. Jorge Winters having won his appeal has appeared before the Credentials Committee. Credentials have been issued. Accordingly, Jorge Winters shall be seated as a delegate. Delegate Bill Smoot will be required to relinquish his seat as a delegate. (Applause)

The Chair recognizes the Committee.

CHAIR BENNER:

APPEAL NO. 16

On August 27, 2000, Alice Sims, a member of Local 6222, appealed the decision of the Executive Board which upheld President Bahr's decision that Ms. Sims' appeal of the decision not to arbitrate her termination grievance be denied as untimely.

President Bahr's decision was issued on March 3, 2000. Ms. Sims' notice of appeal of this decision to Secretary-Treasurer Easterling was dated July 26, 2000, postmarked July 29, 2000. The Internal Appeals Procedure states that the "decision of the President may be appealed by the grievant . . . within thirty (30) days following the date of the notice of the president's decision." As such, Ms. Sims' appeal is untimely.

No one came before the Appeals Committee in this matter. After careful review of the file and the decisions regarding this appeal, the Appeals Committee recommends that Alice Sims' appeal be denied and that the decision of the Executive Board be upheld.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have the recommendation. No delegate is at the microphone. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Please join me in thanking the Appeals Committee for the enormous job they have done. (Applause) If you could see the trunk up here that contains all these files, it will give you an idea of the kind of work they do.

And to my good friend, Mike Fahrenholt, the Executive Board doesn't get embarrassed one whit when you overrule us. That is the kind of union we have. Nobody is infallible. (Applause) Thank you very much.

Our next speaker is Bernice Strange. Bernice is a retired Newspaper Guild member from the Philadelphia Inquirer. She is an enthusiastic supporter of the CWA with the Retired Members Council. In fact, she submitted her request for a retiree club chapter for TNG-CWA Local 38010, on the first day that the CWA Guild merger became effective. She has a very important and personal message for us. Bernice.

SISTER BERNICE STRANGE (Retired Members' Council): Thank you, President Bahr. My name is Bernice Strange and I am a Newspaper Guild retiree from Philadelphia's Local 38010. I am also on CWA Retired Members Council Executive Board, and I want to thank the Board and TNG for the unanimous support.

I am an alternate actually representing CWA merger partners, the Printing Sector, NABET-CWA and The Newspaper Guild. I am also president of TNG-CWA Local 38010 retiree club, and Vice President of the AFL-CIO Retiree Council.

Today, I am speaking to you not just as a union activist, but as one of millions of Americans who desperately need action from Congress on two important health care issues. They are a universal, affordable Medicare prescription drug benefit, and an end to the outrageous drug prices being charged by the pharmaceutical industry.

I was one of the retirees picketing Glaxo-Wellcome. I worked hard at the Philadelphia

Inquirer daily newspaper for over 23 years before I retired. Thanks to the Newspaper Guild, I received a pension from the paper. I get a check from Social Security, and as a widow of a police officer, I receive half of my late husband's pension.

With an income of about \$2,500 per month, this puts me a little better off than most retired

women my age. But my retiree health plan had a five-year limit and, ready or not, my five years are up. This means that I now pay over \$500 per month for the medications that I critically need. These are not lifestyle or recreational drugs, these are drugs for survival.

I don't want to just survive, I want to be able to enjoy life, to enjoy my five grandchildren and enrich their lives as only a grandparent can and occasionally take them to McDonald's for a treat.

The lack of Medicare prescription drug coverage has put me into a dangerous financial bind. You often hear of seniors having to choose between buying food and buying their medicines. But don't forget we have to worry about housing too. When the furnace stops working or the water heater goes out, they have to be replaced. If we had affordable Medicare prescription drug coverage, I wouldn't have to choose between putting food on the table, keeping a roof over my head or taking my medications. No one should have to make that choice.

Vice President Al Gore and Senator Joe Lieberman know and understand this. They also know that millions of Americans like me need an affordable, available Medicare prescription drug benefit, and they have a detailed plan to make it happen.

Republicans have been working on this issue too. So far they have developed a campaign ad about a plan, but not an actual plan, mind you, just a campaign ad.

For me, and I am sure all retirees, the last stanza of Robert Frost's poem, "Walking in the woods on a snowy evening, the woods are dark and deep and I have promises to keep, and miles to go before I sleep."

So to all the politicians out there, let me just say three things on behalf of retirees everywhere: Number one, we demand a universal, affordable Medicare drug benefit. Number two, we demand an end to the high costs of prescription drugs. And will you repeat after me: We will remember in November. Thank you. (Applause and cheers)

PRESIDENT BAHR: When you hear it from someone who is living it, it kind of makes it more important for what we know we have to do on November 7th.

While the Resolutions Committee comes back to the platform, we have a unique form of appeal for help in these ongoing negotiations. Members of the NABET-CWA local, right here in Los Angeles, have prepared a short video to document their struggle for a contract with their employer, KMEX-TV, Univision.

You may recall that the Univision station in Fresno recently completed its negotiations but only after enduring a 43-day hunger strike by its negotiating team.

Would you roll the video please?

. . . A KMEX-TV, NABET-CWA video was shown describing the plight of the NABET workers at the KMEX-TV station . . .

PRESIDENT BAHR: Information on what you could do to help I believe was in the information packets, and the Mobilization Committee would appreciate any help you could offer to this campaign.

The Chair recognizes the Resolutions Committee.

CHAIR CUMMINGS: Thank you, Mr. President. The Chair recognizes Stephanie Moore.

DELEGATE MOORE: Would the delegates please turn to Page 1 of the Supplemental Resolutions Committee Report. I will read Resolution 62A-00-14, entitled "Hire Union Translators, Interpreters and Web Developers."

RESOLUTION NO. 62A-00-14 HIRE UNION TRANSLATORS, INTERPRETERS AND WEB DEVELOPERS

The Translators and Interpreters Guild (TTIG), CWA Local 32100, is the only nationwide union of language professionals. CWA locals who hire translators and interpreters through TTIG's referral services are hiring fellow CWA members who have demonstrated their language skills by passing through a stringent screening process.

The Washington Alliance of Technology Workers (WashTech), CWA Local 37083, is dedicated to organizing technology workers. WashTech represents independent contractors, agency and full-time high tech workers to ensure that they have a voice on the job and in the new economy. WashTech wants to ensure that other CWA locals can also build a presence in the Internet age.

Many of our fellow CWA locals, unaware of the availability of skilled union workers in these fields, resort to hiring non-union labor for their language and technology needs. Therefore, members of TTIG and WashTech ask for the support of our brothers and sisters in hiring fellow union members. For translators and interpreters, visit the TTIG web site at www.ttig.org. For your web needs, visit www.washtech.org or go to www.cwa-union.org, click on the "CWA Locals" button, go to "District, Local and Affiliate Sites" and see the "Internet Hosting Links" section.

RESOLVED: That the Communications Workers of America and its Locals make every effort to hire union translators and interpreters for their language translation and interpretation needs; hire union web designers, developers, and programmers for their technology needs; and encourage our brothers and sisters in other unions to do likewise.

The Resolutions Committee moves adoption of Resolution 62A-00-14, entitled "Hire Union Translators, Interpreters and Web Developers."

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the motion. Seconded from the floor. On Microphone No. 3, Delegate — my good friend — Jelger Kalmijn.

DELEGATE JELGER KALMIJN (Local 9119): Hermano y hermana delegados . . . (Speaking in Spanish)

I said that in Spanish to make a point. I ask everyone who does not speak Spanish and wants to vote for this resolution to stand up at this time. This raises a very important point to all of our locals. We have many of our members who do not speak English. They cannot fully participate in the activities of our union. They cannot come and support the activities that you are trying to get them to support unless they understand what is happening in the union.

This is a very basic issue of democracy in our union, that everybody who is a member can fully understand what is happening and has a full opportunity to participate. I would like to strongly encourage all locals that have members in significant numbers who do not speak English well to have translators.

Now, we have the great good fortune in this union, actually in California, having translators in our union. We have the Bay Area Court Interpreters, the California Association of Interpreters, who are joining CWA. These are union interpreters. I don't think we need to go through why we need to hire union interpreters to do union work.

I would like to urge everybody to seek out interpreters where possible and get union interpreters, CWA interpreters. Thank you very much.

I strongly urge everybody to support this motion. (Applause)

PRESIDENT BAHR: Mike 3, Delegate Judd.

DELEGATE BARBARA JUDD (Local 37083): I am asking your support for Resolution 62A-00-14. One year ago, as a proud new member of CWA, I spoke before this national convention. I told you of WashTech's efforts to organize the high-tech industry in the Pacific Northwest. I return this year as a proud new delegate to this Convention. (Applause)

WashTech members work in many facets of the high-tech industry. We are technical writers and editors, software testers, graphical artists, system engineers and programmers. Many of our members work at full-time jobs. Many are trapped in employment arrangements through so-called temporary agencies. Others are true independent contractors, marketing their talents to customers on a daily basis. Our members are concentrated in the Pacific Northwest, but we field inquiries from throughout the United States.

Workers in this industry move from company to agency to contractor status and back again. They may switch jobs in locations several times a year. Workers have little loyalty to their employer, because employers show no loyalty to their workers.

Overwhelmingly workers in this industry know they need a voice in the workplace. Unfortunately, many of them do not yet know that what they need is a union voice.

We need to show these workers what it is like to have loyalty from a union. We want our members to really feel what it is like to belong to a union family, the CWA family.

Many of your locals have entered or are considering entering the Internet age by developing web sites. WashTech applauds and encourages your efforts to build a presence on the Internet. Our site at washtech.org is an integral part of our own organizing efforts. We are sure you will soon find that your own web site will become critical to the operations of your locals.

This is what we are asking: If you do not currently have a web professional, contact WashTech. We will refer your job to our members.

If you do have a web professional and they are not a union member, refer them to WashTech. We would love to welcome them into the CWA family. Our web site is washtech.org. You can contact us there. Members can join there. We are asking you to pass this resolution. We are asking you to choose unions.

Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Demers.

DELEGATE WILLIAM L. DEMERS (Local 9400): I call the question.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Motion has been made to close debate. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

Before us is Resolution No. 14, "Hire Union Translators, Interpreters and Web Developers". All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the committee.

CHAIR CUMMINGS: Thank you, Mr. President. The Chair again recognizes Stephanie Moore.

DELEGATE MOORE: Would the delegates please turn to Page 6 of the Resolutions Committee report. I will read the Resolved of Resolution 62A-00-5, "Food and Medicine for Cuba."

RESOLUTION 62A-00-5 FOOD AND MEDICINE FOR CUBA

Pope John Paul II has visited Cuba and has encouraged that humanitarian aid be extended to the people of Cuba. The people of Cuba have been denied the right to buy necessities such as food and medicine from the United States.

The U.S. Labor Movement in its fight against the corporations that seek to close plants and shift production offshore to avoid paying union wages, needs the support and solidarity of the workers of Latin America who are victims of the same corporations. In the long term, opening up trade with Cuba, our close neighbor and a potential trading partner, would help create thousands of jobs for both U.S. and Cuban workers.

The Executive Board of the AFL-CIO, the United Auto Workers International Executive Board, International Longshore and Warehouse Union, United Electrical Workers, National Council of Catholic Bishops, U.S. Chamber of Commerce, American Baptist Church, World Council of Churches, United Methodist Church, United Church of Christ, National Council of Churches, United Presbyterian Church, American Public Health Association, American Farm Bureau Federation, and Grocery Manufacturers of America have all stated support for the amendments to Agricultural Appropriations Bills which would exempt food and medicine from the embargo.

RESOLVED: That the Communications Workers of America supports those amendments to the Agricultural Appropriations Bills which would allow trade with Cuba in food and medicine and not create any new roadblocks to the normalization of relations with our Caribbean neighbor.

Mr. President, the Resolutions Committee moves adoption of Resolution 62A-00-5, "Food and Medicine for Cuba."

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You have heard the motion. It has been seconded from the floor. On Microphone No. 3, Delegate Llamas.

DELEGATE GLORIA L. LLAMAS (Local 4011): I rise in support of Resolution 62A-00-5.

CWA brothers and sisters, it is time for humanitarian efforts for the children and women in Cuba. They are innocent sufferers of the embargo placed on Cuba.

The amendment to the Agricultural Appropriation Bill to exempt food and medicine from the embargo is right and just.

We as the CWA champion the causes of the disenfranchised. We work to raise the living standards of working families and those with little or no voice. That's why I love this union.

We can no longer stand by and knowingly accept the suffering due to the lack of food and medicine much needed for the children, the sick and the women in Cuba.

We must place ourselves in the shoes of those suffering from the embargo. Could you imagine your children, your mother, your father, your brothers, your sisters, your sick relatives going hungry or without medical needs, suffering because they had no voice? They have inadvertently become the political pawns of this embargo.

While we are sensitive to our Cuban brothers and sisters struggling around the Cuban politics, allowing the sick women and children to suffer defeats our efforts to demonstrate to the Cuban people the benefits of our democratic system and our strong union.

We at CWA can start the inroads that can give them a voice and give them strength.

Let Cubans see the humanity of our great union. Let CWA join in and lead the way to a better future for the people of Cuba.

For those reasons, I implore you to pass Resolution 62A-00-5, "Food and Medicine for Cuba".

Thank you, Mr. Chairman. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Fulbright.

DELEGATE YATES FULBRIGHT (Local 3122): I rise in opposition to the resolution called "Food and Medicine for Cuba." I do this because it is severely flawed and based on false assumptions and misinformation.

First, it states that the people of Cuba have been denied the rights to buy necessities such as food and medicine from the United States. Sisters and brothers, the people of Cuba have been denied all of their basic human rights for over four decades — not by the United States, but by an oppressive totalitarian system.

Next, this resolution speaks of the creation of jobs and how in the long run it would benefit the U.S. Labor Movement. I am sure this could be true if you had something that even vaguely resembled a free market economy in Cuba.

Interests in this country who view Cuba as an enticing new trade market would soon learn how it feels to have Fidel laughing at them when they are foolish enough to extend credit to a bankrupt economy.

I have lived in Miami for eleven years, and I can attest to the passionate feelings that a great number of Cuban Americans have regarding this issue.

From longtime United States citizens who have lived here since the 1960s to arrivals in recent years, the vast majority of the more than 600,000 people of Cuban origin would oppose this resolution, and they are the ones who understand these issues the best of all.

In conclusion, this resolution would do little to really help the people of Cuba. While it is well intentioned, food and medicine would never truly benefit the people while the tyrant Fidel Castro is in power. Its only real effect would be to reward a ruthless dictator who is oppressing the population of an entire nation.

The Cuban people live in a state of complete despair that the majority of us here can hardly comprehend. Concepts that many of us take for granted, such as freedom of speech and workers' rights do not apply in Cuba's current system.

If you think this resolution will help the people, you are partially right. It will help those in Cuba who survive by being accomplices in Castro's tyranny. (Applause)

I urge you to stand with us and take a real stand in support of the Cuban people. Do not reward the Cuban government until a free market economy, with respect for basic human rights, is established. I urge you to reject this flawed and misguided resolution. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Arias.

DELEGATE JAMES ARIAS (Local 9575): I have two questions. My first question is: If an agreement is made to allow Cuban people to buy food and medicines, is the agreement made with the government of Cuba?

PRESIDENT BAHR: I would imagine. I don't know firsthand that it would be an agreement with the government. I don't know how else you would export into the country with export licenses and things of that nature. But I am not absolutely 100 percent sure.

DELEGATE ARIAS: The only reason I ask is because, do we have any assurances that if we do go through with an agreement such as this, that the food and the medicine will get to the people who are in need of it?

PRESIDENT BAHR: I think that's a good question. (Applause) I think it's a good question and one of the reasons why it has taken so long for the American Labor Movement to come around to this position. But with all of the organizations that are now supporting this, it appears to be the feeling that the spotlight of world opinion would see to it that it did get to the people. If it didn't, I guess it would be cut off. But in a closed society like that, it would take world opinion to make sure that it got to the people.

DELEGATE ARIAS: Thank you.

PRESIDENT BAHR: On Microphone No. 3, Delegate Norman.

DELEGATE JACK NORMAN (Local 34051): President Bahr, Sisters and Brothers: After 40 years of failed U.S. policies on Cuba, it is time to move into the new century with a progressive pro-worker approach. The current policy, especially the embargo on food and medicine, punishes innocent workers and their families in both countries. In Cuba it punishes parents, children, grandparents, political dissidents, democratic activists and trade unionists. In the U.S. it deprives workers of a market for their products and of allies in the growing struggle against global corporations.

The policy is a failure. Forty years of political and economic isolation have not achieved their declared goal. Eight U.S. Presidents have enforced the policy; eight Presidents have come and gone without a change in Cuba's leadership. Measured against its own goal, current policy is a failure.

Current policy is a relic of an old economy, a Cold War militarist economy which took over and used anti-communism as a justification for corporate welfare. The policy is an insult to the idea of international solidarity, the bedrock of trade unionism.

Our Canadian brothers and sisters, thousands of whom are members of CWA, rightfully enjoy unimpeded trade and travel with Cuba. The Elian Gonzalez affair showed that human compassion and true family values can triumph over reactionary politics. (Applause)

To help the innocent victims of a 40-year failed policy to finally bury the Cold War economy, to build solidarity, please join with the Executive Council of the AFL-CIO and other religious and labor organizations and support this resolution. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Knowles.

DELEGATE WILLY KNOWLES (Local 3122): Brothers and sisters, this resolution or similar resolutions were on the floor of the convention last year. I had the opportunity to serve as Temporary Chair. My members who were present were from the Hispanic community, many of them with relations that go back to Cuba and still have family in Cuba. They stood up here and asked you all not to support this particular issue. They do not feel that the food and medicine and drugs will get down to the people that actually need it; that Castro will just use this as an additional tool to hold these people hostage. (Applause)

I also believe that unless something has changed, they must pay for the food and medicine and drugs with American dollars. And how is Castro going to get those American dollars to pay? They are going to wrangle them out of the people that are down on the lower end.

Many of my members travel to Cuba. They come back. They do not like the conditions over there, but they still do not feel that the people that need these items will get them, and they have been adamantly against lifting any of these items. And most of the people that I represent come from Cuba or have a history in Cuba, and they would ask you not to support this resolution. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Riddleburger.

DELEGATE TERESA RIDDLEBURGER (Local 4322): I move for the question.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: A motion has been made to close debate. All those in favor indicate

by raising your hand. Down hands. Opposed by like sign. Debate is closed.

Before the convention is Resolution No. 5, "Food and Medicine for Cuba." All those in favor of the resolution indicate by raising your hand. Down hands. Opposed by like sign. The motion is defeated. (Applause)

The Chair recognizes the Committee.

CHAIR CUMMINGS: Thank you, Mr. President.

Would the delegates please turn to Page 7 of the Resolutions Committee report and I will read the Resolved of Resolution 62A-00-6 entitled, "The Crisis in Our Criminal Justice System."

RESOLUTION 62A-00-6 THE CRISIS IN OUR CRIMINAL JUSTICE SYSTEM

Thousands of CWA members are employed in the criminal justice system in occupations ranging from police officers to public defenders and court interpreters, court administrative personnel, parole and probation officers and corrections officers. The resources devoted to support that system have not kept pace with the increased volume of its workload, leading to clogged court dockets, the contracting of defense work to untrained and incompetent counsel, overburdened prosecutors and parole and probation officers, and to overcrowded and understaffed prisons and jails and poorly run, profit-oriented private prisons.

At the same time that public concern about crime has been heightened, its faith in the criminal justice system has been shaken by revelations of police scandals in some of our major cities, the lack of adequate counsel in capital murder cases, and stories of private prison operators so anxious to make a profit that they allow low paid, poorly trained staff to oversee badly run prisons in which attacks on both inmates and staff are commonplace.

In order to attract the resources necessary for CWA members to fulfill their duties, it is imperative that faith in the criminal justice system be restored and that equality before the law become not only the rhetoric but the reality in our nation. The overwhelming majority of our members who work in the criminal justice system are honest, hard working professionals who desperately need and want all Americans to have faith in the criminal justice system and whose image is besmirched by those who corrupt our criminal justice system.

RESOLVED: That the Communications Workers of America advocate for measures that will root out any corruption which exists in our criminal justice system and that will eliminate reliance on poorly trained personnel and profiteering prison operators.

RESOLVED: That the Communications Workers of America support measures to ensure that anyone facing the death penalty has a full and fair opportunity to establish their innocence through the accessibility of competent counsel, the use of DNA and other advanced technological testing where appropriate, and a thorough review of all relevant records.

RESOLVED: That the Communications Workers of America will support measures which provide more resources for the criminal justice system so that the court dockets become unclogged and justice is swift; so that adequate numbers of public defenders, probation and parole officers are hired and trained to ensure the proper handling of criminal cases and the proper monitoring of those convicted; and so that our jails and prisons are publicly owned and operated and staffed by an adequate number of professional, trained personnel to ensure safety not only within the confines of the prison walls, but also in the surrounding communities.

Mr. President, the Resolutions Committee moves adoption of Resolution 62A-00-6 entitled "The Crisis in Our Criminal Justice System."

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the recommendation of the Resolutions Committee. The delegate on Microphone No. 3, James Arias.

DELEGATE JAMES ARIAS (Local 9575): Brothers and sisters, we are at the threshold of a new day in our country, rich with the promise of change and progress and a new way of doing things. However, it is with the deepest remorse that I must say that within our criminal justice system, the regretful ways of our past still exist today.

It is not uncommon to open the newspaper or turn on the news only to find yet another police scandal, a case mishandling or bribery charges scattered across the front page or TV screen. It is most unfortunate that these things still exist in our country today. What we need to do

is institute programs to help curb these practices so we can truly have justice for all.

Some things have already been done. Through the appeals process we have seen corrupted officials brought to trial. Those falsely imprisoned have been set free, and after a long time coming, justice for those few has been served. And while we have seen the system take ownership for false imprisonment and some of its shortcomings, many of the cries for justice remain unanswered.

I give you the case of Mumia Abul Jamal. Mumia is a political prisoner imprisoned and sentenced to death for a murder he did not commit and has been on death row for nearly two decades. His trial was plagued with everything from jury tampering and witness coercion, to bigoted judgeships and inadequate defense. He is currently working through the appeals process of the U.S. Supreme Court, and though his supporters are confident his case will eventually be overturned, each day that passes is another day Mumia lies in a jail cell in which he doesn't belong.

I mention this case for more than one reason. Not long ago Mumia had the chance to plead his case to a national audience: ABC and Sam Donaldson offered Mumia an interview, a much needed opportunity. But as you know, ABC has had ongoing labor disputes, and I am proud to say he refused to cross that line. No "20/20," no prime time audience or opportunity would cause this Writers Guild union member to cross.

People like that not only deserve our support but have earned it. They have earned it through the unjust time they have served and the efforts they have put forth in seeking justice.

What a beautiful word—justice. The primary goal of the system is to seek out that very thing. It has eluded some in many ways, and that problem needs to be addressed and it needs to be corrected. It starts right here with all of us. So I urge you, my brothers and sisters, let us do all that we can. Stand with me and vote yes on Resolution 62A-00-6. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Davis.

DELEGATE BEVERLY DAVIS (Local 13500): President Bahr, I rise in support of this Resolution 62A-00-6 of not only eliminating corruption which exists in our criminal system, but also ensuring that anyone who has that to face, the death penalty, that every avenue is made available to them to establish their innocence. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Rocha.

DELEGATE LOUIS ROCHA, JR. (Local 9423): Fellow delegates, President Bahr, guests of the CWA Convention, I rise in support of this Resolution 62A-00-6, "The Crisis in Our Criminal Justice System."

Many of these resolutions are for the benefit of our union, our communities, our families. This fits all three categories.

Faith needs to be restored. The crisis in our criminal justice system in the United States is also a personal issue. I have relatives that are police officers, prison guards and jail guards. I also have relatives on the other side of the bars. Many more.

Black and brown youth in America are in many instances the usual suspects. Faith needs to be restored. Most people on death row are people of color. Some get national and international attention, like what the brother spoke about earlier, about Mumia Abul Jamal, but mainly most don't.

Faith needs to be restored. We need resources so people are rehabilitated. Many of these individuals behind bars come back to our community and they return back to the place where they are incarcerated. Faith needs to be restored.

Dear delegates, I urge you to adopt this resolution. Thank you. (Applause)

PRESIDENT BAHR: There are no other delegates desiring to speak. Before the convention is Resolution No. 6, entitled "The Crisis in Our Criminal Justice System."

All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the Committee.

CHAIR CUMMINGS: Thank you, Mr. President. The Chair will recognize Edward Mooney.

DELEGATE MOONEY: Would the delegates please turn to Page 8 of the committee's report. I will read the Resolveds of Resolution 62A-00-7, entitled, "The World Bank Needs to Change."

RESOLUTION 62A-00-7 THE WORLD BANK NEEDS TO CHANGE

The World Bank controls more investment capital and, together with the International Monetary Fund, has more policy influence in the world economy than any other institution. For the past fifty years the World Bank has accumulated more and more influence over the economic policies of less developed countries.

The World Bank uses its leverage over less developed countries to actively promote policies that favor the narrow profit interest of transnational corporations, such as low wages, proliferation of sweatshops, repressive labor policies and weak environmental regulation, at the expense of the interest of the majority to improve living standards.

The World Bank promotes policies that destroy the environment by pushing countries to expand their exports so they will earn more hard currency to make payments on foreign debts incurred by corrupt governments. This has led countries to over-exploit their national resources, cutting down rainforests, heavily using chemicals to produce export crops, and over-fishing coastal and international waters.

The World Bank's project lending is often environmentally destructive and violates the rights of indigenous peoples.

The World Bank's policies have worsened the position of women, because structural adjustment programs require cuts in governmental social services, with the increased burden and hardship of caring for the family falling mainly on women, and because the overwhelming majority of World Bank money goes into the hands of men.

By keeping the governments of low-income countries dependent on new infusions of capital from high-income countries, the World Bank has reinforced an "external allegiance" for these governments making them more accountable to World Bank managers than to their own people; and with policymaking in the hands of unelected bureaucrats, there is no real chance of either meaningful development or democracy taking hold in many of these countries.

The World Bank operates in a secretive fashion and is accountable neither to the taxpayers who fund it nor to the citizens of debtor countries who are subjected to World Bank policies.

RESOLVED: From this date hence, the Communications Workers of America will not purchase bonds issued by the International Bank for Reconstruction and Development (the World Bank). In addition, we call on the AFL-CIO and its affiliated unions to do the same.

RESOLVED: The Communications Workers of America encourages the World Bank to engage in programs that support true economic development and respect the impact on the poorest of the people they purport to assist.

Mr. President, the Resolutions Committee moves adoption of Resolution 62A-00-7 entitled, "The World Bank Needs to Change."

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the motion. It has been seconded from the floor. On Microphone No. 3, Delegate San Miguel.

DELEGATE RAELENE SAN MIGUEL (Local 9423): President Bahr, brothers and sisters, I rise in support of Resolution 62A-00-7. The World Bank is one of the most powerful financial institutions in the world and, with the International Monetary Fund, develops and imposes economic policy decisions for more than 75 developing countries. They are able to command such power because most other lending institutions and governments deny credit to countries that do not comply with the World Bank and IMF demands.

We need to break the power of the World Bank over developing countries that are desperate for the funds these institutions provide. These destructive policies have hurt people's livelihoods, created irreversible environmental damage, and caused decline in women's economic and social power.

The World Bank, through its support of structural adjustment policies, forces governments to reduce spending on health care and education and necessitates increases in the cost of food, health care and other basic needs. This current form of debt relief creates greater poverty, greater inflation and greater unemployment.

As activists, we have accomplished important goals in the past which confront corporate

globalization. We can weaken their ability to implement these policies by the boycott of World Bank-issued bonds until the World Bank ends its support of those policies and cancels debts owed to it by poor countries.

We need to educate ourselves and our members about the World Bank and the effects of these policies on people throughout the world. We need to organize our communities, churches, affiliated unions and local governments to pass similar resolutions to not purchase bonds issued by the World Bank.

In the spirit of the anti-WTO movement we saw last year in Seattle, brothers and sisters, I urge you to support this resolution and commit to end these conditions and repair basic human needs. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Summerell.

DELEGATE GREG SUMMERELL (Local 9510): President Bahr, Executive Board and fellow delegates, the hour is late, and I shall be very brief, I promise. I rise to speak in favor of this Resolution 62A-00-7, "The World Bank Needs to Change."

Brothers and sisters, you only need to read this resolution to understand why we should support it. Corporate greed affects us all, but most certainly those who are less fortunate than ourselves suffer the most. Who better to send a message to corporate America that we will not support their exploitations of minorities and Third World countries than CWA? CWA is one of the most progressive unions in the AFL-CIO fighting for human rights and dignity. We truly are the union that should step up and speak for those who can't speak for themselves. Thank you for your support. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Grove.

DELEGATE BETTY L. GROVE (Local 4404): I am with U.S. Airways (applause and cheers) and this is our very first convention. I would like to call the question.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: A motion has been made and seconded to close debate. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

Before the convention is Resolution 62A-00-7, "The World Bank Needs to Change." All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the Committee.

CHAIR CUMMINGS: Thank you, Mr. President. The Chair recognizes Wilhelmina Banks.

DELEGATE BANKS (Local 1110): Would the delegates please turn to Page 2 of the Supplemental Resolutions report. Before I read the Resolved of Resolution 62A-00-15 entitled "Wear Red on Thursday," go to Line 7, and there is a change. After the word "against," the word "work" should be "workers."

RESOLUTION 62A-00-15 WEAR RED ON THURSDAY

Over the past 15 years, CWA has used mobilization as an ever more effective tactic in pursuing the goals of our members. Part of this tactic has been the wearing of red shirts on Thursday as a demonstration of our solidarity. It started small but it has grown as the locals and the membership have come to identify it as a signature of our great union.

As the economy has changed, so has the practice of labor relations in the large companies where we have representation. No longer is it enough to wear red in the months preceding negotiations. Many companies are constantly on the lookout for the slightest weakness. Turning workers against workers is an old trick but one that is still practiced. We are proud to be union and we believe that it is important to demonstrate that pride in a regular and routine fashion.

It has long been a practice for many of us to wear red on Thursday. Let it now be a practice for us all.

RESOLVED: That we urge all members of the Communications Workers of America to wear red on Thursdays as a symbol of our solidarity.

Mr. President, the Rules and Resolutions Committee moves adoption of Resolution 62A-00-15 entitled, "Wear Red on Thursday."

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It's been seconded from the floor. Microphone No. 1, Delegate Demers.

DELEGATE WILLIAM DEMERS (Local 9400): Thank you, President Bahr.

I would like to offer a friendly amendment to the motion. I would like to insert the words in the resolved after "to wear red," add the words, "or other unifying color."

. . . The motion was duly seconded . . .

PRESIDENT BAHR: The amendment has been seconded. You may speak on it, Bill.

DELEGATE DEMERS: The amendment is a friendly amendment. In some of the urban areas in Los Angeles in particular, we have had issues with technician safety, because certain colors identify with certain groups. So, I just wanted that option. We wear red in a lot of areas of the local, and that is basically the reason. (Applause)

PRESIDENT BAHR: We will accept that as a friendly amendment. We will accept that with your concurrence as a friendly amendment.

On Microphone No. 3, Delegate Jordan.

DELEGATE MICHAEL K. JORDAN, SR. (Local 1120): Good afternoon, my name is Michael Jordan, Executive Vice President of CWA Local 1120 District 1, soon to be part of CWA Local 1103 with the CWA Executive Board's approval. It only awaits a "yes" vote this September by both local members at their next local meeting.

This effort will not only represent both memberships from a position of strength, but also lead the way for other locals to follow suit. We feel it will empower us to take on all the employers we have to deal with who are willing to reap huge profits while eroding the quality of work life for all our members.

Brothers and sisters of CWA, I speak in favor of this resolution which I believe will only strengthen us that much more than we already are.

In 1989, my sister local, 1103, had the unfortunate experience of losing the first CWA member on a picket line in the history of our union. At Gerry Horgan's funeral, everyone wore red in his honor and a sea of red for miles visually showed our respect and solidarity. It grew into a weekly event in a few locals, then a few more, and so on and so on until we made a motion at a District 1 Conference in 1998 to request every member in District 1, regardless of their employers, to wear red on Thursday. It was adopted unanimously.

This action not only remembers Gerry Horgan forever, but it also brings everyone back into focus each week on how we got where we are today. It is through the sacrifice of all our retirees. I believe this also gives us a free venue to publicize our pride of being union workers, regardless of who our employer is.

If any of you watched the recent strike with Verizon, and you saw the coverage in the Northeast, you would have seen a sea of red every day. This was not a mobilization effort, but a natural phenomenon that happened all by itself, and after talking to delegates at this convention from District 2 and 13, it happened in their area as well.

This basically is not a mandate. It is just a request for us to show our pride on a weekly basis. There is no police squad to check on any local or district that acts voluntarily, and it grows all by itself with no encouragement necessary. Your pride will be the only motivation that is needed.

So I urge you to support this resolution. Thank you very much. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Sims.

DELEGATE KATHLEEN D. SIMS (Local 1188): I would like to move to add the following language to this resolution.

On Line 13, "and in memory of all CWA members who have died as a result of a strike or job related injury." I learned to wear red...

PRESIDENT BAHR: Hold it, hold it. Is there a second to that amendment? If it is seconded, you may speak five minutes on the amendment.

. . . The motion was duly seconded . . .

DELEGATE SIMS: I learned to wear red in memory of Gerry Horgan, and I think that is an important part of the symbol of wearing a unified color, that solidarity has a history. The Verizon workers have often said, "Make them see red."

In that event, I think that understanding the history is a part of the symbol, and in recognition of that I would like this language changed.

PRESIDENT BAHR: There is no one who cares to speak on the amendment, so before us is the amendment to add in the Resolved "and in memory of all CWA members who have died as a result of strike or job-related injury." All those in favor of the amendment indicate by raising your hands. Down hands. Opposed by like sign. The amendment is carried. (Applause)

On Microphone No. 4, Delegate Campbell.

DELEGATE BOB CAMPBELL (Local 2108): President Bahr, Delegates, Members and Honored Guests: I have been a member of this union for 30 years, and when I came here the colors of CWA were purple and gold. If you look at the podium right up in front of you today, the CWA colors are purple and gold. And I hope they never change.

If we want to wear red on Thursdays during a mobilization year, I am all for it. I have 1,500 new people in my local that have never worn CWA colors because they are not available. We are out there asking people to wear red. I have been wearing red every Thursday since the '80s when we started mobilization. I ask every one of you, don't change the colors of this union. We need to remember that we go back to our original colors, and use the red as a mobilization activity during bargaining years.

I do ask you to oppose this resolution.

PRESIDENT BAHR: On Microphone No. 5, Delegate Liebermann.

DELEGATE FAY LIEBERMANN (Local 3372): I just have a question. I believe there are some corrections in spelling on Line 12. "Combinations" I think should be "communications."

PRESIDENT BAHR: You are correct. We will make that change.

DELEGATE LIEBERMANN: And on Line 6, "negation" should be "negotiations."

PRESIDENT BAHR: You are correct.

On Microphone No. 3, Delegate Biggs-Adams.

DELEGATE CARRIE BIGGS-ADAMS (Local 59053): Thank you, President Bahr. I rise to speak in favor of the motion, but as a friendly amendment, talking about the color red. I am in great favor of wearing solidarity colors, but just not the color red. In NABET-CWA, many of our members gather news in the field, and red is the color that the gangs have adopted, especially here in Los Angeles and around the U.S.

Wearing red into the wrong neighborhood can get you shot. Yes, wear solidarity colors on Thursday and every day. Just don't restrict us to the color red. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 4, Delegate Woitena.

DELEGATE CATHY WOITENA (Local 6171): When we started teaching mobilization school with our mobilizers, we encouraged them to bring our mobilization issues from the field, from the rank-and-file members. It was their issue to mobilize, not somebody up here telling you what colors to wear or when to wear them, because then this becomes a dictate.

When you have true mobilization, then your members decide on the action that they want to have. If they want to wear red on Thursdays for their mobilization actions, great. If they want to have a pencil tap instead of wearing red on Thursdays or wear the CWA t-shirt instead of a red t-shirt because you don't have one that says CWA on it. I don't think that we should dictate to people or say that they should wear a certain thing on a certain day as a mobilization activity when we have been telling them that mobilization comes from them—their ideas, their issues. And then we turn around and say, "but you have to do it on this day with this color." Thank you. (Applause)

PRESIDENT BAHR: There are no other delegates at the mike. We have in front of us Resolution 15, "Wear Red On Thursday." All those in favor indicate by raising your hand. Down hands. Opposed by like sign.

Let's do it again. Everybody vote this time. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It's adopted. (Applause)

I want to point out two things.

. . . Cries of "Roll call" and cries of "No" . . .

I want to point out two things. One, that this simply says "urge." This is not a mandate. And it does not require red. So there is enough flexibility here to take care of what everybody has talked about. (Applause)

Please join me in thanking the Resolutions Committee for this monumental job they have

done. (Applause) Thank you all.

It is time now to present the awards for General Excellence to the top winners of CWA's local newsletter journalism competition.

While our CWA News and headquarters publications do an excellent job, from a national perspective, of keeping our members informed and mobilized, our local editors reach our union brothers and sisters on a much more personal level.

In an election year particularly, the work you do is invaluable. The AFL-CIO's polls, as well as our own, prove that when local unions talk about endorsed candidates in their newsletters, along with the reasons for the endorsements, the members respond positively.

We also know that there must be a steady flow of this kind of information. You can't wait until a few days before the election. We began in June to send our local editors a steady stream of information comparing the candidates, and we will continue to do so through our Local Editors News Service.

I personally read as many as 200 local newsletters each month, and I have observed that since we began this effort most of you have responded wonderfully, getting this crucial information into the hands of our members.

I won't belabor the point. You have heard throughout this convention that this is the most important election in at least 60 years. But I do want to take this opportunity to thank you for the effort you have already made and encourage you to keep sending this message to our members right up until Election Day: Al Gore and Joe Lieberman are the candidates for working families. That is the message. (Applause)

Our annual journalism contest is one way that we promote and recognize excellence among local union newsletters. Our local editors have put in exceptional effort over the past year to produce publications with a high degree of readability and credibility. More than 50 newsletters submitted entries in one or more categories of this year's contest. Competitors represented a substantial cross-section of the union's diverse membership, from telecom, public sector and health care, to printing and publishing, Newspaper Guild and broadcast units.

Several awards have already been presented in district or sector meetings, including first place:

For Best News Reporting, TNG-CWA Local 24, The Guilder, Mike McNessor, editor. (Applause)

For Best Layout, New York Generator , CWA Local 1101, Jack Dumars and Tommy Smucker, editors. (Applause)

For Best Original Cartoon or Graphic Presentation, Times Advocate , CWA Local 9414, Ann Eggen, editor, and Stacy Burks, assistant editor. (Applause)

For Best Human Interest Feature, Local Spirit , CWA Local 1150, Laura Unger, editor. (Applause)

For Best Opinion Column, CWA Voice , Local 2202, John Wills, editor. (Applause)

This year's winners were selected by Peter Baker, news design editor, The Baltimore Sun ; James Parks, assistant editor of the AFL-CIO's America at Work ; and Joe Brady, director of communications, of the International Union of Operating Engineers.

The awards I am about to present are for overall General Excellence.

In Category I, publications serving fewer than 200 members, the winner is Fifty-One , TNG-CWA Local 51, Sam Schulhofer-Wohl, editor. Accepting the award is Local 51 delegate Jack Norman. (Presentation - Applause) The judges were impressed with this newsletter's "thorough presentation of the news affecting members at their specific job."

Our winner in Category II, for locals of 200 to 500 members, is United to Win , CWA Local 9410, Mark Gruberg, editor. Accepting the award is Local President Michele Noia. (Presentation - applause) "United to Win, a publication by, for and about San Francisco cab drivers, serves its constituency well, from coverage of topical issues such as licensing, to health and safety issues," the judges note.

The Times Advocate , Local 9414, is our General Excellence winner in Category III, for locals of 500 to 1,000 members. The editors are Ann Eggen and Stacy Burks. Accepting the award is Mitch Crooks, Local President. (Presentation - applause) The judges praised the Times Advocate as "full of useful information germane and beneficial to the membership, with highly readable articles."

In Category IV, for locals of more than 1,000 members, the winner is UPTE Update , UPTE/CWA Local 9119, Vanessa Tait, editor. Accepting the award is Local 9119 President Jelger Kalmijn. Congratulations. (Presentation - applause) The UPTE Update , said the judges, "is full of strong cover age of academic and personnel matters and well written, carefully selected stories."

The Oscar Jager Journalism Award is presented each year to a publication that demonstrates the commitment and intense dedication that guided the life of the late Oscar Jager, a former editor of the CWA News and a lifetime labor publicist, and a very dear friend to me and others. This year the award goes to Communique , CWA Local 1180, Dorothee Benz, editor. Accepting the award are Local Vice Presidents Linda Jenkins and Bill Henning. (Presentation - applause) Communique, said the judges, "captures the best traditions of the New York tabloids. The writing is active and energetic and reflects the best in advocacy journalism."

The judges had high praise for CWA's local editors overall. "The quality of entries," they said, "reflects positively on the union's emphasis on written communication."

"The most effective publications have found ways to couple the big picture with their own little corner of reality, by getting out with the members to solicit their views, and ultimately relating those thoughts back to the union."

"It is difficult for those who have not had to perform the duties of a publication editor to realize the complexities the job entails," the judges concluded. "On behalf of your readers and CWA, we salute you." I think that is a great commendation. Congratulations to everybody. (Applause)

The Chair recognizes at Microphone No. 1.

DELEGATE MAURICE THOMAS, III (Local 52031): Mr. President, Fellow Brothers and Sisters of CWA: I am the Local Secretary for NABET-CWA Local 52031 in Washington, D.C., which represents broadcast professionals that work at various locations in the D.C. area and most of the southeast United States. While participating this week, I heard many worthy and noble resolutions passed that speak well for the values we as union members hold dear.

Earlier in this convention, we heard the familiar chant of "No taxation without representation." It only stands to reason in a free, just and democratic nation such as ours. Yet, this year marks yet another in a long line of outrageous indignities against the indigenous peoples of America. I speak not of the Doctrine of Manifest Destiny that disowned millions of Native Americans from their land and birthright. That was crime enough.

Rather, I speak of those patriotic and taxpaying citizens of today who for over 200 years have lived in the District of Columbia who to this day do not enjoy the equal representation in Congress that the rest of the American citizens take for granted.

Many of us may know that Washington, D.C. residents have an elected Congressperson, Delegate Eleanor Holmes Norton, and an elected Senator, the Reverend Jesse Jackson, both friends of labor. What is not generally known is that these elected congressional officials may speak on the floor of Congress, but cannot vote on the very bills and amendments that deal directly with the governance of D.C., not to mention the legislation that affects every American.

Worse yet, the voting members of Congress still reserve the right to review and veto laws and referendums passed by the City Council and the voters of D.C. No other citizen in any other state of this country has such national legislature review of local lawmaking. Yet, D.C. voters still pay their full and fair share of federal taxes and send their sons and daughters to fight in this nation's wars. This truly is taxation without representation.

Therefore, in solidarity with our union sisters and brothers who live and work in the District of Columbia, be it

RESOLVED: That this 62nd Annual Convention of the Communications Workers of America is on record as supporting real voting representation in both houses of the United States Congress for the resident citizens of the District of Columbia, and further be it

RESOLVED: That the membership of the CWA encourages all of our political allies and those elected officials who know true democracy to support real legislation to give the District of Columbia home rule with congressional voting representation.

I so move, Mr. President. (Applause)

. . . The motion was duly seconded . . .

PRESIDENT BAHR: You heard the motion. It has been seconded. And if I were a delegate on the floor, being a resident of Washington, D.C., I would be speaking on it.

There are no speakers. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

On Microphone No. 2, Delegate Elder.

DELEGATE MADELYN ELDER (Local 7901): I rise on a point of good and welfare. I wanted to say that there are some workers on the commercial side who are organized. In Portland, Oregon, workers at Powell's Bookstore, the largest bookstore west of the Mississippi, voted to join Long shoremen's Workers Local 5 last year.

After over a year of contract negotiations, including major demonstrations, a hearing before the Workers' Rights Board, and with the help of Communications Workers and other unions and Jobs With Justice in Portland, they won a great contract with the best wages and benefits of any bookstore workers anywhere.

However, 20 percent of all their on-line book sales taken by all-union e-commerce reps and filled by all-union warehouse and shipping clerks, 20 percent of all e-sales goes to their local union. That is the way e-commerce should work in this country. And the address is www.powellsbooks.com. Thank you very much. (Applause)

PRESIDENT BAHR: On Microphone 1, Delegate Coleman.

DELEGATE KATIE COLEMAN (Local 7200): I would like to make a motion to adjourn, but before I do, I would like to say a few words.

I would like to invite you, President Bahr, Secretary-Treasurer Barbara Easterling, Executive Vice President Larry Cohen, Executive Board Members and Staff, and all CWA locals to the great State of Minnesota for...

PRESIDENT BAHR: I will be there. I will be there. (Laughter)

DELEGATE COLEMAN: ...for the 2001 CWA 63rd Annual Convention on July 9th and 10th.

Minnesota has a great labor heritage, and is home to such great politicians as the late Hubert H. Humphrey, Walter Mondale, and labor's great friend, Senator Paul Wellstone.

Minnesota is also the land of 10,000 lakes and many more mosquitoes, so bring your bug spray. (Laughter) Also, I can 98 percent guarantee there will be no snow on the ground. (Laughter). We look forward to hosting this great convention in 2001.

With that, I do make the motion to adjourn the CWA 62nd Annual Convention. Thank you and we will see you in Minneapolis. (Applause and cheers)

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Before I ask you to vote, there are a couple of announcements from the Secretary-Treasurer. I would appreciate it if you would stay another few minutes for some closing remarks and the closing video.

SECRETARY-TREASURER EASTERLING: There have been quite a few questions on the videos. When you get back to the locals, you will see that there is going to be an order blank that will be mailed to you, and you will have an opportunity to order some of the videos that you have seen.

I have some reports on some of the raffles that were drawn. Kathy Mills, President of Local

3151, announces that the raffle for the beany basket was won by Tim Skinner, Local 6311. He can pick that up at the information desk.

Bob McClanahan of Tulsa, Oklahoma, won the polo shirt by Abel Mark. He can pick that up at the booth.

CWA Retired Members Council had a COPE raffle. The winners are Monica Gibson, Local 620, \$1,500; Jeff Flesner, 4270, \$250; and Ray Collins, 6325, \$100.

I still have a few pairs of glasses, if you are looking for them.

PRESIDENT BAHR: As I said, I am going to take the vote now. Please stay in your seats for just a few minutes.

All those in favor of the motion to adjourn indicate by raising your hand. Down hands. Opposed, by like sign.

When I finish speaking, I will tell you what the vote was. (Laughter) But first, I would like to offer a few observations to sum up the past two days.

With the close of this Convention, I believe we open the door on a new era — a new era

for our Union, a new era in our own lives. When your children or grandchildren are grown and look back at this time of our lives, they will wonder with amazement: How did we ever survive the olden days?

On Thursday I am speaking to the IUE-General Motors-Delphi Conference Board. In just a short couple of years automobile radios and CD players will be a thing of the past. IUE members in the auto parts industry are building the prototypes of web devices that will be used instead of radios to bring us information and music through the Internet from around the world. In fact, it will probably be in our lifetimes that cars will not even have wires. Cars will be totally wireless. So, you can see how much we have in common with the IUE members. The future does indeed lie before us.

We also open a new era of growth with our union, with the Verizon contract. You heard speaker after speaker, such as Rich Trumka and Ed Fire, hail the breakthrough in union organizing rights that we achieved. Our challenge is to make the most of this breakthrough and to extend our organizing rights in every single one of our bargaining units.

The merger with the IUE also opens a new era in the make-up of our Union. Rich Trumka called this merger a milestone for the labor movement. You saw first-hand the fire and energy that President Ed Fire and all IUE members will bring to our Union. This will be one terrific combination. Our challenge is to make this merger successful in both spirit and deed.

Our representational duties are also affected by the changes in collective bargaining. We all know that collective bargaining is a year-round responsibility for us. We also know that our collective bargaining is becoming more complex as companies merge and divest and as we add new groups to our Union through mergers and organizing.

And early next year we will engage in coordinated bargaining for more than 100,000 CWA members at SBC.

As I said this morning, I will be working closely with the four Vice Presidents and the bargaining committees involved in SBC bargaining to make sure that we are united and together at every step in the process. (Applause)

Finally, we must engage in the most extensive, far-reaching, grassroots membership political action that we have ever had. We are going to have new leadership for our nation, leadership that CWA members can play a big part in electing.

Wasn't it wonderful to hear from Senator Lieberman this morning? (Applause) How can we not work as hard as we possibly can to elect people to office like Al Gore and Joe Lieberman?

You know, we unanimously adopted a resolution, "Labor 2000." This resolution calls for CWA locals to communicate directly with our members so that every member will know the issues and the candidates. You heard the statistics from Steve Rosenthal. You, each of you, have enormous influence over how our members vote. Our own internal surveys show that our union has great credibility with our members, particularly at the local level, where it should be.

CWA is part of the information mix on which they base their voting decisions. Without your commitment to this resolution, without your drive that puts the words into action, we will not be successful.

Delegate Judy Perez said it best this morning in her remarks in support of the Gore-Lieberman resolution when she put it very bluntly. She told us we have to get off our butts to elect them. If we don't, the future that lies before us will be most dreary indeed.

There are exactly 70 days left until Election Day, November 7th. Seventy days to participate in Labor 2000 programs. Seventy days from today, the polls will be closed in many states in this hour. Every local must have a political coordinator in place. If you do not have one, appoint one when you return home, and then distribute election materials to our members. Leaflet the workplace. Run phone banks. Send out mailings. Talk to them. Put up posters at the workplace. Publish your newsletters. CWA and the AFL-CIO will furnish you with tons of material.

Remember, while we have 70 days to election, we have 69 days left to prepare a get-out-the-vote campaign that will turn out our members in big numbers for Al Gore and Joe Lieberman. And I know we can do it. You know we can do it. We all know we must do it.

Sisters and brothers, the future is ours if only we reach out to grab it. The future is literally in our hands when we pull that voting lever on November 7th. Make up your minds today that we will be successful at every level — federal, state and local elections.

Before we adjourn, I have to share with you — I want to share with you — the reactions of our guests to this Convention. They were so visibly impressed with what they saw and the way in which you conducted yourselves. They witnessed union democracy at its finest. And that is what CWA conventions are all about. Your members should be very proud of the manner in which you participate. (Applause)

I am constantly in awe of the discussion from the floor, the broad knowledge and eloquence of the delegates. Perhaps, after so many conventions I should not be, but I am. You know the issues, you are articulate, you speak from the heart, you are engaged in the process. Those from outside who see you always come away very, very impressed, and well they should be.

We also are constantly amazed at the skills and talents of our NABET brothers and sisters that are displayed each year at the Convention. (Applause) And at each Convention they surpass themselves from the year before. Let's give them another big round of applause to show our appreciation for the Convention production this year. (Applause)

Now, they have told me that they have one more surprise for us with the closing convention video, so I urge you to watch it instead of leaving.

Last year those of you who were here remember I closed the Convention by joining you on the floor, where I started as a delegate many, many years ago. As I demonstrated then, I have never forgotten my roots as a local president and activist, and I never will. You walk the picket lines, you deal face to face with our members, you organize the new members, you elect the political leaders who impact so much of what we do, you carry out the everyday tasks that make this union the great labor organization it is today.

I spoke yesterday about the passion for justice that runs so deeply through our union. We heard it so well put today with the resolution on the criminal justice system in our country, and we saw it displayed in many other ways at this Convention. We have members who risk their jobs, their livelihoods, and in some cases their lives to fight for their union. There are thousands of other workers who will risk everything just for a chance to form a union so that they can be part of us, our CWA family.

You should be so proud of building a union that inspires such loyalty and such trust and commitment. We have a great future before us. Together let's make it a union future for all working families in America.

I hereby adjourn the 62nd Annual Convention of the Communications Workers of America, because your vote was unanimous. (Laughter, applause, cheers and whistles)

Please stay to watch the video and see what surprises they have in store for us. Roll the video, please.

. . . A video was shown to the delegates, prepared by the NABET production crew, which depicted events that transpired over the past two days during the CWA Convention in an episodic showing of delegates, speakers, officers, and guests . . .

PRESIDENT BAHR: Have a safe trip home.

. . . The 62nd Annual Convention of the Communications Workers of America adjourned, sine die, at 6:32 o'clock p.m. . . .

. . . The following additional greetings were presented to the stenographer for inclusion in these Proceedings, as follows: . . .

Mr. Morton Bahr, President, CWA
501 3rd Street, NW
Washington, DC 20001

Dear Morty:

Greetings to all of you in Anaheim. I regret that I am unable to attend personally, but I would like to take this opportunity to thank you for your hard work and support in defending America's working families. I especially want to thank all of you here today who have made this convention possible. At this, your 62nd Convention, I think it is appropriate to reflect on the extraordinary changes that have affected both our economy and the labor movement since the first CWA convention over 50 years ago. Since that first convention, the emergence of computers and now the Internet has drastically altered the American workplace. In becoming the largest telecommunications union in North America, you have successfully adapted to these changes and played a vital role in our economy's transition into the information age.

Thanks to the leadership of your President Morton Bahr and your determination, the labor movement is alive, well, and here to stay. The success and longevity of your organization is a testament not only to your hard work and commitment, but also to your willingness to meet new challenges. It is this willingness that has enabled a union formed 62 years ago to evolve into the "Union of the Information Age."

Eight years ago, our country was in trouble, and our economy was going downhill. We'd quadrupled our debt in 12 years, and all the social indicators were pointing the wrong way. Today, our economy is stronger than it's ever been. And the social indicators are pointing in the right direction. Child poverty is down. Crime is down. Welfare rolls are down. Teen pregnancy is down.

Although these were important victories, we must not become complacent. We now face a new set of challenges. The growing cost of prescription drugs threatens the health and financial well-being of millions of elderly Americans. America's seniors deserve a meaningful prescription drug benefit. Too many Americans are being denied needed care by HMO bureaucrats who put profits over people. It's time to let American families and doctors decide what type of medical care they receive by giving them a real patient's bill of rights.

And finally, federal standards for ergonomic protection are not yet in place. We must act now to protect workers against ergonomic hazards in the workplace.

These are the issues Congress should be addressing. Instead, we have a majority in Congress that is intent on using the current budget surplus to give tax breaks to the rich and powerful. Let's shift the focus of the debate toward issues that matter to working families. To do this, we need a Democratic majority in Congress and we need Al Gore and Joe Lieberman in the White House. The upcoming November elections will play a crucial role in determining whether the new set of challenges we face are met or ignored. We must decide whether to invest in the future or return to the failed fiscal policies of the past.

The choice is clear. The Democratic Party, like CWA, is committed to America's working families and committed to the struggle for workers' rights. So, let's finish the job we started in 1998. Let's take a stand for working families across America and return our government to those who understand work er's needs. With your help, I know we can make it happen.

Thank you very much.

s/Tom Daschle United States Senate

Mr. Morton Bahr, President
Communications Workers of America
501 Third Street, NW
Washington, D.C. 20001-2797

Dear Morty:

As the 3,000 delegates of the Communications Workers of America meet during the 62nd Annual CWA Convention in Anaheim, California, it is my distinct honor to wish you well during your deliberations. I especially want to welcome the delegates from the great State of Texas.

I am proud to be a 25-plus year member of the CWA, and I know how hard the locals work to represent working men and women. Without your involvement in the political process, we would not have been able to make many of the gains we now enjoy, including increases in the minimum wage and other workplace protections. Nevertheless, our work is far from over. We still need to protect and modernize Medicare and provide an affordable prescription drug benefit for all seniors.

We still need to pass a real, enforceable Patients' Bill of Rights that returns medical decisions to doctors and protects HMO patients from insurance company abuses. We need to ensure that the Department of Labor implements ergonomic standards that will begin to eradicate the epidemic of carpal tunnel and other musculoskeletal illnesses from the workplace. Finally, we need to reform our labor laws to give every American the opportunity to join a labor union.

While you deliberate on the many issues affecting working men and women, know that there are Members of Congress who value your participation and insight. Keep up the good work.

Sincerely,

s/Gene Greene

Member of Congress
29th District, Texas

Mr. Morton Bahr, International President
Communications Workers of America
SENT VIA FAX

Dear President Bahr,

Long before I ever entered Congress I saw how the CWA gave working people the strength to win jobs with justice. Today America needs the CWA's strength more than ever before.

As you know, Democrats need to win only six more seats in the House of Representatives to gain the majority we need. That new majority, combined with the election of Al Gore, will finally give pro-worker legislators the strength to advance a progressive agenda for America.

That's never been more important than it is today. While the Republicans would take advantage of these good economic times to transfer even more of our nation's wealth to the rich, I believe America has far more important priorities. Together, I believe we can use this opportunity to invest in quality public schools, affordable health care, rebuilding our infrastructure and protecting Social Security. But that's not all.

Just as the labor movement built the American middle-class of the 20th century, I believe that, with fair labor laws, unions like CWA can rebuild it in this century. That is particularly urgent in the high-tech industry where too many women and men have become part of a growing contingent workforce.

These workers have earned jobs with a future. However, so long as our laws make it difficult to organize, winning justice for workers at these 44 "virtual corporations" will too often be a virtual impossibility.

Of course, no one needs to tell CWA what it takes to fight for high-tech workers. Your struggle at Verizon has reminded America that, even in this "new economy," working families still need the strong voice that only unions provide. That's why I believe it's time for Congress to do its part and enact strong labor laws now.

Though I am not able to be with you at your convention, I want you to know that same as the CWA has always been there for me, I will always be proud to take my stand with the families of the CWA.

Sincerely,

David E. Bonior (D-Michigan)
U.S. House of Representative
Democratic Whip

Morton Bahr, President
CWA
501 Third St., NW
Washington, D.C. 20001

Dear Brother Bahr,

On behalf of CLUW, I want to send my warmest wishes to you and all your delegates and guests gathered in Anaheim, California for CWA's 62nd Annual Convention.

In this important election year, you have chosen the theme Challenge 2000 for your Convention. I want you and all of your convention family to know that CLUW joins you in this challenge—the challenge of delivering an urgent message to our presidential and congressional hopefuls. And that message is simply this: working families will only elect to office representatives who will carry forward the issues, concerns and agenda of working women and men.

Across the nation, unions are leading the charge for equal pay for women and people of color. We are demanding that we be heard on issues concerning affirmative action in the workplace, family and medical leave, retirement security, and quality, affordable health and childcare. We are watching as women are rising to top positions in unions at the local, state, and national level. And yet, we still have a lot of work to do. But as we stand together on these issues, with our CWA sisters and brothers working together with other union sisters and brothers through CLUW, we can ensure that every working family is heard.

All my best for a wonderful convention celebration.

In Sisterhood & Solidarity,
s/Gloria T. Johnson
National President
Coalition of Labor Union Women

We at the A. Philip Randolph Institute wish you a successful and productive convention and send this message of solidarity consistent with your theme, "Challenge 2000."

Today, African American support for organized labor and its program is as vital as ever. The radical Republican right and corporate America have been on the attack for the past twenty years, trying to bust trade unions and erode their great heritage of legislative victories that encompasses Social Security, Medicare, minimum wage legislation and the Occupation Health and Safety Act.

During those twenty years, organized labor has been on the defensive, trying to protect past gains. Now, in this year's election, there is a chance to put both the White House and Congress in the hands of labor's friends. If that happens, labor and its supporters can go on the offensive to assure the financial soundness of Social Security and Medicare, to expand Medicare to include prescription benefits, to take additional steps toward universal health care, and to strengthen public school education.

This year's state elections are important, too. In recent years the states have been given greater discretion in spending federal aid, so the significance of state elections has grown. Also, a favorable election outcome would increase the likelihood that the states will use statistical sampling to improve the Census count, which the states will then use in redistricting. That would counteract the traditional undercount of blacks and other minorities, making it more likely candidates favorable to the minority labor alliance are elected.

But none of this can happen without a sizable black turnout in November. When the pro-labor forces gained five House seats in 1998, an important reason was that the African American vote rose to 12 percent of the national total, up from 9 percent in 1994. In the Deep South, the victories of pro-labor gubernatorial candidates in Alabama, South Carolina, and Georgia were made possible by the growth of the black vote from 19 percent of the whole in 1994 to 29 percent. Black votes were also crucial in electing several labor-backed candidates for the Senate.

This is the vote that the A. Philip Randolph Institute, the linchpin of the black-labor alliance, with CWA support and participation, will be bringing out this fall. For over thirty years, our activists have been working in black communities around the nation to register, educate, and bring to the polls as many voters as possible. This year, when it is possible to finally take power from the radical right and the corporations and return it to America's working families, we, together with you, will not be sitting on our hands. Far from it, we are redoubling our efforts, to make this great shift of power a reality.

Norman Hill, President

A. Philip Randolph Institute

Mr. Morton Bahr, President,
CWA
501 Third Street, NW
Washington, D.C. 20001-2797

Dear President Bahr:

On behalf of the Asian Pacific American Labor Alliance, AFL-CIO, I would like to extend my warmest greetings to you and all the members of the Communications Workers of America on your 62nd Annual Convention. For over half a century, the CWA has served as a strong advocate for your members and all workers throughout the United States; and there is no doubt that the CWA will continue to do so for yet another half a century.

Your convention theme, "Challenge 2000," is an appropriate one, as the upcoming presidential and congressional election is a critical one for working families. Much is, indeed, at stake at this upcoming election, all of which will impact on the lives of working families.

The next Congress will be addressing key issues such as defending immigrant rights, tougher hate crimes laws, social security, health care reform, and affirmative action. These issues are not only important to the Asian Pacific-American community but it is important to all working families. Because of this, APALA will be joining you to ensure that the voices and concerns of working families are addressed in this coming elections.

Again, congratulations and best wished on your upcoming convention.

Sincerely,

s/Guy K. Fujimura

National President

Asian Pacific American Labor Alliance

Morton Bahr, President
Communications Workers of America, AFL-CIO, CLC
501 Third Street, N.W.
Washington, DC 20001-2797

Dear President Bahr:

Please accept the greetings and best wishes of the Food and Allied Service Trades Department, AFL-CIO on the occasion of the 62nd Annual Convention of the Communications Workers of America.

I particularly applaud your convention theme, "Challenge 2000," which accurately represents the task before the labor movement as it seeks to insure that issues important to workers are advanced in the political arena.

In Solidarity,

s/Mark A. Anderson

President

Food & Allied Service Trades, AFL-CIO

Mr. Morton Bahr, President
Communications Workers of America, AFL-CIO
501 Third Street, NW
Washington, D.C. 20001

Dear President Bahr:

My very best wishes to you, your Executive Council, and the delegates and guests to your 62nd Annual Convention.

Your organization has a long and proud heritage among our nation's unions. Your members have enjoyed the fruits of fine negotiated agreements and the service that guarantees the benefits of those agreements properly accruing to each. All of your members have dignity on the job that only comes from having a voice in setting the conditions governing those jobs.

Your Convention theme, "Challenge 2000," is certainly appropriate. The elections scheduled this fall will determine whether we continue to progress or sink to the decline of the Reagan-Bush years. Sometimes our political friends are hard to find but our enemies are always evident.

Please accept my very best wishes for a successful 62nd Convention.

With best wishes and in solidarity, I remain

Fraternally yours,

s/John F. Meese

President

Metal Trades Department, AFL-CIO