

# Proceedings and Index of the 64th Annual Convention - 2002

Communications Workers of America  
Las Vegas Convention Center, Las Vegas, Nevada  
June 17- 19, 2002

## MONDAY MORNING SESSION June 17, 2002

The Opening Session of the 64th Annual Convention of the Communications Workers of America, held at the Las Vegas Convention Center, Las Vegas, Nevada, June 17-19, 2002, convened at nine o'clock, a.m., Greg Ball, President, CWA Local 9421, Temporary Chair, presiding.

**TEMPORARY CHAIR GREG BALL (Local 9421):** Good morning. I would like to ask the delegates to please take their seats. We have a busy morning and a full schedule, so please take your seats as soon as possible.

I am Greg Ball, President of CWA Local 9421, Sacramento, California. Today I have the honor of serving as the Temporary Chair. On behalf of the officers and members of District 9 and Vice President Tony Bixler, I welcome you to Las Vegas and to the 64th Annual Convention of the Communications Workers of America. (Applause) I want you to know that District 9 has been very excited to host the convention this year.

As is our custom, we will open the Convention with a prayer. I would like to call upon Rabbi Mell Hecht of Temple Beth Am. After the invocation, please remain standing for the presentation of Colors and the singing of the National Anthems. Now please give Rabbi Hecht a warm welcome. (Applause)

**RABBI MELL HECHT (Temple Beth Am):** Thank you. It's nice to have you in our city once again. I have always had a very fond place in my heart for workers ever since I served as Chairman of our Workmen's Comp Department when it was a state-run organization, and had the delight of acting as Henry Kissinger between labor and management.

Rabbis are prone to make prayers sometimes in a little different form. Mine takes the form of a story, and then a very brief prayer follows. The story is told about an ancient king who contracted a rare disease, the cure for which could only be the milk of a lioness. Therefore, he offered a great reward for anyone who would bring him that milk.

Mordachai, looking for a lioness, traveled many miles and many days. Finding one, he gained its confidence by throwing it meat little by little, and was able to milk it and bring the milk back.

In those days, the parts of the body could speak to one another. So the feet were boasting of how they brought the body all the way to where the lioness was. It was the hands that milked the lioness, the eyes that saw the lioness. The tongue went to say something, and the rest of the parts of the body said, "No, you talk too much. You had no involvement in this whatsoever."

When Mordachai got back to the palace of the king and was presented, the tongue burst out and instead of saying "the milk of a lioness," said "the milk of a baboon." So the king ordered the

execution of Mordachai. The hands could not stop it, the feet could not stop it, and the eyes looked in horror as he approached the gallows. Only then did the tongue speak to the king and say, "Pardon my excitement, your majesty. It really is the milk of a lioness. I became so excited that I didn't say the right animal." The tongue saved the life of all the parts of the body and Mordachai.

I tell you this story as a reminder to you that communication, in whatever form it takes, is a sacred privilege and responsibility as to what is communicated; a responsibility because you become, in essence, the tongue of what is spoken.

May God grant you success and perspective and all the things that are meant to bring us together by what we share and what we affirm. Amen.

**TEMPORARY CHAIR BALL:** First of all, thank you, Rabbi Hecht.

The Colors this morning will be presented by the Girl Scouts of the Frontier Council. Debbie Thomas, Executive Secretary, TNG-CWA, will sing the National Anthem of the U.S. and the National Anthem of Canada. The National Anthem of Puerto Rico will be sung by Luis Quintana, UPAGRA Delegation.

I want to remind the delegates to please remain standing until the Color Guard has left the hall. We will now have the presentation of Colors and National Anthems of the U.S., Canada and Puerto Rico.

... The Colors were presented by the Girl Scouts of the Frontier Council, after which the National Anthems of the United States and Canada were sung by Debbie Thomas, and the National Anthem of Puerto Rico was sung by Luis Quintana... (Applause and cheers)

**TEMPORARY CHAIR BALL:** I want to thank the Color Guard and our singers for their wonderful renditions of the National Anthems. Let's give them one more round of applause, please. (Applause)

You know, brothers and sisters, we come to conventions and take for granted that everything is in order because 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 week exciting and memorable for all of you.

I serve as the Chair of the District 9 Host Committee, and I want to assure you that the committee worked overtime to ensure the success of the convention. Please join me in thanking the other members of District 9 Host Committee. As I introduce them, they are going to stand.

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

Ellen West, Staff Representative District 9; Tom Ramirez, Vice President, Local 9421; Joanie Johnson, President, Local 9416; Gerry Grooms, Member, Local 9503; Lupe Mercado, Dee Garcia, John Adams, Jr.; Jerry Briggs, Mike Bell, and Berta Gonzales-Cable, all from Local 9421, and Earlene Boyd and Pam Suniga of Local 9416.

Now, our first speaker this morning is City Councilman Larry Brown. He was first elected to the City Council in 1997. Prior to his election, he served as Director of Public Services for the Las Vegas Water District. Please welcome City Councilman Brown. (Applause)

**COUNCILMAN LARRY BROWN (Las Vegas City Council):** Good morning. On behalf of our great city, welcome to this community we call Las Vegas.

Barbara came up to me earlier and said that one of the things your membership demands at the annual convention is that they go to union hotels, union convention centers, and ideally, union towns. Well, let me assure you, you have come to the right place. (Applause)

Many of you know that Las Vegas for the past ten years has been the fastest growing

community in our country. The climate here is wonderful. On an annual basis, the average temperature outside is about 80 degrees. Now, many of you today are going to go out and see triple digits, but understand this: It is a dry heat. (Laughter) My brother back in Boston likes to say, "Stick your head in the oven and that is dry heat also." (Laughter)

But this community has so much to offer. We certainly are fast-growing. We certainly are in demand across this country. Our business climate, in spite of 9/11, has increased from last year. We have no corporate income tax, no personal income tax, and a host of other incentives that keep driving business to our valley. And as you know, where business goes workers follow.

We are proud of the accomplishments of our labor force. We are proud of the fact that in these hotels that you are staying in we have over 100,000 employees in the gaming industry alone, and many of your brothers in the Culinary Workers Union recently and successfully negotiated a long-term contract with all the Strip hotels, and that is good news. (Applause) Our best wishes and prayers go to the same Culinary leadership as they make their way downtown into my city and work with our downtown properties.

But this town is certainly pro-union, and it is indeed a great honor to welcome such a distinguished group as CWA. Your history is a storied history and that is reflected by a very steady and stable leadership. It is amazing that over the past 64 years you have had only three leaders, and the success of that leadership has led to some tremendous stability in your organization.

Remaining steadfast, I think is the message this morning, because we are facing some tremendous challenges in the City of Las Vegas, throughout our country, and throughout the world. It seems everything is changing - the technology, the trades - everything is global, including terrorism. And how do we combat this change? By doing exactly what your leadership has demonstrated over the past 60 plus years: remaining steady, remaining stable, remaining true to the roots that have proven successful.

And why? Why is the union, why is CWA successful? As this group knows more than I, statistics don't lie, and our valley is no different. Just on median wages alone, a union member receives 30 percent more than a nonunion member. That goes up even higher with our women or African-American or our Latino brothers and sisters. The benefits, all those things that you have bought into and take pride in each and every day can never waiver.

Perhaps the biggest challenge is the security that has become synonymous with unions - taking away the fear of the unknown. Perhaps today, like no other time in our country's history, there is truly a fear of the unknown. And to protect that stability that has made this union so strong and so proud over the past 64 years, we need to have that security. We truly do.

That is the message today. Never forget the fact that all of you make up certainly the strength and the foundation of our country. Never forget that being a member of CWA and being a member of a union and being able to go out and recruit and expand and strengthen that union is a fundamental human right. Let's never forget that. (Applause)

By a show of hands, how many of you have been to our great city and are coming back to try and get a little piece of the action again? I know that. Let me caution you and commend you. I caution you that they don't build these mega resorts off people leaving here winners. That is the caution. The good news is, anything you leave behind goes to my family's education and I appreciate that. (Applause)

If I could ask Morty Bahr, president of CWA, to come over. On behalf of our Mayor and City Council, I again thank you for choosing Las Vegas and I would like to present Morty with a Key to the City. It certainly does not open up many of the gaming machines, but rumor has it if he finds the right one he will walk away a successful man.

Morty, again, on behalf of our great city, thank you and your great organization for choosing Las Vegas. (Applause)

**TEMPORARY CHAIR BALL:** Thank you, Councilman Brown. I now have the privilege of introducing District 9 Vice President Tony Bixler. I have known Tony for many years and he is an inspirational leader in our district. He does not believe in long introductions of himself, but there are a few things that you should know about him.

Since becoming District 9 Vice President, he has accomplished bringing in great early contracts for two of our major bargaining units, those being SBC and Verizon. He has also elevated organizing in our district to becoming a primary focus, and legally and politically this year our district has written and introduced major legislation in California.

I am personally very proud to introduce to you Vice President Tony Bixler. (Applause)

**VICE PRESIDENT TONY BIXLER (District 9):** Thank you very much. Sisters and brothers, on behalf of the members, the locals and the staff of District 9, I welcome you. As Greg Ball said, the Convention Host Committee has worked diligently to ensure that your stay in Las Vegas is productive, enjoyable and profitable. We want everyone here to leave Las Vegas a winner. Remember one thing, the odds always favor good union people who are lucky. I haven't been. (Laughter) So please join me in extending another warm CWA thank you to the Host Committee. (Applause)

This morning I have the honor and privilege to introduce our president, Morton Bahr. Morty has served as president of CWA since 1985. Not only is he one of the great CWA presidents, he is also one of the most influential leaders in America. He is known worldwide as a man who seeks justice for all working people.

Morty has written about his life and times in his book "From the Telegraph to the Internet." If you have not read it, I strongly encourage you to do so. The book is fascinating because much of Morty's personal history is the history of our great union.

Having said this about Morty's book, another of my favorite authors is Clive Cussler. The hero he writes about is the death-defying adventurer and deep-sea expert Dirk Pitt, an American James Bond. I introduced Morty to the Dirk Pitt books.

Dirk and his trusted pal, Al Giordino, have saved the world so many times that we have lost count. But if you are ever in a tough spot, Dirk is the guy you want beside you. He knows when to lay low and when to act. When he takes action, he hits hard. He is inventive, quick-thinking, smart and creative. He is a leader, respected by all who know him. Dirk is just as comfortable rolling up his sleeves and working with a mechanic on one of his cars as he is talking to the President of the United States. And he always gets the girl.

Nobody in real life can ever compare to a book hero, particularly Dirk Pitt, but Morty comes close when it involves taking care of our members' needs. Like Dirk, Morty was a sailor. And Morty also got the girl, Florence. Next month, they will celebrate their 57th wedding anniversary. (Applause)

Morty is no fictional hero. He is the real deal, the person we have looked to over and over again whenever our union and our members have been in a tough spot.

In thinking back over the years, we can see the countless times where his leadership, his vision and his creative thinking have saved the day and moved our union forward. Our union and our members are in a difficult position today with the recession, the layoffs, some hostile corporations and the anti-union administration in Washington. We do not have to say "Quo vadis" because we have Morty. There is no other person than Morty Bahr who I want as our president to lead us through these tough times. (Applause)

I have had the pleasure of serving under his leadership as a local president and as a member of the Executive Board. "Jacta est alea" fits Morty perfectly. Morty's commitment, energy, passion and enthusiasm for our union are as intense today as when I first met him. I have called few people hero in my life, but Morty is our union hero.

Last month he also received his fourth honorary doctorate degree, this one from Pace University of New York. Morty, that has to be some kind of a record for an International Union President. Not even Dirk has done that.

I am proud to present to you my friend, our hero, your president, from NUMA/CWA,  
Dr. Morton Bahr.

... The delegates rose, applauded and extended a great ovation as President Morton Bahr came to the podium ...

**CWA PRESIDENT MORTON BAHR:** Thank you very much. I have to tell you that Tony had me inducted into the Dirk Pitt Fan Club with membership card No. 2 because he has No. 1. He also has an American Express credit card in the name of Al Giordino. (Laughter) But thank you, Tony, for that generous introduction. I really appreciate it.

I bring all of you greetings from President Emeritus Watts. Unfortunately Glenn's health was such, when I spoke to him last week, that he was unable to be with us this week. His thoughts will be with us the entire convention.

I'm pleased to again have the opportunity to introduce to you my best friend, my wife Florence. (Applause) I'm extremely proud to have most of my entire immediate family here, my son who is on the staff of the Teachers Union, my daughter and four granddaughters. (Applause) I might add, brothers and sisters, "family" is really what the struggle is all about.

We are also very pleased to have Secretary-Treasurer Emeritus Jim Booe here and in the best of health, along with his wife Judi. (Applause) Jim will honor us tomorrow by presiding over the swearing in ceremony.

Now, it's been my custom each year at our convention to review the "state of our union" and the important events that occurred since we last met. We gather this morning in our first union-wide meeting since that horrible day last September. Each of our lives and the lives of our families have been dramatically impacted since we met in Minneapolis, so I want to share my reflections on the role of our union activities in the post-September 11th world in which we live.

Never in my 48 years as a member of this union have I experienced the sense of loss and emptiness as I did on that terrible day. Watching the Twin Towers burn on TV and then looking out my office window and seeing the smoke and fire rise from the Pentagon across the river was an unforgettable site. We could not believe what was happening. All of us have similar feelings. Some of us lost family and friends on September 11, others lost co-workers and colleagues. We all lost members of our extended CWA family on September 11 and its aftermath. On Wednesday, we'll have the opportunity to remember them.

In the days following the tragedy, our union concerns seemed trivial when measured against the catastrophe which had struck our nation. Our CWA family became very important to us as we reached out to each other.

I cannot begin to tell you how proud I am of the way in which our leaders and members rallied behind our union. I particularly appreciate the support of the members of the Executive Board during one of the most difficult periods in our history. The unity they have displayed has been an enormous source of strength for me personally. So I ask the members of the Board to please stand so that the delegates can join me in a show of our appreciation for your leadership. (Applause and cheers)

Despite the heartache, the trauma and an uncertain future, our union today is strong, vibrant, and a force for national good. I say this because of the dedication and the devotion that each of you has shown to your union and to the members we are privileged to serve. You have my heartfelt gratitude.

As I look around this hall, I see heroes who walk among us. They do not wear medals or have their pictures in the paper. They are the heroes who worked long, hard hours with all their

skills to restore telecommunication service in lower Manhattan and the Pentagon. Because of their efforts, the New York Stock Exchange reopened after six days - a miraculous achievement, sending a message to the world that the cowardly acts of a few deranged people could not bring this country to its knees. (Applause and cheers)

On the day the Exchange opened, more than two billion shares were traded without a single glitch. What a tribute to the skills of our members. From almost the moment of impact and for days and weeks afterwards, the world saw images of the disaster on their television screens. We tend to take for granted our TV camera technicians at NBC, ABC, FOX and CNN who were at Ground Zero and in Washington, D.C., doing their jobs under the most difficult circumstances.

Our reporters and photographers from various newspapers and news services brought the latest developments to the country and the world on a daily basis. There were other CWA heroes: CWA-represented nurses in Beekman Hospital, the closest hospital to Ground Zero, who worked around the clock to treat the injured; our telephone operators at Verizon received thousands of calls from people around the country asking why they could not complete their calls to the World Trade Center buildings, and they had to repeatedly tell them about the disaster and the officers and members of Local 1180 who so willingly turned over the union office located at the edge of Ground Zero to the American Red Cross for its disaster relief operation. (Applause)

These and so many other CWA members have been the unsung heroes of whom we are so proud. All of America salute you. But there are also heroes of a different kind in the world, heroes who poured out their hearts, their prayers, their emotions, and their financial contributions. Immediately after the attack we created a dedicated CWA Disaster Relief Fund. To date, we have received \$1,174,992 in donations from just 1,300 members, retirees, locals, sectors, other unions, employers, and vendors. (Applause)

We also received a match on employee contributions from Verizon and SBC, and a significant donation from the AT&T Foundation. So on behalf of the families and the children who lost loved ones, I thank all of you who answered our call. You and your members back home are the true heroes.

I also see deeply patriotic Americans in this hall - those of you who are veterans - whose love for this country is demonstrated in many ways. As union representatives, you give voice in workplaces across the nation to the democratic values on which this nation was founded. You take democracy out of the textbooks and put it into practice every time you represent a member, every time you participate in politics or give of your time and energy to community service.

When our nation calls, union members and their families are the first to answer. Today, as in the past, it is our members, their sons, their daughters, and their grandchildren who are in the front lines fighting the war against terrorism. We must remind America that the freedoms they are fighting for include the right to belong to a union (applause), the right to bargain collectively (applause), and the right to strike without fear of being permanently replaced. (Applause and cheers) These are basic human rights to which we are all entitled.

Out of tragedy we often realize the basic values that are most important to us. September 11 is yet another reminder to our nation that America's free, independent trade union movement is one of the pillars of democracy that separate us from those who committed the attack. Free societies and free unions go hand in hand. The most basic act of union representation that you perform every day is a statement of our freedom and liberty. When the labor movement demands enforceable labor rights in our international trade agreements, we do so because we know that democracy and freedom cannot flourish where human rights are denied. (Applause)

But unions and union leaders around the world are under threat as never before. The International Confederation of Free Trade Unions reports that last year more than 200 union officials and activists were murdered, the highest number ever. And, here at home, there are those who seek to push labor to the sidelines of American life, to marginalize our unions, silence our voices as we speak out on behalf of working families.

They see an America without a strong union movement. Their world envisions a New Economy where working families place their trust in free markets to defend their freedoms, to raise living standards, and to protect the health of the planet. America today has a President who believes deeply in this philosophy. Powerful leaders in government and corporate America share his anti-union views. They view trade as a key instrument in the global war on terrorism.

By shipping good American jobs abroad and then importing the products that we used to manufacture at home, somehow, just somehow, we will not only fight terrorism, but we will lift the living standards of the workers in these poor nations.

The record, brothers and sisters, proves otherwise. This policy does not automatically provide Third World workers with the keys to wealth and happiness, as reported by the New York Times just two weeks ago. The research firm Werner International has compiled nearly a decade's worth of hard data on actual wages paid to workers in the apparel industry, where tens of thousands of members of UNITE! have seen their union jobs go all over the world.

No other industry has profited more by having those products shipped back to the U.S. Yet, these figures show that there has been a uniform wage meltdown in the apparel industry in the Third World.

Pakistan, one of the biggest recipients of America's largesse, saw its apparel exports to the U.S. rise 400 percent between 1990 and 2001. Yet, during the 10-year period covered by the Werner study, wages for Pakistani apparel workers remained flat - 24 cents an hour in 1990, and 24 cents an hour in 2000. This is repeated in country after country.

The evidence is all on our side as to why our trade agreements must include workers' rights as well as human rights for all workers. We demand fair trade with rules that protect working families in every land. (Applause)

The clear truth is that unless workers enjoy the right to organize, and the right to engage in collective bargaining, know that they can eliminate child labor and stop the exploitation of women in the workplace, good American union jobs will continue to go abroad and the workers in those countries will still live in deep poverty. No industry, no job is immune. It is a fight that all unions and members must take on.

President Bush and the leadership in the House are fundamentally opposed to unions and collective bargaining both here and abroad. At least Ronald Reagan supported trade unionism in Poland. Make no mistake about that.

Two years ago, as I traveled the country meeting with thousands of CWA members, I talked about a doomsday scenario - what working families would confront if the Republican Party captured the White House and retained control of both the House and the Senate. And that scenario came to pass. During the first six months of his presidency and right up until Senator Jeffords defected from the Republican Party, thus shifting control to the Democrats, we learned just what this new President stood for, and it was not for working families.

I could recite the laundry list, but you know it. It ranges from overturning the ergonomics standards to stacking the NLRB, the DOL and the courts with extreme anti-union zealots. We, the American Labor Movement, stand between President Bush, Dick Arney, Tom DeLay, Trent Lott, and their vision of a union-free America.

Just let me remind you that about a year ago, when a bill was introduced in the Senate to give doctors who worked for HMOs the right to collective bargaining, Trent Lott, then the Majority Leader of the Senate, commented on the bill saying, "We already have too many unions in this country." So we know that is their vision - a union-free America - and we must take this challenge seriously.

CWA has a positive story to tell America about the power of union organization. We captured a sample of that in a video that you will see following my remarks. It is about the work that each of you, our stewards and members, do every day in the workplace and in the thousands

of communities where our members live and work.

In thinking about the message I wanted to leave with you this morning, I visited the FDR Memorial in Washington, D.C. It is, in my judgment, the most meaningful memorial in the Capital, one which I highly recommend that you visit when you are next in Washington. The memorial is divided into four outdoor galleries, one for each of FDR's terms in office. Quotes from some of his famous speeches are carved into the granite walls.

The setting encourages you to reflect on Roosevelt's ideas and vision for America. Like President Bush, FDR came from privilege. Unlike President Bush, FDR understood and gave voice to the aspirations of farmers and factory workers and forgotten Americans. He spoke words like "social justice," "tolerance," "civil rights" and the "moral value of work."

During the massive organizing that took place after passage of the Wagner Act, President Roosevelt made it clear where he stood. He said, "If I worked in a factory, the first thing I would do is join the union." He was first elected President 70 years ago this November. His ideas at the time were considered to be progressive and far-reaching. I thought about the differences between 21st Century America and the America of Franklin Roosevelt's era. Yes, we have more material wealth today. Yes, we have had great technological advances. Yes, America is certainly the greatest power on earth. But how far have we really advanced in our moral and spiritual values as a nation? FDR said that the test of our progress is, in his words, "not whether we add more to the abundance of those who have much; it is whether we provide enough for those who have too little." So, you be the judge of how far we have progressed as a society in 70 years.

Today, Congress gives huge tax cuts to the rich and votes public assistance cuts to the poor. The well-off enjoy a "wealth care" system of health benefits, while politicians argue over the morality of helping laid-off workers receive health care. The highest paid CEOs enjoy lifetime pension protection while working families worry about the safety of their 401(k) plans.

Brothers and sisters, the next generation of workers will never even know what a real pension plan is because today only 23 percent, less than one out of every four workers, even enjoy the protection of a defined benefit pension plan. Corporations see nothing un-American about moving their corporate headquarters to a Bermuda post office box to avoid paying taxes, leaving working families to shoulder the burden of deficit spending which was mostly created in the first place by tax cuts for the wealthy.

Our President argues for faith-based initiatives while minorities, women and gays continue to fight for fairness, equity and tolerance. We will discuss some of these issues during the convention. You will hear an organizing message. You will hear a political message. You also will hear from an enlightened CEO who will talk about the added value that our union brings to his company. Some of these messages you have heard before, but never will you hear them with greater clarity and sense of urgency.

As you reflect on the union's role in the post-September 11<sup>th</sup> world, I want you to use the next few days to rededicate yourselves and refocus your attention on the challenges that lie ahead. When we talk about the elections this fall, we are not merely urging the election of our friends and the defeat of our enemies, we will be setting the stage for the elections of 2004.

Our success this November, keeping the Senate and picking up the House, will put us on the road to retaking the White House in 2004. And it will not be easy. It will take hard work. We will ask you to approve a new CWA-COPE fund-sharing formula to meet the new political realities. Your decision will decide the kind of union we will have in the future.

When we urge you to help grow our union by organizing the unorganized, we are not looking out for our special interests. Union representation is the single most effective way for workers to share in the wealth they produce. (Applause) Collective bargaining led to the growth of the middle class. When fewer workers have access to collective bargaining, the middle class shrinks.

And that is precisely what is happening in America. Union representation of private sector

workers has dipped to nine percent, while representation of private and public workers is just about thirteen percent. Forty-two of the sixty-six affiliates of the AFL-CIO have fewer than 100,000 members. Two unions that once were more than one million members strong are now less than half a million each. If we do not turn this picture around, we will be handing the union-free crowd just what they want. They will get it by default. As this situation worsens, the total labor movement loses a degree of effectiveness at the bargaining table. We also lose our power to influence the economic and political life of the country.

CWA can continue to be a leader and a stimulus to the entire labor movement. In the first five months of this year, we have brought 14,600 new members into our union. (Applause and cheers) The majority came through card check agreements which so many of us spent years negotiating. Our union has organized 20 percent of the total of all AFL-CIO unions so far this year.

Now, while we are proud of this accomplishment, we know that we also need to change the climate so that workers are not afraid to organize. Since we last met, 15 workers who were trying to bring CWA into their workplaces were fired for their union activity. We have, through the General Fund, supported these union heroes financially while we fight to get their jobs back, as well as win the elections at their workplaces. (Applause) And we will continue to demonstrate that total support to all workers who are willing to fight to bring our union into their places of work. (Applause)

The sacrifice of such workers should give us added resolve to restore the right to organize in America without fear that the employer will fire you. This means labor law reform. And we know that we need to change the political climate at the White House and in Congress to ultimately achieve this objective. But I know that with our clear commitment to achieving these objectives, we will be successful. Then we can go on to build the decent, caring America that FDR envisioned more than seven decades ago.

I want to paraphrase his words: "I have faith that future generations will know that here, at the beginning of the 21<sup>st</sup> Century, there came a time when the members of the Communications Workers of America stood together, united, and answered the challenge; that together we reclaimed the American Dream for working families from the forces of intolerance, greed, privilege, and selfish interests; that among Americans there will be no forgotten people or forgotten races; that together we stood strong as one union when our country needed us most, when our members most looked to us for leadership, when our families most needed the reassurance and security of their union; that together we gave new meaning to our values: We are union. We are proud. We are family."

Thank you very much.

... The delegates stood and applauded at length, after which a very informative and dynamic video was shown regarding the efforts and views of the anti-union Administration in Washington today and the urgent need to elect friends of labor in order to advance the goals and objectives of working people in this country. This next election will determine the course of labor unions and workers for years to come. All union members must work to elect advocates for a strong labor force and beneficial legislation to aid the middle class in this country ...

**TEMPORARY CHAIR BALL:** Before I turn the gavel over to President Bahr, I want to thank all the delegates for the honor of serving as Temporary Chair.

And very quickly, Morty ended his remarks talking about family, and I want to share a very short story about a family member, my mother, that happened during a telephone conversation last week. I hope you will appreciate the sense of humor.

My mother hired on at Pacific Telephone out in California in the very early '40s and retired in 1983 after 42 and a half years. I was raised in a CWA family, and she was pretty ecstatic about me having the honor here today of being the Temporary Chair. So kind of teasing her, I said, "Well, is there anything in particular that you would like me to tell the delegation?"

And she said, "Yes. Tell them, even though I don't know them and even though they don't know me, I am very proud of them for all of the hard work they do for our union."

So I said, "Well, I will go ahead and tell them that."

And she said, "And also remind them they can never give up."

I said, "All right, I will go ahead and do that."

So I got another phone call after I hung up from my mom. When I finished that call, the signal alerted me that I had a voice mail left, so I went into the voice mail to see what it said. It was from my mom. And being a mom, she said, "Oh, and by the way, this is mom, and I forgot to tell you, but when you get up there in front of all your brothers and sisters, be sure that your pants are zipped." (Laughter) It's true. (Applause)

So 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. Morty?

... Applause and cheers as President Bahr assumed the Chair ...

**PRESIDENT BAHR:** Please join me in thanking Greg for the great job he has done, and I also think it would be appropriate for us to recognize at this point all the retired CWA members who are here. Would you stand? (Applause) Because it's people like Greg's mom and the retirees who are here today, through their hard work and their sacrifices, that enable us to be here today. Hopefully, they set an example for each of us so that 42 years from now someone could stand at the podium and thank all of us for bringing the union to them in a stronger fashion than we left it. So, we are grateful for all of you here for all the work you did to make our union so strong. (Applause and cheers)

Now for the benefit especially of the new delegates, let me quickly explain the use of the mikes. In front of me is Mike No. 1, which is used to make a motion. When you get there, you will see there is a telephone. That telephone is connected up here to the parliamentarians. Would they stand when I call their names. Pat Scanlon, our general counsel; Peter Mitchell, the IUE-CWA general counsel for Washington, and Pat Shea, our counsel in Washington, D.C. (Applause)

When you pick up the phone, you are to advise the parliamentarians of the motion you wish to make. This way they can give you a preliminary ruling about your motion. If it's in order, they will advise the Chair and you will be recognized. If by chance you disagree with the preliminary ruling, you advise the parliamentarians and they will bring the disagreement to the Chair, and the Chair will make a ruling. Then the matter can be placed before the convention to determine whether the ruling should be sustained.

The microphone that is designated as the "Privilege" mike is right in the center of the auditorium, No. 2. Use it to raise a point of order or point of personal privilege. There is a telephone there as well, as there is at all the other mikes.

Microphone No. 3 you go to if you want to speak in favor of a motion. Microphone No. 4, use it to speak against a motion. At the back of the hall is the "Questions" mike. Use that mike for the purpose of being recognized for questions to clarify an issue that is before the convention or to get information.

We rotate these mikes under our rules. The maker of the motion may speak on behalf of his or her motion for five minutes. There is a red light - put it on. The red light up on the wall behind me will give you a four-minute warning. When that light goes on, it means you have one minute left, and if I am paying attention, I will do this . . .

... The gavel was struck ...

Also at the end of five minutes, the mike will be shut off.

In rotation, the movement will be from the Motions mike or the platform, if this is the place where a motion was offered, to Microphone No. 4, and then to Microphone No. 3, and also includes Microphone No. 5, if there is anyone at the Questions mike. The rotation continues until at least two people have had the opportunity to speak for and against, after which a motion to close debate will be in order.

Now, when you pick up any phone, be sure to give the person who answers your name and local number. It is needed in order for us to accurately reflect who is speaking in the record. The telephone will be answered by the people who are monitoring the switchboard, so let me introduce them to you. They are the ones who advise the Chair to recognize you.

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

Bob Krunkles, CWA Representative, District 3; Madeline Robertson, CWA Representative, District 6; Ruth Stevens, CWA Representative, District 7; Marian Needham, Director of Contract Administration, TNG-CWA; Carol Summerlyn, CWA Representative, District 2, who is the Chair. And monitoring the Five-Minute Rule will be Jerrell B. Miller, CWA Representative, District 6; and Frank Palermo, Rep, IUE-CWA District 3.

Now, as I said, a verbatim record is kept and is carefully prepared by our editing group which is seated - where is the editing group? The editing group is seated up at the top on my right. Shortly after adjournment, a complete set of Convention Proceedings will be mailed to you. You will have 30 days in which to review the record and report to us any errors you may wish to be corrected. An errata sheet will then be sent to everyone reflecting those corrections. The individuals who are doing the editing and indexing are:

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

Elizabeth Roberson, Organizing Coordinator, District 3; Gail Metcalf, CWA Representative, District 7; Robert Patti, Representative, IUE-CWA District 3; David Morgan, Assistant Director of Organizing, IUE-CWA District 7; Linda Cearley, International Representative, TNG-CWA, who is the Chair of the Committee.

Now, to help us with who is to be recognized and to be sure that we follow the procedures as provided for under our 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 has asked to be recognized. For that purpose, today we have two delegates: They are: Clifford Thrasher, President, Local 2911; and Nadine Cox, President, Local 9408.

Would the Credentials Committee come to the platform, please. Let me introduce the members of really the hardest working committee, without whose work we couldn't organize the Convention.

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

Gary Allen, President, Local 1051; Kim Huber, Secretary-Treasurer, Local 1168; Norman Wesley Coates, Jr., Executive Vice President, Local 2107; Helen Durant, Executive Vice President, Local 2300; Eddie Christian, President, Local 3263; Christine Wunder, Secretary-Treasurer, Local 4603; Pam Siefers, Secretary-Treasurer, Local 4900; Ronnie Gray, President, Local 6228; E. Mildred Montgomery, President, Local 6402; Michelle Nelson, President, Local 7272; Stephanie Reidy, President, Local 7301; Jelger Kalmijn, President, Local 9119; Rose Whitney, Vice President, Local 9400; Christine Fox, President, Local 13302; Karolynn DeLucca, Vice President, TNG-CWA Local 37002; Frederick Myers, President, IUE-CWA Local 81485; Donald R. Rice, CWA Representative, District 1, Co-Chair; Betty Witte, CWA Representative, District 3, Co-Chair; Marjorie Ann Krueger, Administrative Assistant to Vice President, District 13, Chair.

I now recognize the Chair of the Committee.

**DELEGATE MARJORIE KREUGER (District 13, Chair, Credentials Committee):** President Bahr, Delegates and Guests: I am pleased to announce on behalf of the Credentials Committee that the Committee has registered over 3,062 delegates, alternates and guests to this 64th CWA Annual Convention.

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

The Committee also wishes to thank the staff 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: 1701, 31246, 31247, 2019, 2211, 83709, 84797, 89119. 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 4: Proxy credentials properly executed but late.

Category 4B: Proxy credentials improperly executed.

Category 5: Unusual circumstances.

Category 1: 1,612 delegates credentials properly executed and on time.

The Committee moves that these delegates be seated.

... The motion was duly seconded ...

**PRESIDENT BAHR:** You heard the motion, seconded from the floor.

Are you ready for the question?

All those in favor indicate by raising their hands. Down hands. Opposed by like sign. It is adopted.

The Chair of the Committee.

**CHAIR KRUEGER:** There are no credentials to report in Category 2.

No credentials to report in Category 3.

No credentials to report in Category 4.

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, and registering late arrivals, replacing lost badges, and handling other problems. Guests will continue to be registered immediately prior to and during each session of the remainder of the convention. Those delegates, other than Category 1, who have not been seated by the action of this convention may present themselves to the Committee and obtain their proper badges. Other delegates who may have arrived late will also be served 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. Let's thank the Committee for the great work they have done thus far. (Applause)

Would the Resolutions and Rules Committee come to the platform please. Our normal procedure calls for us to report our resolutions in numerical order. However, in order to accommodate our schedule, it sometimes is necessary to rearrange the order in which the resolutions are reported out. We will endeavor to keep them in order.

We have had some inquiries as to how one may obtain a copy of the video which you just saw. If you just contact our Public Relations Department in Washington, D.C., Jeff Miller, you will be able to receive a copy of the video.

Did we lose the Resolutions Committee? Let me introduce you first. The Resolutions Committee members are:

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

Paul Hongo, Jr., President, CWA Local 1298; Sean G. Linehan, President, CWA Local 2252; Rhonda Taylor, Executive Vice President, CWA Local 3902; Ellen Rojas, President, CWA Local 7060; Walter "Bud" Speakman, President, CWA Local 13101; Isabel Pietri, President, IUE-CWA Local 8176B, Chair of the Resolutions and Rules Committee.

**DELEGATE ISABEL PIETRI (IUE-CWA Local 8176B, Chair, Resolutions and Rules Committee):** Thank you, Mr. President. Would the delegates please turn to the report of the Resolutions and Rules Committee to the 64th Annual Convention.

The Resolutions and Rules Committee met in the City of Las Vegas, Nevada, beginning on June 13, 2002, for the purpose of reviewing and considering any proposed amendments to the Permanent Rules Governing the Conduct of CWA Conventions, which can be found printed in your CWA Constitution beginning on page 23 and ending on page 26. There were no proposed amendments received by the Committee.

It is the opinion of the Committee that the Permanent Rules adequately assure the democratic functioning of the Union's Convention. Therefore, the Resolutions and Rules Committee of the 64th 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 64th Annual CWA Convention shall be as follows:

On Monday, June 17, 2002, 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, June 18, 2002, 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 no later than 5:00 p.m.

On Wednesday, June 19, 2002, the Convention shall convene at 9:00 a.m. and shall recess from approximately 12:00 noon to 1:30 p.m. and will continue until all business has been concluded.

Respectfully submitted, Isabel Pietri, President, IUE-CWA Local 8176B, Chair of the Resolutions and Rules Committee; Paul Hongo, Jr., President, CWA Local 1298; Sean G.

Linehan, President, CWA Local 2252; Rhonda Taylor, Executive Vice President, CWA Local 3902; Ellen Rojas, President, CWA Local 7060; Walter "Bud" Speakman, President, CWA Local 13101.

Mr. President, the Resolutions Committee moves adoption of the report.

... The motion was duly seconded ...

**PRESIDENT BAHR:** You heard the motion. Seconded from the floor. There is no delegate at a mike.

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

Would the Escort Committee bring Chairman Terry McAuliffe to the platform, please.

It is a personal privilege for me to introduce our next speaker. Exactly 500 days ago, February 3, 2001, Terry McAuliffe was elected Chairman of the Democratic Party. He and CWA share the viewpoint that an effective Democratic Party is essential if we are to regain a majority in the House of Representatives this November and recover the White House two years from now.

Achieving these two goals is critical in order to rebuild the road to opportunity for working families. Our special guest served as an intern in the office of his Congressman, Jim Hanley, from Syracuse, New York, while he was an undergraduate at Catholic University. After receiving his degree, Terry became a top fund-raiser for the Carter-Mondale reelection committee.

His proficiency at securing dollars for Democrats led to his appointment as Finance Chairman of the Democratic National Committee.

As an illustration of the "can do" attitude that Terry brings to his work, he once wrestled an alligator in response to a challenge from a wealthy donor who agreed to make a contribution but only if Terry grappled with the alligator. He successfully carried out that dare, winning the donation.

And now, please join me in welcoming a good friend of the Communications Workers of America, the Chairman of the Democratic Party, Terry McAuliffe.

**TERRY McAULIFFE (Chairman, Democratic National Committee):** Thank you. Thank you. Good morning. Come on, folks, this is not a Republican fundraiser. I said "Good morning."

It is great to be with you. It is great to be with the Communications Workers of America.

First of all, from the bottom of my heart on behalf of the entire Democratic Party of this country, thank you for what you have done for the Democratic Party to help elect candidates up and down the ballot. Give yourselves a great round of applause for what you do electing Democrats up and down the ballot. (Applause)

I thank you for your financial support. I thank you for being the foot soldiers to help our candidates win at all levels. I want to first recognize my great friend, the President of the Communications Workers of America, and I want to thank Morty Bahr for what he does. He's not only a leader in the Democratic Party, but a leader in organized labor for almost half a century. He has been an absolute stalwart for our party. He has been a great supporter of mine. I am eternally grateful for his support and Democrats all across this country are, too. He has led CWA all through and into the 21st Century, reaching out to professional workers, customer service employees and other New Economy workers.

As his book indicates, he has been with CWA from the telegraph to the internet, helping unions adapt to rapid change and stay on the cutting edge. Ladies and gentlemen, we have a lot of elections this year in 2002, and I want you to be my first victory this year when you reelect Morty Bahr as President of the CWA. (Applause)

I would also like to recognize my great friend Barbara Easterling, a pioneer in the union

movement. She has obliterated the glass ceiling to become the first woman ever to serve as an AFL-CIO Secretary-Treasurer. She started on the frontlines as a telephone operator at Ohio Bell. She is a DNC Executive Committee person and the smartest member of the National Democratic Committee, because she was the first person to endorse me for National Chair for our party. (Laughter) Thank you, Barbara.

I would like to recognize my great friend Larry Cohen for the outstanding work that he does. He's one of the most outstanding, brightest young stars in organized labor, a driving force behind CWA's innovative mobilization efforts, and I thank you for what you do for the Democratic Party every day. (Applause)

And one other great friend, a man who does a lot of the work in the CWA, who actually coordinated this entire convention, a gentleman whom I work with every day on the frontlines of the political operations of our party. I want to recognize my great friend Hugh Walsh for what he does for the Democratic Party. (Applause)

Let me talk politics for a few minutes, folks, because I need you now more than ever. We have in Washington now the most anti-union Administration in the history of our country, and I need you this year working hard to make sure that we elect Democrats up and down the ballot.

This Administration does not stand with you. From the first day in office, before they had even unpacked their bags, George Bush's Administration, as you know, pushed through many anti-union efforts, and the first thing was a repeal of the ergonomics standard designed to protect thousands of workers across this country. The moving trucks had not even pulled away from the White House, and already this President was sticking it to working men and women across this country by rolling back workplace safety.

Actually, I am really worried that the President is going to suffer a workplace injury himself, and he will have no one to blame but himself when he gets repetitive stress syndrome from signing all those anti-labor executive orders over and over again. (Applause and cheers)

But that's just the beginning. You can always tell an administration's values by looking at its budget and what they have done with our resources. I ask everybody in this room to raise your hands. I want those who make over \$900,000 a year to put your hands up.

Well, if you haven't put your hands up, folks, let me tell you that George Bush's tax cut has done absolutely nothing for you; it has helped the rich get richer, and has done nothing for the middle-class of this country. Just look at the cuts that he's made since he's been in office: OSHA, cut by \$9 million; youth opportunity grants, cut by \$180 million; the Department of Labor, cut by almost \$3 billion since this man has been President. Thank goodness for Tom Daschle, Jim Jeffords and our razor-thin majority in the United States Senate. They are the only things standing between the Republicans and a complete monopoly of our government.

Just look at what happened last week. Without the leadership of Tom Daschle we would have had a complete repeal of estate tax. The Republicans don't just want to give a tax break to the wealthy; they want to give a tax break to heirs. They want to reward people who have lucked into affluence by the accident of their birth, not people who go to work every single day to make their own wealth. (Applause)

The repeal would have caused taxpayers over \$700 billion. So they don't want to fund job training or worker safety. They don't want to invest in real prescription drug benefits for our seniors, and they don't want to shore up social security, but they are willing to drain the treasury of three-quarters of a trillion dollars to give a hand-out to the multi-millionaires in our country.

So you can see, folks, why four and a half months from today these elections are so important. One single seat separates us from control of the United States Senate, which will change our entire national agenda. Only six seats in the House of Representatives have stopped us from making Dick Gephardt the Speaker of the United States House of Representatives. (Applause)

Gubernatorial elections will take place in two-thirds of the states in this country. The stakes couldn't be higher. The entire country is in play this year on November 5. The government hasn't been this closely divided in nearly 50 years as it is today. As much support as the Democratic National Committee has asked for in the past, and you have delivered, I'm here to ask you one more time; we need you on November 5 this year.

I'm here to tell you that things are going great for our national party. If the elections were held today, today looking at the polls, of the 36 governors, we only need five and we have a majority of governors in our country. Today we would pick up seven new Democratic governors. (Applause)

How does this sound for you? New Governor of Pennsylvania, Democrat; new Governor of Michigan, new Governor of Illinois, new Governor of Maine, new Governor of Rhode Island, new Governor of Arizona, new Governor of New Mexico, new Governor of Wisconsin. Those are the pickups where we are ahead in the polls today. (Applause)

In the United States Senate, if the election were held today, we would pick up one of two new Senate seats. Today we have challengers up, Jeanne Shaheen; the Governor of New Hampshire is up eight points over Senator Smith. Mark Prior in Arkansas is up six points down there. We are going to defeat Senator Hutchinson.

What is so exciting for us, let's go down to Texas, the home state of our President today. Ron Kirk is going to be the next United States Senator from the great State of Texas. (Applause) It's all over, Strickland in Colorado, Walters in Oklahoma. It's in the margin of error.

In the House of Representatives, only six seats are keeping us from control. If the election were held today, we would pick up those six seats and Dick Gephardt would be the Speaker. How does this sound? Charlie Rangel as the Chairman of the House Ways and Means Committee? (Applause) How does John Conyers sound as the Chairman of the House Judiciary Committee? (Applause)

Then, folks, guess what? We'll get some real election reform in this country. I know the Republicans don't want it, but the Democrats are pushing it. Why don't they want election reform? Because they know when people go to the polls and you actually count those votes, the Democrats win elections. And I promise you that as long as I am chairman of this party, never again will any person of color be disenfranchised when they go to vote in this country. (Applause) People have fought and died for the right to vote in this country. I will be damned if any Republican will take this away from any citizen of this great country, folks. (Applause)

Let me make myself crystal clear. We support the President on the war on terrorism. Democrats stand united with the Republicans. This President tries to use the war as a partisan political prop. Carl Rhodes said in November of last year, running up to the RNC meeting, that we need to use the war to help our Republicans win elections. Then George Bush traveled all over the country saying we need to elect this Republican and that Republican to help us fight the war on terrorism.

Folks, that is a ridiculous argument. Does anyone honestly believe reelecting Tom DeLay is going to help us root out terrorists from the caves of Tora Bora? No.

We stand together with the President. In this democracy, it is the right thing to do to challenge the domestic issues where we do not agree with them. It is the patriotic thing to do. We are right on the issues.

I almost feel sorry for the Republicans because, but for the war, what are they going to run on? Are they going to run on "We have eight million people out of work in this country today, two million since George Bush became President?" Compare that against Bill Clinton's 22 million new jobs created under his administration. (Applause)

It's our message that emphasizes domestic kitchen-table issues that will help us win elections. On Social Security, George Bush has taken \$1.5 trillion out of Social Security. We are

not going to let him forget it when we go to the polls.

Prescription drug benefits: 94 percent of seniors are not covered.

Education: he under-funded the educational bill. We need more schools built. I'm sick and tired of driving around and seeing - and you see it out here in Nevada - trailers for classrooms. We need two million more teachers in this country. Mr. President, we should not be under-funding; we need more money for education in this country and you need to start funding it. (Applause)

Pension protection: Democrats want real protections. The House and Republicans are going to have to go to the polls this year, folks. They will have to defend the fact that we are in a budget crunch, where they tried to give a \$254 million tax break.

Environment: Democrats are fighting for the environment across this country, while Bush is letting the polluters run this country. Coal, oil producers, and then he wants to stick the taxpayers with the cleanup bill.

It is our message that will help us win. I remind you, people say to me he is at a 70 percent approval rating. George Bush did not have coattails in 2000. He did not have them in 2001.

Last year, folks, when you went to the polls, George Bush was at 92 percent. Well, guess what happened on Election Day, there were two governorships up in this country.

How does this sound? Governor Jim McGreevey, Democrat, New Jersey. (Applause) Commonwealth of Virginia, Democrat Mark Warner, Democratic Governor of Virginia. (Applause) Then 29 of 42 mayoral races across this country were won by Democrats.

We picked up two legislative chambers: New Jersey and Washington State. So for the first time since 1996, Democrats control more state legislative chambers in this country. And then for the fun of it, we went up to Nassau County, New York. The last time the Democrats controlled that government, folks, was World War I. We swept state government in Nassau County, New York. (Applause) So don't talk to me about George Bush's poll numbers because it is our issues that help us win elections.

But we need your support. When I spoke last year to many of you, I told you that we needed to redo the way we in the party are doing our business. I promised you when I ran for Chair of this party we would no longer be a presidential campaign committee. We were going to take this party back to the grassroots and help Democrats win elections up and down the ballot. And I am here today, folks, to tell you that I meant that promise to you.

At the Democratic National Committee, today, we are totally revamped - and I am embarrassed to say this today in front of the Communications Workers of America because you know technology, the ability to communicate, better than any other persons in America. We were in the Stone Age with our technological gap.

The Republicans, as you know, had 120 million names in their national voter file. A year ago, when I became Chairman, ours was zero. We did not have one. They had 15 million direct mail donors, average 48, Democrats, 400,000, average 68. We couldn't be successful getting our message out with the infrastructure that we had. They had millions of e-mail addresses. We had 70,000. That was a year ago. Today when you go out and organize in these elections, you will have the tools that you need. Today at the Democratic National Committee, we have a 130-million-name voter file at our disposal to get our message out. In one year we have done it. (Applause)

I promise you that I will clean every voter file in America. We spent \$10 million doing it. Guess what? We have most of the country done. We have 32 states done. I will have the whole country done by August 1. Fifty-eight million Democrats went through the Democratic car wash so they can have the most updated file to use for the candidates.

Of the 60 million plus names, 15 million Democrats had an incorrect address and phone

number. In Florida, 1.6 million Democrats had an incorrect phone number and address, which means in the 2000 presidential election we did not talk to them. Well, folks, we have fixed it. Now we know every single Democrat in America so that we can get our message out on a timely basis.

We are building a new national headquarters so we are not renting space. We used to have a landlord that was a Republican. We would give him our money. He would give it to the National Committee. We've got a new state-of-the-art headquarters going up with a new TV studio and radio facility so we can get our message out. I know what they do on the other side. We can be as tough getting our message out.

I am sick and tired of having my mother call me up, 83 years old, and saying "Terry, Rush Limbaugh attacked you again today." I said to my mother, "Mom, why are you listening to Rush Limbaugh?"

"Well, like any good mother, I was turning the dial and I heard your name pop up." Do you know what, folks, those are the old days. We now have the technological infrastructure to get our message out.

I am very bullish about our future. Let me say this in conclusion, folks, we cannot do it without your help. We have the right message, we have the right candidates, and now for the first time we have the right technological tools to get our message out.

I do want to thank you, Morty. Morty has made substantial contributions on behalf of all of you to help us build the 21<sup>st</sup> Century party.

So go to the polls on November 5 and ask ten friends who ask ten friends who ask ten friends. Our future is at stake. I promise you this: On the morning of November 6 when George Bush gets out of bed, he is going to pick up the newspaper and he is going to see screaming headlines all across this country about a Democratic sweep. And you know what he is going to do? He is going to pull those covers back up over his head and go back to bed because he knows we are coming after him next.

Thank you very much and have a great convention. (Applause)

**PRESIDENT BAHR:** Terry, I think if anyone was sleeping in the auditorium, you woke him or her up. And if you can stay for a few minutes, the delegates would like to show how we intend to meet the political challenges facing us directly as driven by the new Campaign Finance Reform legislation. We have two resolutions to consider affecting CWA-COPE that will demonstrate our commitment to strengthening the political leg of the CWA Triangle.

The Chair recognizes the Resolutions Committee.

**COMMITTEE CHAIR PIETRI:** Thank you, Mr. President. Would the delegates please turn to page 1 of the Resolutions Committee report.

## **Resolution 64A-02-1 Funding CWA-COPE for the 21st Century**

For more than 30 years, the CWA-COPE Quota served the union's interest in building a strong political action program. With the passage of the Bipartisan Campaign Reform Act (BCRA), however, the rules have changed dramatically by severely restricting the use of treasury - or "soft" money - in political campaigns. CWA has long prided itself as a union with the ability to transform itself to meet changing needs. The CWA-COPE Quota program simply isn't adequate to meet today's political realities.

CWA, like all other unions, is uniquely positioned to take advantage of the opportunities presented by the new rules. Voluntary money will be all-important in political campaigns after November 7, 2002, when the law goes into effect. As a membership-based organization with a

high degree of credibility and loyalty among our members, our members will, if asked, contribute to CWA-COPE in large numbers and get involved in politics.

But we will never build a 21<sup>st</sup> Century political action program on the foundation of a 20th Century quota system. We need a new system, with a new fund-sharing formula to encourage locals to get involved and offer greater reward to those locals that are successful. Our CWA-COPE program of the future must maximize the voluntary giving of our members and our ability to mobilize members for political campaigns.

We can achieve these objectives through a new funding formula that is based on a three-way partnership between the national, the districts and the locals. The national union will focus its attention on national and congressional races. The districts will focus on gubernatorial and state legislative elections. Local unions will focus on local races. There will be close coordination between the national, districts and locals. The funding formula is designed to provide the necessary monies for each part of our political strategy.

When a member gives to CWA-COPE, he or she becomes "invested" in political action and likely to volunteer and give more in the future. By increasing the numbers of members in CWA-COPE, we build on the most powerful strength that we have: the energetic, enthusiastic support of our members. If we are to keep the Political Leg of the CWA Triangle strong, it is imperative that we implement a new funding formula to maintain and increase our political influence.

**RESOLVED:** The 64th Convention endorses a new CWA-COPE fund-sharing formula to replace the CWA-COPE Quota program to go into effect January 1, 2003, and authorizes the Communications Workers of America Executive Board to approve a new CWA-COPE program that implements the following:

When a local reaches 10 percent of its membership at a cumulative minimum of \$1 weekly or higher, the monthly share shall be:

40 percent - National

40 percent - District

20 percent - Local

When a local reaches 15 percent of its membership at a cumulative minimum of \$1 weekly or higher, the monthly share shall be:

37.5 percent - National

37.5 percent - District

25 percent - Local

When a local reaches 20 percent of its membership at a cumulative minimum of \$1 weekly or higher, the monthly share shall be:

33 percent - National

33 percent - District

33 percent - Local

... The motion was duly seconded...

**PRESIDENT BAHR:** You heard the motion, seconded from the floor. On Microphone No. 3, Delegate Hartigan.

**DELEGATE MICHAEL HARTIGAN (Local 9400):** Thirty years ago, "Big Daddy" Jesse Unruh, Speaker of the California State Assembly, said, "Money is the mother's milk of politics." That was true thirty years ago and it is true even more so today, with campaign reform and the cost of political campaigns skyrocketing.

I have heard a few comments about this new program. "It will be impossible to meet our quota." Being one, what I would like to tell you now is not an attempt to brag. It is a confession. Local 9400 had fallen prey to a lie. "We cannot sign our members in COPE." This belief has been true for far too many years.

At the Convention in 2000, two stewards attended and again saw District 9 come in last in COPE donations. Local 9400 had less than 1 percent of its membership signed for COPE donations. These two stewards, Mary Koelling and Penny Leytham, asked if they could try to put together a program to sign up more members. Mary and Penny, under the guidance of Vice President Ron Cawdrey - who unfortunately passed away two months ago - put together a new, dynamic and innovative program. In 2001, we went from under 1 percent to 13 percent of our members giving to COPE. Last month we rose above 17 percent - all on payroll deduction, at \$52 a year or more. (Applause)

As I said earlier, I am not bragging but confessing. This program the stewards put together should have been in place long ago. They went out and talked to the members, explained COPE, and asked them to sign a payroll deduction card, and they did.

I urge all of you to vote yes for this Resolution No. 1. Thank you. (Applause)

**PRESIDENT BAHR:** It has been reported to me that some delegates are missing copies of the resolutions from their kits. Now, anyone in that category, there are now extra copies in the booth in the back of the convention center. We regret that happening.

On Microphone No. 3, Delegate Ross.

**DELEGATE JOHN ROSS (Local 6350):** I speak in favor of this resolution. For over 30 years CWA COPE has helped elect candidates who share our union values, and COPE has been successful. But over 30 years ago, we approached our membership asking for a quarter a week. I don't know who bought the Starbucks coffee out there, but you know that a quarter does not go as far as it used to.

Republicans are now in office. And they are not just in office, but they are there to take away years of our hard-earned rights. While our COPE money has done its job, we have needed soft money to fill in the blanks, and as you heard in this resolution, we are losing our soft money.

Well, we have to decide how we are going to react. We either sit back on our laurels and lose the war, or go out and talk to our membership. I can tell you, talking is usually what we do best. The hard part is asking for a dollar a week. The easiest part is getting the dollar a week.

Just last September and October, in our local we went out and asked everyone who was giving a quarter - and we have a large COPE base - to change that from a quarter a week to a dollar a week. We explained the reasoning to them and why we needed the money. We had very few people turn us down. You just have to get out and talk to them. It is not a problem.

The trouble is some locals that are high dollar COPE locals have just two or three folks participating. When they retire there is nobody there to take their place. Some people are giving 50 bucks a week, but when they retire, if there aren't 50 people giving a dollar a week to take their place we just lose all that COPE money.

Let me tell you, it is not just one person giving \$50 a week. It is 50 involved people giving a dollar a week, and those 50 people are 50 votes. And if you don't think 50 votes are more important than \$50, then we are looking at this the wrong way.

If we get out and educate our membership we are going to get the dollar a week from them, we are going to have the COPE money, but we are also going to have a politically astute membership, and they are going to vote the right way and elect the right candidates who share our values.

As Morty told us, while the CWA newsletters are good and our local newsletters are better, getting out there and talking one-to-one and face-to-face with our membership is how we get our

membership involved, and that is what this COPE program is all about.

I am from District 6 where I am proud to be a member of the District that wins these COPE awards year in and year out. COPE is a way of life in District 6. But you know what? I am not proud to tell you that in District 6, not one single state voted for Al Gore. We have all the money in the world coming out of District 6, but we do not have an involved membership. So even there we need to improve. We all need to improve and we need to get as many people involved as we can, and that is what this plan will do.

Only 6 percent of the CWA membership nationwide participates in COPE right now. I don't think any of us can be satisfied with that. Six percent is unacceptable. Big business outspends us more than twelve to one. Big business requires their managers to contribute to their PACs as a condition of employment.

If we do not do anything to correct this, then Morty's doomsday scenario will undoubtedly come true. Business wants to destroy unions. They want the workers to be happy with the scraps they are thrown. This is not a future I envision for my daughter, nor do I think it is a future you want for your children.

By building a good COPE base we build a politically astute membership, and then we elect the right candidates, candidates that share our union values. All you have to do is talk to your membership. I know there are plenty of important issues out there in which they are interested and want to be heard. They want to talk about guns and talk about abortions and so forth, but the truth is that without a good job all those issues become secondary.

Keep CWA strong politically at the national and state and local levels. Please vote for this resolution. Thank you. (Applause)

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

**DELEGATE CATHY WOITENA (Local 6171):** As a member of District 6 and a firm believer in COPE, as a charter member of the COPE Triple Quorum that we established in District 6, we firmly believe in COPE. The reason I stand against this motion has nothing to do with our belief in COPE, because we strongly believe in COPE.

But what we have a problem with is the issue that this money is now going to be harder for the locals to spend on their candidates, on their people, because we are going to have to get what used to be a percentage of money. Before, the money came back to the locals for us to use, and now we have to get a percentage of people, Platinum Quorum, Quorum and Triple Quorum and those who give even more money. That's not going to be as important as the number of people who give, because that will be the driver in all of this as to whether your local can have their money for their candidates. This money is all going to the District and the National for them to decide where your COPE dollars are spent.

I say that the locals should not be penalized when we are the ones out there collecting the COPE dollars from our members. Thank you. (Applause)

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

**DELEGATE JIM PAPPAS (Local 2336):** Motion to close debate. I move the question.

... The motion was duly seconded ...

**PRESIDENT BAHR:** The motion has been made to close debate. It requires no debate. It takes a two-thirds majority. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

All those in favor of Resolution No. 1 please indicate by raising your hands. Down hands. Opposed by like sign. The resolution is adopted overwhelmingly. (Applause)

Let me make one comment with regard to the last speaker's comments. Under the current

program, a local does not receive any direct money until after the quota is met. And quotas are met oftentimes simply because the members of the Executive Board contribute enough to reach that quota.

But I think the point that was so eloquently made by the last speaker in favor is that this is not only about money. As he said, we would rather have 50 members giving a dollar than one member giving fifty dollars. (Applause) We do not win elections unless we get our members knowledgeable, educated, committed and going to the polls. Clearly, if someone is even contributing as little as a dollar a week, the chances are that member is going to be just a little bit more committed to the political process.

So while I appreciate the comments on both sides and the resolution has been adopted, you can be sure as we try to make this work - and I am convinced it will, but if we happen to be wrong, if the majority happens to be wrong - we will revise it and continue to try and find the right way to get as close to 100 percent of the members of this union to be participants in the political process, because that's the only way you can change things in this country. So thank you very much. (Applause)

And by the way, you know, we don't tolerate discourtesy to one another. (Applause)

On Microphone No. 1, Delegate Ellenbracht. If you're going to make a motion, please stay at the microphone. Don't go back to your seat.

**DELEGATE ANTHONY ELLEBRACHT (Local 6310):** I make a motion for the Resolutions Committee to just read the Resolveds to the rest of the resolutions.

... The motion was duly seconded...

**PRESIDENT BAHR:** You heard the motion to read the Resolveds only. Seconded from the floor. There are no delegates at the mikes.

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

The Chair recognizes the Committee.

**CHAIR PIETRI:** Thank you, Mr. President. Would the delegates please turn to page 2 of the Resolutions Committee Report.

## **Resolution 64A-02-2 September: CWA-COPE Month**

In September 2001, CWA inaugurated September: CWA-COPE Month. During this period, CWA locals around the nation concentrated in an all-out push to raise voluntary dollars for CWA-COPE. Although the campaign was interrupted because of the September 11th attack on our nation, the effort raised an additional \$500,000 a year in contributions for CWA-COPE.

The enthusiastic response of CWA members around the nation indicates that they are looking for leadership from their union to continue this program.

Political fundraising is a year-round activity. But September: CWA-COPE Month offers us the opportunity to engage in a union-wide rally of support for our political action program. All of the attention of CWA national and district officers is focused on engaging our members in CWA-COPE and educating them on the serious issues facing our union and our nation.

With critical midterm elections scheduled for November, CWA is presented with an opportunity to directly link political fundraising with the outcome of the political campaigns. A single House or Senate race could very well determine which party controls the Congress and sets the national agenda for the next years.

Working families face many concerns: the threat of unemployment; quality and affordable

health care; a secure retirement; decent schools and safe communities; safe workplaces and a healthy environment. In addition, the labor movement must go on the political offensive to write new laws that will bring balance to labor-management relations, restore the right to organize, protect our collective bargaining agreements and our right to form a union.

To achieve these goals, we must elect candidates who share our views and who will positively address these concerns.

With so much riding on the results this November, CWA leaders must aggressively work to increase the voluntary participation of our members in political action and their contributions to CWA-/COPE. Together, we can overcome the wealth of Corporate America and its influence in government. We can elect lawmakers who will pursue our interests and who will promote a working families' agenda.

During the 30 days of September, the union's national, district and local activities will focus on increasing the numbers of members who voluntarily contribute to CWA-COPE at the minimum of \$1 weekly.

**RESOLVED:** The 64th Communications Workers of America convention endorses September: CWA-COPE Month and calls upon all districts and locals to participate. CWA-COPE is our voice to promote the interests of working families. Now is the time for the Communications Workers of America to unite behind our common mission to strengthen CWA-COPE and restore a government that once again serves working families.

Mr. President, the Resolutions Committee moves adoption of Resolution 64A-02-2, September: CWA-COPE Month.

... The motion was duly seconded...

**PRESIDENT BAHR:** You heard the motion. Seconded from the floor.

On Microphone No. 3, Delegate Thomas. State your name and local number please.

**DELEGATE GEORGIA F. THOMAS (Local 6201):** I am the proud recipient of the Bob Johnson COPE Award for increasing my COPE membership due to the CWA September COPE Month.

Due to the September 11th tragedy, we extended that. But the importance of this drive made my members more aware, as we included into new membership packages, the importance of COPE. It raised my members' awareness of the importance of political action. It is a fact that most of us have in our memberships people who don't want to speak out about politics or learn about politics. As a result of increasing this and having this CWA-COPE Month, it has raised the awareness in my membership and has created a legislative group that is stronger and a membership that is stronger. Now I can mobilize on issues that come to the legislative forum.

I rise in support of this resolution.

**PRESIDENT BAHR:** No other delegate cares to speak on this resolution. All those in favor of Resolution No. 2 indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Would the Finance Committee come to the platform please. Let me introduce the members of the Finance Committee.

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

Margaret Henderson, President, CWA Local 4310; Bill Harvey, Secretary-Treasurer, CWA Local 9415; Dorothy McBride, President, IUE-CWA Local 81427; Chris Martinez, President, CWA Local 6229 is the Chair; and ex-officio member, of course, is our Secretary-Treasurer Barbara Easterling.

Before I recognize the Committee, on Microphone No. 1, Delegate Fahrenholt.

**DELEGATE MICHAEL J. FAHRENHOLT (Local 3410):** I would like to move to dispense with the reading of the report.

**PRESIDENT BAHR:** The motion is made to dispense with the reading of the full report. Nobody is at any mike. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (See Appendix)

The Chair recognizes the Chair of the Committee.

**DELEGATE CHRIS MARTINEZ (Local 6229, Chair, Finance Committee):** Thank you, President Bahr.

Dear Sisters and Brothers: Your Finance Committee met in Washington, D.C., on March 6, 7, and 8, 2002, to review and recommend the 2002-2003 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, 2001, 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, 2001.

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 that exceeded their 2000-2001 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 2002-2003 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 2002-2003 Finance Committee extends our thanks, on behalf of the membership, to President Morton Bahr, Secretary-Treasurer Barbara Easterling, Executive Vice President Larry Cohen, Eileen Brackens and associated CWA staff for their time, expertise and effort in aiding us in the development and preparation of this year's report.

This budget report was compiled through examination of line item requests for 2002-2003, through interviews with department personnel and review of the demands and needs of those line items remaining relatively static. Where budget reductions were necessary, we recommend special consideration be given to those units, if required, to provide written explanation.

In addition, the Committee has provided the delegates with a supplemental report that reads:

"FINANCE COMMITTEE SUPPLEMENTAL REPORT."

Since the Committee released its report, several CWA employers have announced further surpluses and layoffs. We do not know the extent of these force reductions on this proposed budget. We, therefore, call on the Secretary-Treasurer to carefully monitor the monthly revenue and expenses and that the Executive Board make the necessary adjustments in order to remain within the budget.

We recommend that any necessary adjustments be made on an equitable basis with due regard to the union's priorities.

The Committee wishes to thank all administrative units for their efforts to achieve the 2002-2003 Budget. We as a Committee therefore respectfully request and urge delegate approval.

In Solidarity, Chris Martinez, Chair, President, CWA Local 6229; Margaret Henderson, President, CWA Local 4310; William B. Harvey, Secretary-Treasurer, CWA Local 9415; Dorothy McBride, President, CWA-IUE Local 81427.

President Bahr, the Finance Committee moves for adoption of this report.

... The motion was duly seconded...

**PRESIDENT BAHR:** You heard the motion to adopt. On Microphone No. 5.

**DELEGATE JAMES G. PAPPAS (Local 2336):** Thank you, Morty. I understand that we may be in the final phase of the sale of 1925 K Street, known as the Mercury Building, that the sale price may be \$27 million; \$7 million of which is owed to the Defense Fund. Has any decision been made about how the other \$20 million would be handled?

**PRESIDENT BAHR:** It will be put into a special building account that can only be dispensed from by a two-thirds vote of the Board.

You are entitled to a second question.

**DELEGATE PAPPAS:** I think you have answered both questions, Morty.

**PRESIDENT BAHR:** Thank you. No one else cares to be recognized. Before you is adoption of the Finance Committee Report. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Please join me in thanking the Finance Committee for their work. (Applause)

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

... The delegates responded with a single clap of recognition as the members of the Defense/Members' Relief Fund Oversight Committee were introduced.

David Layman, President 2204; Mark Ledford, Steward, 3802; Edwin Phillips, President, Local 4340; James Allen, Vice President, Local 6215; Dawn Schnickels-Johnson, Treasurer, Local 7200; Joan Gifford, Secretary-Treasurer, Local 9505; Sandy Kmetyk, President, Local 13500; Arthur Cheliotas, President, Local 1180; Loretta Heard, Chair, IUE-CWA Local 84715 Board of Trustees; Bob Lilja, President, Local 1104, Chair of the Committee.

The Chair recognizes Chair Lilja.

**DELEGATE ROBERT P. LILJA (Local 1104, Chair, Defense/Members' Relief Fund Oversight Committee):** Thank you, Morty. We have, for a change, a non-controversial short report.

... The various members of the Defense/Members' Relief Fund Oversight Committee reported to the delegates as follows:

The Defense/Members' Relief Fund Oversight Committee met March 11 to 14, 2002, in Washington, D.C. We met again in Las Vegas prior to the convention. The committee reviewed

activities associated with the Members' Relief Fund and the Defense Fund. We examined receipts, disbursements, audits, investments and the administrative policies associated with these two funds.

## **INVESTMENTS**

In Washington, D.C. we reviewed the report from "Monitoring and Evaluation Services, Inc. - Investment Consultants" for the year ending March 31, 2002. This firm is responsible for advising and verifying that fund investments are made in accordance with guidelines established by the CWA president and secretary-treasurer. We were furnished 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, 2001, the fund investments, including mortgages held by the fund, have earned 2.25 percent for the year ending March 31, 2002.

## **MEMBERS' RELIEF FUND**

The balance of the MRF as of March 31, 2002, is \$215,717,699.

Mortgage loans held by the MRF as of March 31, 2002 are:

Local 1033 - \$711,035.84  
Local 1034 - \$194,157.44  
Local 1039 - \$285,086.36  
Local 1109 - \$303,844.24  
Local 1118 - \$249,448.99  
Local 1120 - \$54,002.70  
Local 2101 - \$533,234.67  
Local 2222 - \$237,778.99  
Local 2336 - \$349,205.95  
Local 3112 - \$165,559.47  
Local 4340 - \$1,080,741.88  
Local 4501 - \$153,033.77  
Local 6171 - \$43,660.44  
Local 6222 - \$3,780,317.68  
Local 7019 - \$1,031,023.83  
Local 9000 - \$259,215.55  
Local 9400 - \$507,845.09  
Local 9400 - \$282,632.44  
Local 9415 - \$89,054.53  
Local 9423 - \$1,879,662.43  
Local 9503 - \$174,482.07  
Local 9505 - \$702,653.60  
Local 9509 - \$367,777.81

Local 39521 - \$129,904.80  
Local 59057 - \$376,298.68  
Total Local Mortgages - \$13,941,659.25

### **INTERNATIONAL MORTGAGE LOANS**

DISTRICT 3 - \$284,831.74  
MERCURY BUILDING - \$7,448,530.18  
501 THIRD STREET BUILDING - \$14,559,501.82  
Total International Mortgages - \$22,292,863.74  
TOTAL ALL MORTGAGES - \$36,234,522.99

### **MEMBERS' RELIEF FUND EXPENDITURES**

April 1, 2001 - March 31, 2002

#### **STRIKE RELATED:**

LOCAL 709 B HBD Industries - \$1,700,000.00  
LOCAL 791 B Hurd Lock Corp B \$346,260.00  
LOCAL 1168 B St. Joseph's Hospital B \$53,943.77  
LOCAL 1199 B Derlan Precision Gear B \$186,064.60  
LOCAL 1370 B Rockbestos Cable B \$152,100.00  
LOCAL 14177 B New Era Cap Company B \$2,115,000.00  
LOCAL 30746 B The Sault Star B \$5,200.00  
LOCAL 37082 B Pacific NW Newspaper Guild B \$395,200.00  
LOCAL 81410 B Philips Technologies B \$29,358.84  
Detroit News (TNG) B \$115,100.00  
Verizon B \$2,932,854.00  
Total - \$8,031,081.21

### **DEFENSE FUND**

The balance of the Defense Fund as of March 31, 2002, is: \$13,299,156

### **DEFENSE FUND EXPENDITURES**

April 1, 2001- March 31, 2002

Allocations and expenditures which were approved by the Executive Board and the Committee:

#### **NON-STRIKE RELATED:**

	<u>Allocated</u>	<u>Spent</u>
Local 1040 - Greystone Park Hospital		142,432

Local 14177- New Era Cap Company		86,521
Local 54042 - WKYC TV	35,000	-
Alltel	100,000	21,171
AT&T Mobilization	800,000	-
Sprint	63,000	-
Verizon Media Campaign	1,000,000	509,785
Verizon Mobilization	<u>186,888</u>	<u>153,217</u>
Total	2,184,888	913,126

STRIKE RELATED:

	<u>Allocated</u>	<u>Spent</u>
Local 706 - HBD Industries		185,000
Local 1168 - St. Joseph's Hospital		7,941
Local 1199 - Derlan Precision Gear		156,582
Local 1370 - Rockbestos Cable		15,815
Local 14177 - New Era Cap Company		24,365
Local 37082 - Pacific NW News Guild		98,806
Local 59053 - KMEX TV		657
Local 81410 - Philips Technologies		2,108
Verizon		<u>21,495</u>
Total		\$512,769

Respectfully submitted, The Defense/ Members' Relief Fund Oversight Committee.

**PRESIDENT BAHR:** The report requires no action. Seeing no members at the microphones, please join me in thanking the Defense Fund Oversight Committee members for their work. (Applause)

Would the Resolutions Committee return to the platform, please.

The Chair of the committee.

**DELEGATE ISABEL PIETRI (Local 8176B, Chair):** The Chair recognizes Bud Speakman.

**DELEGATE BUD SPEAKMAN (Local 13101):** Would the delegates please turn to page 3 of the Resolutions Committee's report. I will read the Resolveds of Resolution 64A-02-3.

### **Resolution 64A-02-3 Economic Policy Resolution 2002**

The year from mid-2001 to mid-2002 has been a difficult one for wage earners in the United States. The economy has been in recession. The Enron and Global Crossing affairs have brought home the costs of poor corporate governance. The Bush Administration has continued its assault on working people.

The economic boom of the 1990s has turned into prolonged economic stagnation. The unemployment rate reached its lowest level in 30 years at 3.9 percent of the civilian labor force in

October 2000. When the recession started five months later, the rate stood at 4.5 percent. As of April 2002, the rate has jumped to 6.0 percent. Mass layoffs involving 50 or more employees from a single establishment are also increasing. In first quarter 2002 they averaged 1,663 per month, an increase of 10 percent over the same period of 2001. Our own members have been hit at U.S. Airways, Lucent, AT&T, and IBM. The duration of unemployment has extended to 16.6 weeks in April 2002, an increase of over 30 percent from a year earlier. The terrorist attack of September 11 deepened the recession that was already developing.

The stagnant labor market has had a moderating effect on wages: in the first four months of 2002 real average earnings for non-supervisory employees declined. On the other side of the income scale, executive compensation has continued to escalate. According to Business Week, CEO pay is 531 times the paycheck of the average hourly worker. That's up from 42 times in 1980. Greed in the corporate suite seems to know no bounds. Perhaps, the worst offender is at Qwest where CEO Joe Nacchio took home over \$101 million while the value of his company plummeted by over 85 percent.

After an 8-year expansion, the telecommunications industry is now in depression. The massive construction of fiber-optic networks has been transformed into a glut with no foreseeable return on investment. And the troubles have extended to equipment makers such as Lucent who have seen orders drop and who have reduced payrolls. The outplacement firm Challenger, Gray & Christmas estimates that 441,000 jobs in the broad telecommunications industry - competitive local exchange carriers, Internet service providers, cable operators, long-distance carriers and equipment manufacturers - have been cut since January 2001. Between March 1, 2001, and May 1, 2002, the CWA lost 28,891 members in the telecommunications industry.

The current recession has been acute in manufacturing. While employment in manufacturing actually increased by 1 percent between 1992 and 2000, it has fallen by 8 percent (1.4 million jobs) since January 2002. An over-valued dollar and a decline in corporate profits prevent those jobs from returning. The ability of low-wage countries to attract American investment promises to erode further manufacturing employment. In the last year, General Electric has moved manufacturing jobs to Mexico, India, and China. The exodus of high-paying manufacturing jobs has further contributed to income inequality.

The recession has moved to the public sector. The combination of reduced revenues, the accumulation of corporate tax loopholes, and federal budgetary priorities of the Bush Administration have wiped out the federal surplus and put tremendous pressures on state and local jurisdictions. According to the Center on Budget and Policy Priorities, the Administration's proposal to make the 2001 tax cuts permanent will cost public finance another \$400 billion between now and 2012 and \$4 trillion in the decade afterward. The phased elimination of the federal estate tax promises to erode tax coffers at the state level.

Health care continues to be an arena that divides the haves and the have-nots in the United States. In 2001, 39 million people in the United States were uninsured, and that number will likely increase with the rise in unemployment and the actions of employers. Double-digit increases in health care costs are predicted for the next several years. Employers will likely try to pass on these costs to employees - a reality driven home by employer bargaining proposals.

The newspaper business and the media in general have experienced lower sales from reduced advertising revenues. Still, profits remain strong, and corporate executives are rewarding themselves handsomely with pay packages. Meanwhile, the consolidation in the media has reduced employment, led to biased news reporting, imposed new cost on advertisers. Alliances among media giants have restricted editorial content. And newspaper owners are now seeking to eliminate the cross-ownership rule imposed by the FCC that restricts mergers between print and broadcast media.

Layered on these market troubles has been the crisis of corporate accountability that has mushroomed in the last year. Waves of revelations have uncovered corporate wrongdoing - filing fraudulent or deceptive accounts, manipulating compliant boards, and unabashed self-dealing.

The collapse of Enron - the country's seventh largest corporation - showed the relevance of managerial honesty for employees, as thousands of workers lost their jobs and retirement savings for all employees were reduced to pennies on the dollar. At Global Crossing, CEO Gary Winnick luxuriated in his \$92 million house, having cashed out \$734 million of stock, while the stock price dropped 99 percent and the retirement savings of its employees were wiped out. The rot in America's financial system seems to be systemic.

The Bush Administration has aggravated these negative economic and business developments. It has shamelessly taken advantage of the tragedy of September 11, 2001, to ram through Congress its own agenda that hurts working families.

The economic stimulus package that came out of the Republican-controlled House of Representatives and backed by the Bush Administration in fall 2001 was a brazen attempt to reward corporate America for its support during the Republican tax cut-fest in spring 2001. Instead of helping the newly unemployed, the legislation promised to eliminate the alternative minimum tax on companies and make it retroactive to 1986 - \$7.4 billion in instant rebates for America's 16 largest corporations. And the legislation promised to make tax cuts in capital gains and profits earned abroad permanent, thereby departing from the bipartisan principle that stimulus measures be temporary. Fortunately, the legislation was modified by a Democratic-controlled Senate to stress only unemployment benefit improvements and the tax cut of 2001 - the largest reverse redistribution of wealth in U.S. history. At least 40 percent of the \$2.3 trillion tax cut went to the top 1 percent of taxpayers while the bottom 60 percent received only 12.7 percent of the cut. Even the vaunted tax rebates that were mailed out in late summer 2001 passed by 34 million taxpayers who were concentrated at the bottom of income earners. The tax cut benefitted the wealthy and eliminated the federal budget surplus, taking money away from school improvements, a prescription drug benefit to Medicare and strengthening Social Security.

The Administration's trade policy may ensure that the recession permanently cripples manufacturing in the country. Treasury Secretary O'Neill's allegiance to a strong dollar has perpetuated the country's persistent trade deficit, giving unfair advantage to foreign manufactures. Such a deficit puts permanent pressure on wages.

In December 2001, the House of Representatives passed Trade Promotion Authority legislation, sought by the President, by one vote. This "Fast Track" legislation forbids Congress any opportunity to correct flaws or problems - including lack of worker or environmental rights - in trade deals negotiated by the Administration. Such authority aids powerful transnational corporations, such as General Electric, who search the globe for cheap labor while lowering standards globally for workers' rights, public health, consumers and the environment. The Senate passed TPA legislation in May 2002 that added important caveats for future congressional intervention in trade. The status of the legislation is now uncertain.

The Administration has demonstrated its anti-worker bias in its moves to "reform" Social Security. Its handpicked panel issued a final report in December 2001 that proposed privatizing part of Social Security, thereby increasing risk for working families. It is irresponsible to force retirees to rely on the stock market for economic security.

RESOLVED: The Communications Workers of America continues its opposition to the tax and budget policies that hurt working families and will work to restore fairness to U.S. tax and budget policies.

RESOLVED: The Communications Workers of America calls on Congress to enact fair trade and tax policies that will revitalize manufacturing and increase employment opportunities in the manufacturing sector. Congress must ensure that future trade policies do not encourage the mass exodus of high-paying manufacturing jobs. In particular, it should ensure that all trade agreements provide for jobs with justice; the adoption and enforcement of core international labor standards: the right of association, the right to organize and bargain collectively, and prohibitions on employment discrimination, child labor and slave labor.

RESOLVED: In its work with institutional investors and through its pension fund, the

Communications Workers of America calls for increased corporate responsibility and better corporate governance, such as better transparency, the regular and accurate reporting of corporate financial accounts, the independence of boards of directors, and the alignment of senior executive pay with the performance of their companies.

**RESOLVED:** The Communications Workers of America believes that access to health care is a basic human right. It calls on Congress and state legislatures to revitalize efforts to assure universal health coverage.

**RESOLVED:** The Communications Workers of America believes that pension benefits should assure that retirees can maintain a standard of living that equals the standard they had achieved prior to retirement. It calls on companies to use pension funds for the sole benefit of improving the living standards for retirees and to refrain from using pension fund earnings to bolster corporate profits.

**RESOLVED:** The Communications Workers of America believes that it is the role of responsible government to provide working poor families the education, training, access to good jobs, health care, child care, transportation, housing and nutrition that they need to support themselves and their families. To achieve that goal, the Communications Workers of America will work with the AFL-CIO and other allies to campaign for a welfare reauthorization bill that ensures public administration of human service programs; strengthens worker protections; rejects privatization and program cutbacks; keeps the work requirements at the current levels; increases the TANF block grant and child care funding; funds outreach programs and caseworker training; restores benefits to legal immigrants; and expands allowable work activities to include education and training and stops the five-year time clock for participants engaged in education and work activities.

Mr. President, The Resolutions Committee recommends adoption of Economic Policy Resolution 2002 and I so move.

... The motion was duly seconded...

**PRESIDENT BAHR:** A motion to adopt has been made. On Microphone No. 3, Delegate Huss.

**DELEGATE ROBERT K. HUSS (Local 6350):** This resolution talks about corporate responsibility. As an AT&T employee, I have seen corporate leadership responsible only to their own profit. I have seen a board of directors stand by as a once great company turned into a shell. I have seen the man who accomplished this destruction set himself up as the head of AT&T ComCast with governance rules that make it almost impossible to remove him.

You would have thought with the Enron and Tyco scandals, Americans would have been outraged and should stand up against the abuses of corporate power. That did not happen. In this resolution, we want Congress to enact fair trade. The problem is they keep saying free trade, free trade instead of fair - free to export good jobs, free to exploit women and children around the world, free to use prison labor in China, all in the name of freedom.

We say the Communications Workers of America believes that access to health care is a basic human right. We can scratch the word belief. Health care is a right of every living, breathing human being. If the President has a hangnail, three doctors look at it, while on the other side of the world children are dying of diarrhea.

Brothers and sisters, we are the lone voices. We are the ones who must speak out. How we take care of the least among us is how we will be remembered. We are our brother's keeper. I ask you to support this resolution, not by just raising your hands today, but going home and being that voice. Thank you. (Applause)

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

**DELEGATE WILLIAM HENNING, JR. (Local 1180):** I rise in support of this economic policy

resolution. There is a crisis in our land and it is not just for the Wall Street crowd. The Main Street folks - that's us - are experiencing attacks on our way of life in order to subsidize the Wall Street interests.

We must stand for fair tax and budget policies at the national, state, and local levels. Let me tell you about what is going on in New York City, where Local 1180 represents 7,000 workers. We are in the final stages of a critical budget battle. Probably by the end of this week, we will know how severely our members and the public we serve will be hurt, and we are engaged in a battle to defeat the most onerous of these public service cuts.

New York City is facing a \$5 billion hole in its budget and the Mayor is proposing plugging that hole with nearly \$2 billion in service cuts. To be fair, he inherited the deficit from the disastrous policies of the previous mayor, policies which gave \$2.6 billion in tax cuts to the rich and powerful in our town. Now we say it is time for the rich to shoulder some of the burden and pay their fair share.

Let me put some of this in perspective. Since the terrorist attacks on our city on September 11, New York can expect to see a large infusion of cash. Besides the \$20 billion pledged by the federal government, we are looking at private insurance and charity contributions which could top another \$70 billion, and they want to take another \$5 billion out of the public sector. We can't let it happen.

A couple of concerns we have are that our brothers and sisters in the labor movement, particularly in New York State, are making some nice alliances with the Republican Party. We expect the New York State AFL-CIO to endorse the Republican governor of New York for reelection. Many of the major unions have already climbed on that bandwagon. What that is is a reflection of the hopelessness and the understanding that we just can't get it done anymore, and we have got to make little deals on the side to take care of little bits of our membership.

That is a prescription for disaster, brothers and sisters. We need to strengthen our resolve. (Applause) President Bahr, in his remarks this morning, talked about President Franklin Delano Roosevelt. I wasn't there, but I am told that when FDR got elected, he was elected as a fiscal conservative looking to balance the budget. Brothers and sisters, what made Franklin Delano Roosevelt the hero of the labor movement and the hero that we look to today for his social policies was a social movement built within the labor movement. We need to do the same now. (Applause)

One of the issues that we are confronting is the reauthorization of TANF. I have spoken at this microphone before to say that welfare reform brought to you by a president that a lot of us thought was pretty good - he looks very good in comparison to what we have got now - but it was one of the major blunders of the Clinton Administration, and we have to fight and fight like hell to restore the FDR legacy of taking care of the poor in this country.

**PRESIDENT BAHR:** One minute.

**DELEGATE HENNING:** The final thing I want to leave with you is a recent report that came out and said that 12,000 deaths last year were attributed to the fact that people had no health insurance. We all know of the 42 million people that are uninsured in this country, whatever the number is now, and that 12,000 of our brothers and sisters in the working class died because they didn't have access to health care, because they couldn't afford health insurance. That, my brothers and sisters, is the equivalent of four World Trade Center attacks. That is economic terrorism. We have to fight that just like we fight the other kind. Thank you. (Applause)

**PRESIDENT BAHR:** No other delegate wishes to be heard. Before you is a motion to adopt Resolution No. 3. All those in favor, indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

I am going to recognize the Secretary-Treasurer now, but when she concludes, we will be taking the official convention photograph. Barbara.

**SECRETARY-TREASURER BARBARA EASTERLING:** We have some greetings. The first one is from Senator Tom Daschle. Normally, I would just read a portion of it, but his letter was so on target that I told Morty that I was going to read most of the letter.

"Dear Morty:

"Across the country, CWA is recognized as one of the strongest and most effective unions in America. For me, the key to your success is written into the theme of this year's convention, "We make the Difference - On the Job, In the Community, and In the Political Arena.'

"Without a doubt, CWA members are making a difference in each of these three areas. On the job, you form the backbone of the new economy. In the community, you are actively involved in blood drives, food drives, and disaster relief efforts. And in the political arena, you are a powerful voice for working families. This comprehensive approach to life is what separates CWA from other organizations, and it is what makes you such a powerful ally in the fight for workers' rights.

"Make the Difference" is also an appropriate theme for the past year in the Senate. With a single act of political courage, Senator Jeffords left the Republican Party and restored a sense of balance to our system of checks and balances. His decision paved the way for a more open debate on the issues that matter to working families and ensured that those issues would not be pushed aside.

"If you have any doubt about the difference Senator Jeffords made, you need only compare what happened in the first month that the Republicans controlled the White House, the House, and the Senate with what happened in the first month after Democrats assumed control of the Senate. One of the first actions taken by the Republican majority in the Senate was to repeal new regulations to protect workers from workplace injuries. In contrast, my first action as Majority Leader was to call up and pass a real, enforceable Patients' Bill of Rights. I think that comparison says it all.

"After the September 11 attacks on our country, Republicans and Democrats united to meet the challenges posed by the threat of terrorism. While responding to that threat remains foremost in our minds, we must not forget what needs to be done to move America forward. We must not forget the issues on our domestic agenda where we can make a difference.

"One of those issues is hate crimes. Another area where we can make a difference is broadband deployment.

"Finally, Congress will be considering welfare reform legislation later this year. As we work to improve our nation's welfare programs, we must make sure that low-income working families have access to childcare and other tools to help them succeed in the workplace. We also need to make sure that workers' rights are protected.

"You have seen the difference one vote can make in the Senate. Your vote can make the difference in the next election. So, let's finish the job we started in 2000. Let's take a stand for working families across America and put our government in the hands of those who understand workers' needs. With your help, I know we can make it happen. Thank you very much.

"Sincerely,

S/Tom Daschle" (Applause)

"Dear Morty,

"It is my pleasure to congratulate the Communications Workers of America on the occasion of your 64th National Convention in Las Vegas. With important issues such as fast track, health care, pension reform, labor stands and civil rights at the forefront of the legislative agenda, the Congress needs active, insightful friends like CWA. For years you have been a strong advocate for these issues. I look forward to every opportunity to continue our work together.

"Sincerely,

S/Richard A. Gephardt (Applause)

"As members of the Communications Workers of America gather for the 64th Annual Convention in Las Vegas, Nevada, I write to extend my sincere congratulations for the outstanding work that you and every member of your dynamic union have done on behalf of all Americans.

"As the Democratic Whip in the House, I am proud to have the opportunity to work with you and your members. CWA routinely lends its expert, unstinting support to legislative issues that positively influence the lives of workers across America.

"Best wishes,

S/Nancy Pelosi, Member of Congress (Applause)

"Dear Morty,

"It's an honor to pay tribute to all of the men and women of the Communications Workers as you gather in Las Vegas for your 64th annual convention.

"I have deep respect for all that CWA has accomplished over the years. You're renowned as one of the most vital and progressive unions in the country. You've been in the trenches and on the ramparts in every battle for social and economic justice in the past half century: Social Security, Family and Medical Leave, healthcare, minimum wage, and civil rights. On all of these you've stood tall and countless families across the country are better off today because of your tireless efforts.

"America is the strong country it is today because of the courage, commitment and leadership of its workers. I look forward to working with CWA on all the causes we share. Together we can achieve a new era of progress for America and all Americans. And remember - the best is yet to come.

"Sincerely,

S/Senator Edward Kennedy (Applause)

**PRESIDENT BAHR:** Thank you, Barbara

... The official convention photograph was taken ...

**PRESIDENT BAHR:** Thank you. We stand in recess until 1:30.

... The convention recessed at 12:04 p.m. ...

## **MONDAY AFTERNOON SESSION** **June 17, 2002**

The Convention reconvened at 1:35, p.m., President Morton Bahr presiding.

**PRESIDENT BAHR:** Will the delegates take their seats, please. The Convention will be in order. Delegates, move to your seats quietly.

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

**SECRETARY-TREASURER BARBARA EASTERLING:** It is great to be with all of you this week as we gather again for CWA's annual family reunion, our town meeting, our 64th Annual CWA Convention.

CWA conventions are special times, and this year is no different as we gather to renew our

friendships and address the important business of the greatest trade union in the world, the Communications Workers of America.

It is also great to be back in Las Vegas, a great union town with a terrific union staff and union- built hotels. And now this will sound a little odd coming from me, but I have to confess, I cannot come to Las Vegas without feeling a sense of irony. As I said, it is a great union town. It certainly is a place where you can have a great time and, yes, it is a place where the price is right and the facilities are perfect for a union meeting, which is the big reason why my office approved the choice of Las Vegas for our 64th Convention.

But here is the irony. The Las Vegas that exists in the American psyche is often a place that glorifies the myth of get-rich-quick schemes, a place where you are told if you play your cards right, or you pull the right lever you just might hit the jackpot. In Las Vegas anyone, even you, can become a millionaire overnight, and goodness knows a lot of us have been trying.

But all joking aside, the labor movement and CWA in particular lives, breathes and embodies the opposite values - that if you work hard and play by the rules and have a strong union standing at your side and watching your back, you can raise your standard of living and make it into the great middle class.

For my money, luck has nothing to do with everything our union has achieved for the more than 700,000 members of the CWA family. Our success does not come from rolling sevens or hitting blackjack or drawing a royal flush. It is due to the hard work that you put in day in and day out. Hard work is what we are all about, and hard work is what we are going to need to face the challenges that are ahead of us. Hard work is why the state of the Communications Workers of America in 2002 is sound, solid and strong.

Financially, amid the recession and the stock market decline, today's CWA is strong and secure. And that enables us to better help our members through this tough stretch of road.

Recently we received more than \$27 million for the sale of our old headquarters, the Mercury Building in Washington. This was not due to luck, but rather to smart market timing. In fact, we will close on this transaction next week when we return to Washington. There were some folks urging us to sell the building seven or eight years ago when it might have fetched \$10 million to \$12 million, but we decided to wait until the commercial real estate market reached the peak of its cycle. In the meantime, we refurbished the building, we marketed it aggressively, and we got up to 100 percent occupancy. So we were making money while we owned it.

Then we struck while the iron was hot. But don't take my word for it. Listen to what the Washington Post wrote on May 27, and I quote, "At \$184 a square foot, it is an unusually high price for a building of its age and quality."

Certainly every developer in town was interested in the property. We received more than a dozen bids and we got more than the asking price. (Applause)

You should know that our agreement with the new owner contained a provision to keep it a union building with a unionized engineering, cleaning and parking attendant workforce. (Applause) This kind of financial management keeps CWA strong through thick and thin and it means we have the resources to address the unexpected, whether it is a strike, a further market downturn or something else that is unforeseen.

We are also working hard to help you manage your local union's financial affairs. We have conducted many financial workshops around the country over the past year and are holding three at this convention. We are offering assistance in how to make the most effective possible use of CWA's Defense Fund and Members' Relief Fund. We have distributed more than 5,000 copies of our Defense Fund guidebook, made ourselves available for workshops at district, state and local union meetings and trained more than 2,200 union leaders in the last two years alone.

What this aggressive outreach means is that more locals are not waiting until their contract is about to expire before getting their members ready for the possibility of a strike. When local

unions take a year to prepare and plan, we ensure strong solidarity. We avoid unexpected surprises and we strengthen our bargaining position.

In addition, my office has more than 15 workshop topics available for our members on important issues ranging from fiduciary responsibilities to mobilizing for legislative action. Over the past year we have conducted more than 50 workshops throughout the country on a variety of topics related to membership service.

Earlier this year we also completed a new videotape presentation which details our dues processing system and underscores our commitment to membership service. A copy of the tape has been sent to every local. If you need extra copies, please let my office know.

The hallmark of the Secretary-Treasurer's Office has always been about providing the best possible service to our members. That has never been more true than it is today. We are here to serve and to do everything we can to maximize your local union's strength.

This is something that I always stress during the many visits that I make each year to District, State and Local CWA meetings. I want to reiterate it today because membership service is so important and because I want you to continue to provide me with your suggestions as to how we can do an even better job.

Whether it deals with financial oversight at the local level, with any aspect of membership service, with dues processing, with a legislative action issue, whatever, if you have suggestions, please share them with me. Call me, drop me a letter or, better yet, send me an e-mail. Your input is important. As the title of our new membership dues video so aptly notes, "Membership Service is Priority One at CWA."

Before I leave the subject of membership service, I would be remiss if I did not recognize and thank my outstanding and dedicated staff in the Secretary-Treasurer's office in Washington. In particular I want to express my appreciation to my "senior staff" for their energy and dedication to CWA: my Executive Assistant Eileen Brackens; Assistant to the Secretary-Treasurer Carmine Turchi; Administrative Assistant Vera McGee, and Accounting Administrator John Walsh. (Applause)

The commitment of our staff to CWA and to serving our members is evident by the outstanding job they do. I was once again reminded of the depths of this commitment recently when we gathered for a retirement celebration for a gentleman by the name of Raymond Bullock. Raymond has worked at CWA headquarters for 28 years, most recently in our Facilities and Printing and Production Department.

Raymond talked emotionally about the pride he took in his work with CWA throughout the years, how he felt like his work was helping to make a difference for the members of CWA, and how CWA had provided him with opportunities to advance - what he might never have had anywhere else but at CWA. As Raymond spoke, his words underscored just how fortunate this union is to have such a dedicated corps of employees who make all of our jobs and our lives better in Washington and all across the country.

Raymond is here with us today and I want to recognize him and thank him for years of dedicated service to CWA. (Prolonged applause)

As we salute Raymond, let us also thank all of the other members of our CWA team across this country. Thank you, Raymond.

Today, "Making a Difference" has never been more important because the challenges we face cannot be greater, especially on the legislative and political front. And doing a great job for all of us on the legislative staff are Lou Gerber, T. Santora and Rosie Torres. (Applause)

And now, let me lay it on the line for you. We are facing a President, a White House, an entire Administration that is the most ideologically right-wing group to populate the executive branch in modern history. The farthest right, the most extreme, and the most zealous in my

lifetime. They make Ronald Reagan look like Nelson Rockefeller by comparison, and they have rabid attack dogs running the White House to carry out their agenda.

Here is the thing about their extremism. Not only does it make them try to turn government into a wholly-owned subsidiary of Big Oil and Big Business; not only does it compel them to sanctify Enron-style corporate greed; not only does it lead them to kowtow to the likes of Pat Robertson and the National Right to Work for Less Committee; not only does it cause them to wage war on working families, it also blinds them to reality because they see the world through a narrow, myopic, distorted right-wing lens. In fact, this Administration's devotion to extremist ideology in many ways blinded it to the threat of terrorism before September 11.

Now, I am not saying that the Bush Administration could have prevented what happened. We still don't know whether the dots could have been connected in a way that would have allowed our country to stop a very secretive plot, but the facts make clear that this White House's extremism left us pointlessly vulnerable in a host of key areas.

For example, Treasury Secretary Paul O'Neill was so committed to laissez-faire ideology that he wanted to gut or repeal laws against the money laundering that terrorists use to finance their operations. Defense Secretary Donald Rumsfeld was so obsessed with missile defense that on September 9 he threatened a veto if Congress voted to shift \$600 million away from that boondoggle to counter terrorism.

And then there's the lord of right-wing lunacy, and that's our Attorney General John Ashcroft. On September 10 he submitted a final Justice Department budget request that included not one dollar to increase the fight against terrorism. Instead, he wanted to up the budgets of 68 other programs, most of which were focused on his pet peeves. Before 9/11, it seems that fighting terrorism wasn't really part of the right-wing agenda. In fact, Newsweek reported that when the FBI tried to add hundreds of additional counterintelligence agents, Ashcroft shot them down.

If these folks were willing to sacrifice funds for fighting terrorism on the altar of a rigid, extremist, intolerant ideology, then you know darn well they're willing to sacrifice the investments needed to improve the health and safety of workers. And that's why we've got to fight them with every bone in our bodies. This is every bit as much an act of patriotism as fighting the war on terrorism, because a major part of our freedom is the freedom to dissent. (Applause)

It is our right to participate in our democracy and to make our voice heard. And, it is our sacred right to organize and to empower workers through collective bargaining. All of these are our rights. And they are rights that we are going to stand up for and defend.

All of these freedoms, rights and responsibilities are what the terrorists themselves are out to destroy, and we are not going to let this Administration be their unwitting accomplice.

So as I have said to many of you before, standing behind the President in the battle against terrorism does not mean rolling over when it comes to workers' rights. (Applause)

That is why we've got to stop the innocuously-named but dangerous Sales Incentive Compensation Act, which would deny overtime pay to approximately 50,000 CWA members, and an estimated 2.5 million "inside sales" workers throughout the nation.

Workers at risk include yellow-page sales employees, wage earners who market telecommunications systems or services to customers, and workers at newspapers who sell advertisements through the telephone or computer.

A House subcommittee approved this bill, but we are working fiercely to keep it off the House floor. We are fighting it not only because of its impact on our members, but because it's the proverbial "camel's nose under the tent" for the right-wing's not-so-hidden agenda to obliterate overtime pay for all workers.

Similarly, standing behind the President in the battle against terrorism does not mean rolling over when it comes to the American standard of living and American jobs.

That is why we continue to fight the battle, no matter how uphill it gets, to stop fast track legislation that would give the Bush Administration a green light to extend NAFTA's race to the bottom throughout the hemisphere.

A bill that gives everything to multinational corporations and nothing to workers passed the House last fall by a single solitary vote. An improved bill that includes strengthened trade adjustment assistance for workers who are laid off due to unfair trade passed the Senate recently, but still these benefits don't come close to making up for the millions of lost jobs that would result from the planned Free Trade Area of the Americas, FTAA.

We will have one last chance to defeat "fast track" when the conference report on the legislation returns to the House. All it takes is one vote to derail this runaway train and we are doing everything we can to switch it. (Applause)

Let me make the point yet again. Standing behind the President in the battle against terrorism does not mean rolling over when it comes to lifting families out of poverty and stopping the privatization schemes. Unfortunately, last month the House passed a welfare reauthorizing legislation that imposes draconian new work requirements for poor families that are trying to leave assistance without increasing the supports they need to raise themselves out of poverty. Adding insult to injury, the bill seeks to privatize much of the welfare service delivery system.

We stopped Governor George W. Bush's scheme to privatize welfare in Texas, and we are going to stop President George W. Bush from doing the same thing at the federal level. (Applause)

That is why we are working with our friends and our allies in the Senate to incorporate the experience and wisdom of CWA's welfare caseworkers into the welfare bill that will soon be considered there.

As a result, many of the important issues defined by CWA public sector workers and by the CWA Welfare Locals Council are part of the Personal Responsibility and Work Opportunity Reconciliation Act Amendments of 2002, introduced by Senator Jay Rockefeller of West Virginia. This bill is realistic, practical, compassionate, and effective.

Each of you has in your convention package a letter to your Senators urging support for this legislation. If you have not signed that and filled it out and signed the envelope and returned it to the legislative booth, please do so today. We already have received over 2,000 copies from you. (Applause)

We are very proud of that because you have taken on an issue of our welfare workers. They are a small group. We are a large group, but it really sends the message that we are all here to help them.

Now, one last time, standing behind the President in the battle against terrorism does not mean rolling over when it comes to protecting Americans' civil rights. That is why we are battling to pass hate crimes prevention legislation, the Local Law Enforcement Act. We owe it to the memory of Local 2204 steward Danny Lee Overstreet, who was brutally murdered in Roanoke, Virginia, and to the thousands of others who are brutalized or killed because of their race, ethnicity, religion, or sexual orientation.

It is more important than ever that we continue this fight in light of action in the Senate last week. Last Tuesday, the Senate, by a vote of 54 to 43, defeated the cloture motion on the hate crimes legislation. This means that the bill was pulled from the Senate floor and will not be considered or voted on at this time. The vote to block debate was largely along party lines.

Senator Tom Daschle, the Senate Majority Leader, and Senator Ted Kennedy, the bill's primary sponsor, plan to bring the bill back for consideration at some point in the future. So in the meantime, we will be working overtime to try and turn this vote around.

And we have a host of other battles before us in the waning days of the 107th Congress. We

are fighting to create hundreds of thousands of new jobs by passing legislation expanding Americans' access to affordable broadband Internet services. We achieved a critical victory by passing the Tauzin-Dingell bill in the House.

On the other side of the Capitol, Senator John Breaux of Louisiana has introduced legislation that takes a different approach to achieve the same goals. That is the Broadband Regulatory Parity Act of 2002. We are urging Senators to cosponsor the Breaux bill in helping our friends in both Houses work together so that one solid piece of legislation becomes law.

Despite the difficult political environment, we have had some important victories. CWA was instrumental in helping enact a national law to protect airline agents from airport rage. With 70 percent of our airline agents reporting that they witness airport rage regularly and 30 percent telling us they have been the target of angry passengers, this bill was a sorely needed workplace safety measure and a tribute to our aggressive lobbying efforts.

Then we have other battles, not just for this Congress, but to set the stage for this fall's elections and determine control of the 108th Congress. I am talking about stopping President Bush's scheme to privatize Social Security and turn the one sure thing every American can count on into a Wall Street crap shoot worthy of any Vegas casino.

When it comes to privatizing Social Security, I have just two words to say: no way. We will fight these schemes at every turn. (Applause) And we're not going to stop there. We will not rest until Congress approves a comprehensive, universal prescription drug plan for every senior citizen in America. We are going to do that. (Applause)

Now after listening to Morty this morning and listening to Terry McAuliffe, I don't think I have to remind you about how much is at stake in this year's midterm elections - only everything we care about, everything we stand for, every victory we have won over the past 70 years, and every hope and aspiration our members have for the future.

The difference between the parties has never been greater between the most conservative, big business dominated Republican party of our lifetime and a Democratic party populated by many friends of working families, yet the difference has never been smaller. We saw that in the 2000 elections. And despite the impact of the war on terrorism, polls indicate the same narrow division between the parties as we head into November.

That means we've got to work like never before, like only CWA can. As I said earlier, luck has nothing to do with it. Whichever side raises more money, registers more voters, educates more members, puts more troops out in the field, and gets more people out to the polls will win. That's what it's all about. It's about hard work.

So I want to know something from you today. Are you ready to get out there and make a difference in November? (Cheers and applause) We know what we have to do. We have got to raise more money for CWA-COPE than ever before, mobilize more members than ever before, educate more members than ever before, and turn more members out to vote than ever before.

Election Day, November 5, is only 141 days away. Between now and then, we have got to lay it on the line and work like our future was on the line, because it is. I know you are ready. I know you are there. I know how you and CWA will respond, just like so many times before. I know you will stand up and take that message to the streets, and because of your hard work, energy and solidarity, your dedication to the trade union movement, and your commitment to the rights of workers and their families, because of you, CWA will once again make the difference. Thank you. (Applause)

**PRESIDENT BAHR:** Thank you for those very important remarks, Barbara.

Would the National Women's Committee come to the platform, please. The members of the National Women's Committee are:

... As the National Women's Committee members were introduced, the delegates responded

with a single clap of recognition . . .

Anne Holland-McCauley, Secretary-Treasurer, Local 1106, Chair; Nancy Brady, Vice President, Local 2222; Arlene Jefferson, Vice President, Local 3406; Kimberly Gallardo, Vice President, Local 4013; Jennifer M. Case, Vice President, Local 6320; Terri Newman, President, Local 7214; Kathleen Kinchius, President, Local 9415; Carol Coultas, Executive Vice President, Local 13500.

The Chair recognizes the Committee.

**DELEGATE ANNE HOLLAND McCAULEY (National Women's Committee, Local 1106):**  
Thank you, Morty.

We are reading a summary of the report of the National Women's Committee, which was distributed to the delegates. The full report will be posted on the National Women's Committee section of CWA's website and is an informational resource for you to take back and use.

... The various members of the CWA National Women's Committee gave a synopsis of the complete report, each reading the various sections. The complete report of the CWA National Women's Committee to the 64th Annual Convention is as follows: ...

**CHAIR McCAULEY:** The first meeting of the newly appointed CWA National Women's Committee was held in Washington, D.C., March 6-8, 2002. In addition to assignments for the report, the Committee discussed the current role of the District Women's Activities Coordinators and the need to expand this role to include promoting and communicating the work of the National Women's Committee.

The Committee is pleased to announce that the 2003 CWA National Women's Conference is scheduled for April 3-6, 2003, at the Hyatt Regency, Atlanta, Georgia. We are excited about the Conference and plans are underway to have an invigorating and productive conference with the theme: "Here's to Good Union Women."

This report is meant to be an informational resource for delegates to take back and use in your women's activities programs.

There is a wealth of factual data here on women's and family issues that are of concern to all CWA members. We urge you to use this information in local newsletter articles, letters to the editor, political and legislative efforts, etc. This report will also be posted on the National Women's Committee site on CWA's web site ([www.cwa-union.org](http://www.cwa-union.org)).

One of the Committee's recent actions has been to draft a new Mission Statement, which follows:

### **Mission Statement**

The primary mission of the CWA's National Women's Committee is to raise issues of special concern to women and to develop programs and strategies to make these issues a priority in the workplace, in the community and most important, in the union.

In our efforts to improve the working conditions of women, we will provide information about education and training programs available not only through our union but through the George Meany Labor Studies Center, summer schools for women, as well as education and training programs available throughout the Coalition of Labor Union Women.

We believe these programs will not only help women in the workplace but in their unions and in their personal lives as well.

Recognizing the many benefits that come from being a union member, including higher wages and fringe benefits, the Committee will provide support to CWA's efforts to organize women throughout the country. Further, working within the Union's structure, the Committee will need to mobilize their women and work to involve them in all levels of the labor movement.

We will encourage, educate, and prepare women to actively address their issues through political and legislative action, working within their unions, with AFL-CIO state and local bodies as well as with community-based allies.

In addition, the Committee will encourage women to run for elected public office and will provide information about union programs designed to help them accomplish this goal. The Committee will provide support to CWA women in their fight for legislation at the local, state and national level designed to improve the status of working women and their families.

The mission of the CWA National Women's Committee will be accomplished with the continued support and encouragement of the entire CWA structure and membership.

A variety of issues affecting women and working families are described in the following sections of this report.

## **Equal Pay**

Equal pay has been law since 1963, yet today women are still paid less than men. On average, women are paid 72 cents for every dollar men receive. That is 28 dollars less to spend on childcare, housing, groceries, and other expenses for every 100 dollars worth of work. Less pay means less to save for our futures, and because women will be earning less, women's pensions will be less than those men receive. It is clear that pay equity is a bread and butter issue for millions of women and their families.

"Equal Pay - Pay Equity" has been on the list of women's priorities in each of the three AFL-CIO "Ask a Working Woman" surveys over the past few years. In the 2002 survey, 92 percent of the women say stronger laws to ensure equal pay is important and 58 percent consider them very important.

Men are nearly as intense as women in their support of stronger equal pay laws with 86 percent labeling them important and 53 percent considering them very important. Equal pay was found to be particularly important among women younger than 30, with 64 percent calling equal pay laws very important, but majorities in all age groups consider the issue a priority.

Equal pay is an issue for all working women no matter what the job. Over the years, laws barring discrimination in education and employment have given working women opportunities that our mothers and grandmothers never had. Women today work in fields that require different skills and experience. However, opening the doors to job opportunities for working women has not closed the door on pay discrimination.

Discrimination is against the law. If an employer pays women less than men or denies them a job opportunity just because they are women, they are guilty of discrimination. There are federal laws and executive orders and some state and local laws that prohibit pay discrimination against women.

In the 2002 "Ask a Working Woman" survey, 90 percent of working women and 85 percent of working men consider these laws important in addressing pay discrimination.

Unfortunately, President Bush's FY2002 budget proposed funding cuts for the Equal Employment Opportunity Commission, which enforces federal laws against discrimination and promotes equal pay. We must remind the President that the wage gap is a real issue for America's working families and to put measures in place that promote equal pay for women and people of color.

As it has done in the past, the National Committee on Pay Equity again calculated how long women had to work into the week to earn what men earned as of the end of the previous week. This resulted in Equal Pay Day - April 16, 2002. CWA women joined other union women and women from other organizations to publicize this day. Some participated in "Happy Hour" discussions in local unions, restaurants, and bars telling our unhappy story of pay inequity.

Others took part in press events, rallies, etc. to raise the issue and gain support.

This pay inequity is even greater for women of color. African-American women earn only 65 cents and Latinas earn only 52 cents for every dollar that men earn. While nearly every woman of color thinks equal pay is important, more than half of African-American women say they do not have it. Most women of color hold low paying jobs. African-American women's primary occupations are nurses' aides, cashiers and secretaries. Latina women are found most often in occupations of cashiers, secretaries and sales workers. For the majority of women of color, their jobs don't pay enough to reach the poverty line for a family of four. Latina working women live below the poverty level at a rate that is more than double the rate for all women workers. Even when women of color are in higher-level jobs, they earn less than their male counterparts.

Pay equity is not just a United States issue. On every continent, more women are working for pay than ever before. But on every continent, women's pay lags behind men's pay. In fact, around the world, women receive no wages for 66 percent of the work they do, such as caring for children or the elderly and agricultural work.

No wonder strategies for achieving equal pay are a top concern of working women around the world. In the United States, many feel that stronger laws are needed. There are others who believe nondiscrimination laws need to be better enforced. Another strategy rated high by all women is to legislate stronger affirmative action laws to provide more opportunities for women. There is also much activity growing at the state level for equal pay laws and at the federal level there are two bills:

Paycheck Fairness Act (SB77/HR781). Introduced by Congresswoman Rosa DeLauro (D-CT), the Paycheck Fairness Act will add teeth to the Equal Pay Act, strengthening fair pay laws to provide more effective legal remedies to women who are not being paid equal wages for doing equal work. The legislation will strengthen penalties for violations under the Equal Pay Act, protect employees who discuss wages with co-workers and provide training for employers and employees on wage discrimination. And it offers a comprehensive, balanced approach to eliminating the nation's wage gap.

Fair Pay Act (SB684/HR1362). Jointly sponsored by Sen. Tom Harkin (D-IA) in the Senate and Del. Eleanor Holmes Norton (D-D.C.) in the House, the Fair Pay Act prohibits an employer from paying men and women different wages for jobs that require the same skill, effort, and responsibility. The Fair Pay Act also allows plaintiffs to recoup compensatory and punitive damages if an employer is found liable for wage discrimination. The bill has 13 cosponsors in the Senate and 14 cosponsors in the House - all Democrats.

The CWA National Women's Committee will continue to work to make these strategies a reality in our fight to improve the lives of CWA working women and men and their families.

## **Organizing**

Overall, unions are organizing and winning new members. Last year for example, the total number of union members from both the private and public sectors increased by a net 100,000 according to the U.S. Bureau of Labor Statistics. Unfortunately, despite the increase in organizing activity, union membership as a percentage of the U.S. work force continues to decline mainly due to layoffs, plant closings, retirement, etc. CWA recognizes the importance of organizing, and is committed to the challenge we face today.

Unions are making great strides in organizing women into the trade union movement but more work needs to be done. While more women are working than ever before, only 11.7 percent are union members, compared with 15.1 percent of male workers. Public opinion polls show that women favor collective action, and when given the opportunity to vote are consistently more likely than men to vote for unions.

History proves this to be true. For more than 25 years, women have joined unions in larger numbers than men. In 2001, the American Labor Movement gained 93,000 new women members

while the number of male members declined by 76,000. Between 1997-2001, membership gains totaled 425,000 women while losses among men totaled 200,000. Overall, in the United States, women make up 42 percent of union membership and growing. CWA, too, has proven this to be true in the many successful organizing campaigns won with predominately female workforces. Women have much to gain from union membership. Collective bargaining can, among many other things, win higher wages and fair treatment on the job. The National Women's Committee strongly urges all locals to aggressively seek out and pursue organizing opportunities for women to join CWA.

The International Confederation of Free Trade Unions has taken a step in this direction. On March 7, 2002, the ICFTU established an ongoing campaign called "Unions for Women, Women for Unions." The main objective of the campaign is to double union membership among women around the world over the next three years. In each of these three years, a new theme will be used to focus on different aspects of the struggles of women. This year's theme is "Women's Right to Decent Work," which points to issues such as equal pay for equal work, respect and value for all types of women's work, equal opportunities and treatment at work, health and safety at work, etc. The ICFTU campaign will target groups of women workers and plan activities and strategies to intensify organizing women into unions. Press releases, articles, brochures, etc., will be sent out on a regular basis and will also be published on the ICFTU/Global Union's web site.

CWA continues to recognize the value and expertise that women organizers bring to both the national and local levels. We must all work to insure that women are free from discrimination within our union and that they are provided with educational training such as the AFL-CIO Organizing Institute and the CWA District Organizing Retreats to promote more opportunities for advancement into these roles. The Committee recommends that locals contact the CWA Organizing Department at 1-800-424-2872, or the District Offices for more information on these programs.

The organizing of women cannot simply be a project or the subject of a committee report. It must be an ongoing way of life in our union. Many great women have become leaders and forged the way into the union movement, especially within CWA. The National Women's Committee knows that the power that comes from increased women's membership will only serve to make our Union stronger.

## **Global Women's Issues**

Globally, today more than ever, women are facing problems on an epic scale. Economic globalization has led to an upheaval of and a great migration of people from poor countries to wealthier and more industrialized nations. Women, in their multifaceted role as workers, matriarchs, and indeed the soul and sanity of society, are facing a plethora of problems. Some of these problems are new; some are modern incarnations of age-old issues in our ever-changing societies. Among the most immediate and serious issues women face are problems associated with the abject poverty endemic in the underdeveloped nations of the world. Women in search of a better life for themselves and their families are being forced to move around the world at a growing rate. There are many predators who would take advantage of them: organized crime is operating on a global scale and trafficking in women and children has become one of its foremost sources of profit. Employers in the supposedly civilized societies of the Western Hemisphere exploit these women as they migrate in an attempt to find employment for themselves and a means of survival for their families.

For many women, the promise of a new life in countries like the United States is more than enough to inspire them to pack their bags and uproot their families in search of a better standard of living. These women can be taken advantage of by organized criminals who receive large sums of money for trafficking in a modern day slave trade. Congressional Research Service Report 98-649C states: "Trafficking is now considered the third largest source of profits for organized crime, behind only drugs and guns, generating billions of dollars annually." Traffickers often abduct women in their homelands and sell them in countries where their sexual services are

in demand. The congressional survey paints a picture of one of this planet's bustling markets for sex and puts some of the numbers in perspective: "Japan is the largest market for Asian women trafficked for sex, where some 150,000 non-Japanese women are involved. Half are from the Philippines and 40 percent are from Thailand." Here we see the human side of globalization. The wealth discrepancy between sovereign states creates a market for sex trades and a desire by workers to immigrate in search of better jobs.

In the so-called civilized societies of the Western Hemisphere, profit-obsessed employers are more than glad to take advantage of women who don't speak the language and have little knowledge of the rights afforded them, in the rare instances where they actually have any. In the United States there are enough problems for women who have entered the country illegally, but some of the most atrocious violations of human rights in this country are committed against undocumented workers. Employers use the very real threat of deportation as a highly effectual deterrent for immigrant women to organize, join unions, or even file complaints with the governments of the countries where they are working. A report by the AFL-CIO entitled "What Union Members Should Know About the AFL-CIO Policy on Immigration" points out one of the fundamental problems with immigration law enforcement in the United States: the heavy dependence on the I-9 system. "The system of workplace immigration enforcement in the United States with its emphasis on the I-9 system is broken; it targets workers instead of the egregious employers who exploit them and needs to be fixed."

The I-9 system is a perfect example of the legal problems with protecting illegal women workers. Under the I-9 system, which was initially supported by the federation in the mid-1980s, it is illegal to hire undocumented workers. Illegal immigrant women can often face deportation if they are found to have been working in the country without documentation. Employers can also be punished through token fines. These fines are rarely sufficient to serve as a deterrent to hiring a female worker who can be intimidated and underpaid. Under this system, workers stand to lose much more than the employer if the government discovers the worker's illegal status. In this way, employers can use the threat of deportation against women who would seek to organize in order to achieve better pay, benefits, and working conditions.

Of course, illegal immigrant women willing to work for much less money than their domestic counterparts unintentionally drive down wages for domestic workers in these same countries, and women, more than any other demographic group, are feeling those effects. A report from the Women's Environmental Development Organization (WEDO) points out a few of the problems of globalization on domestic workers and the effect those problems have on women.

## **Political Action**

In the last couple of years the all-out effort the AFL-CIO has established in the Labor 2000 drive has made a difference in elections throughout the United States. We have increased the union share of the vote in elections to 26 percent of all votes cast, and increased the percentage of members who vote for union endorsed candidates.

Despite these statistics, the current situation is not good. Women hold only 65 -- or 12 percent of the 435 seats in the 107th United States Congress. To date, 198 women including 128 Democrats and 70 Republicans have served in the United States Congress.

In the Senate, today women hold a record nine (9) percent of the 100 seats in the Senate. The group is composed of six Democrats and three Republicans. The number of women serving in state legislatures has increased more than fivefold since 1969. The state of Washington has the highest percentage of women state legislators. It stands at 40.8 percent.

Never before has our participation been more needed or more important. Laws and policies are being made or changed weekly that could affect us as working people for the rest of our lives. Examples of positive impact from labor-friendly governors are New Jersey Governor Jim McGreevey signing an executive order on Project Labor Agreements shortly after his election; California Governor Gray Davis authorizing agency shop for local government, schools and

community college and denying public funds to union busters, and Maryland Governor Paris Glendening signing a law granting collective bargaining rights for public workers.

Our victories translate into real change. President Clinton appointed more women to cabinet positions than any other U.S. President, including Madeleine Albright, Secretary of State; Alexis Herman, Secretary of Labor; Donna Shalala, Secretary of Health and Human Services; Carol Browner, Administrator of the Environmental Protection Agency; Aida Alvarez, Administrator of the Small Business Association; Charlene Barshefsky, United States Trade Representative, and Janice LaChance, Director of the Office of Personnel Management.

CWA members and locals should be involved with our Central Labor Councils, Union City programs, and living wage campaigns whenever possible to create more wins like those previously mentioned. Working through these programs, CWA members can begin to hold our elected officials more accountable. One way to achieve this is by getting candidates to sign onto the statement of principles that is being used by the Central Labor Councils.

Working with the AFL-CIO in several states, CWA officers and members have succeeded, including the Governor's race in Virginia. In St. Louis, Missouri, CWA members and staff helped Brian Fletcher, Vice President of Local 6320, win a spot on the Ferguson/Florissant School Board. In Colorado, CWA members working with other union members targeted 10 Senate seats, winning seven of them. The goal was to get 80 percent of union members and their voting family members registered and then turn out the vote. In Denver, labor led the charge in electing a union-endorsed candidate to the city council along with three union-endorsed candidates to the school board.

Women and men in CWA are running for offices or being appointed to federal and state positions. This is so important. We need our voices heard so that we can help make changes that will forever protect our jobs and the future of our children.

Local elections can often greatly influence our members' lives, because they control school boards, city politics, city work and most of the jobs in the construction industry. CWA members realize this and run for these offices at a greater number than ever before. At last count, we had over 100 elected officials at the local, state and federal level, nearly 30 of whom are women. According to the AFL-CIO, there are over 2,600 union members holding elected public offices.

The actions of CWA leaders and members raising concerns on Capitol Hill have also paid off. We had an unquestionable impact on Capitol Hill at the Legislative-Political Conference in March, alerting Representatives and Senators about AT&T placing responsibility for its primary telecommunication-switching network into the hands of Indian foreign nationals. AT&T had hired them as replacement workers in anticipation of a possible strike by CWA. Congress took immediate notice. The lobbying help put pressure on AT&T's CEO Mike Armstrong, which in turn contributed to a 18-month contract extension.

CWA union officers need to stress to our members the difference we can make with political action. The union vote in the last presidential election was key and can help us take back the House and secure the Senate. A new AFL-CIO grassroots Labor 2000 Plan is unstoppable. If we work systematically each year we will progress and get more members involved. In addition, state and local officials increasingly are making decisions affecting working families. Through Labor 2000, members saw the extent to which Central Labor Councils and State Federations must increase their involvement in local grassroots action.

In the last two years, 1.2 million union votes have been added through voter registration drives. The AFL-CIO cites this as key to winning future elections. But registration alone will not do the job. The methods of good political action are the same as organizing: focusing on mobilization and education, work site visits, member-to-member contact, mailings, events, and communication through union publications. We need to embrace the AFL-CIO "10-Point Program," which calls for outreach to members. We know when we talk to our members at the work site about our issues, we win. There is no better example of this than the beating back of anti-worker legislation in California and Oregon. Direct worker contact made the difference.

We, as CWA women, believe working families need a stronger voice to protect our rights on the job and to fight for affordable health care, quality education, good jobs at good wages and the right to better our lives by joining together in unions. One of the ways to accomplish this is through political action. Who better than the women of CWA, who know the value of these concerns, to hold public offices?

CWA locals need to encourage women to register and vote. Reviewing the November 2000 elections, it is clear women voters were critical to Democratic fortunes. Women voters comprised 52 percent of the electorate in the 2000 Presidential election and were decisive in Al Gore's narrow popular vote victory. There was an historically large 22-point presidential gender gap in 2000, with women supporting Al Gore by 11 points (54 percent Gore to 43 percent Bush) and men supporting George W. Bush by an equally large margin (53 percent Bush to 42 percent Gore). Similarly, in close key congressional races, Democrats won because of women voters. In the national generic congressional vote reported in Voter News Service exit polling, women voted for Democratic congressional candidates by an eight-point margin (53 percent Democrat to 45 percent Republican), while men voted for Republican congressional candidates by a 10-point margin (54 percent Republican to 44 percent Democrat).

We can't just talk-talk-talk. We have to go out and do it and keep on doing it until our voices are always present, heard and felt in all of our members' and the public's everyday lives. The best way to accomplish this is through political action.

### **AFL-CIO 10-Point Program**

1. Recruit a key contact at each site.
2. Distribute leaflets at all union work sites.
3. Maximize contact through union publications.
4. Maximize communication from local presidents.
5. Maximize impact of union phone calls.
6. Update local membership lists with the state federation of international.
7. Increase registration by 10 percent.
8. Get out the vote.
9. Build a rapid response network in the workplace.
10. Link politics to organizing.

### **STATEMENT OF PRINCIPLES FOR PUBLIC OFFICIALS**

#### *The Freedom to Choose a Union*

As an elected official or candidate for office, I am committed to making our community a better place to live and work. I believe that unions contribute to the economic vitality of our country by playing a key role in making and maintaining good quality jobs that are essential to creating and sustaining thriving communities. I respect the right of every working person to pursue equality, opportunity, a voice on the job, and a better life by forming a union. I understand that the decision to join a union should be the free choice of an employee, absent employer coercion. I believe that employers who interfere with, harass, threaten, or fire workers for trying to form a union - or who deliberately manipulate the legal system to prevent or delay organizing - are harming not only their employees, but our entire community. Such tactics have the effect of denying workers their basic human right to organize and bargain collectively, and drive down standards for the community as a whole.

- I fully support the principle that all workers are entitled to freedom of association at work, as recognized by the ILO, a United Nations-related body, and I support the right of workers to form a union and bargain collectively - in an environment free of interference, intimidation, coercion, harassment, reprisals or delay.
- I will publicly support workers who are forming unions by reaffirming the importance of unions to our communities and by taking actions such as issuing public statements, attending rallies supporting organizing, sponsoring public forums, and the like.
- I will urge employers to respect their employees right to form a union, to remain neutral during union organizing campaigns, to recognize a union voluntarily when a majority of their employees choose to form one, and to bargain in good faith and reach an agreement.

## **Women's Health**

Women's health issues have changed at an astonishing pace throughout the past century. At the start of this century, the average woman did not live much beyond her childbearing years. Strides in public health have given women an extra 30 years of life. However, these bonus years have also brought a host of chronic conditions. The top three causes of death for women are heart disease, lung cancer and stroke. In addition, many women of this "sandwich generation" are experiencing increased stress.

Therefore, women must embrace healthy behaviors at all ages to increase their chances of living a life of good quality into their older years. Efforts must be made to educate women about these diseases and the effects on their health. This education needs to be extended to include our children.

## **Heart Disease**

Coronary heart disease is the leading cause of death of women in the United States. During the course of a year, nearly a million women will develop coronary heart disease.

Facts: One in six American women will die of breast cancer, but one in TWO will die of heart disease. A woman's risk is greater if a parent or sibling has been diagnosed with heart disease, especially at a young age. Death rates from coronary heart disease for African-American women are 14.6 percent higher than those for Caucasian women. Forty-four percent of women who have a heart attack die within one year. Sixty-three percent of women who die suddenly of heart disease have had no previous evidence of the disease.

Differences between men and women: While coronary heart disease is often perceived as a man's disease, it is clearly not. Nearly equal numbers of men and women die of this disease each year. Much of what is known and popularized about heart disease has come from research done on men. Women are the family caretakers and tend to neglect their own health and disease symptoms. Virtually none of the commonly used heart medications, and their effects, have been studied in women.

Studies also have shown that diagnostic tools are often less accurate in women than in men because the tests were originally designed for men. Women are more likely to suffer from "atypical" symptoms of a heart attack. Instead of crushing chest pain, women may experience the following: indigestion, nausea, weakness, and pain in other locations such as the neck, shoulder or jaw. Physicians are slower to recognize and diagnose heart attacks in women because the characteristic symptoms of chest pain and changes on electrocardiograms are present less frequently.

Moreover, after heart attacks, women are less likely than men to receive therapies known to improve survival, including cardiac rehabilitation. While many of the causes linked to heart disease are the same for men and women, there are some factors that are unique to women,

such as postmenopausal hormones and birth control pills. Many of the risk factors for heart disease can be controlled through diet, exercise and lifestyle changes. Some of these risk factors are smoking, high blood pressure, and high blood cholesterol.

Issues that need to be addressed:

1. As advances in medical diagnosis and treatment are developed, they need to be designed and evaluated with women in mind, and we must address the accompanying ethical and legal issues.
2. In the new century, we must work to provide access to health care for all Americans.
3. We must strive for economic and educational equity for all women, since socioeconomic status  
is one of the most powerful predictors of health.
4. Continuing recommendations for medical education curricula must be disseminated to help  
ensure that future physicians are sensitive to gender differences in etiology, treatments, and prevention of disease.

Recommendations: CWA must raise awareness about heart disease as the number one killer of women. We need to encourage and motivate women to take heart health seriously, reduce their risks, and take part in clinical testing for women.

CWA must form partnerships with government and non-government entities, including consumer groups, health advocates, professional organizations and industry to promote women's health objectives for the 21st Century.

Lung Cancer - Lung cancer is the leading cause of cancer related deaths in women, not breast cancer. Lung cancer claims the lives of 67,000 women each year.

Facts: Lung cancer is expected to account for about 25 percent of all female cancer deaths in 2002. Most people who develop lung cancer die within five years after diagnosis.

Smoking causes 90 percent of lung cancer cases. Having a family history of lung cancer appears to double and possibly even quadruple a woman's risk of the disease. Smoking-related health problems cost our nation's health care system up to \$73 billion annually. To date scientists have had little success with the early detection and treatment of this disease. Approximately 15 percent of all lung cancers are detected in the earliest and most treatable stage. The odds of surviving lung cancer rarely exceed 50 percent.

Differences between men and women: Strong evidence suggests that for the same number of cigarettes smoked, women are more susceptible than men to the carcinogenic effects on their lungs. Already linked to breast and ovarian cancer, estrogen may promote the growth of lung tissues containing genes damaged by tobacco smoke. A build-up of gene damage in lung tissues can lead to the uncontrolled growth of a tumor.

Minorities: African-Americans are less likely than Caucasians to be diagnosed with cancer at a localized stage, when the disease may be more easily and successfully treated and are more likely to be diagnosed with cancer at a distant stage of disease.

Recommendations: CWA must encourage government and scientists to find a good screening test and build the capacity to more rapidly translate research progress from the bench to the bedside.

CWA must encourage increased patient participation in cancer clinical trials and also promote the creation of a nationwide cancer registry.

Stroke - Stroke is the third leading cause of death in the United States. It is a feared

disease, not only because it claims the lives of nearly 100,000 women each year but also because it is the leading cause of long-term disability in the United States. The word alone evokes pictures of those victims who will need help in completing life's daily tasks - eating, dressing, walking. Of those who survive a first stroke, nearly half lose much of their personal independence and over two-thirds experience problems on the job over the long term.

Facts: Thirty percent of stroke victims die within one year after the event. Up to 25 percent of stroke survivors develop dementia following a stroke. Every minute in the United States an individual experiences a stroke. Every 3.3 minutes an individual dies of one. Those who have had a heart attack are at higher risk of having a stroke too.

Differences between men and women: While men are slightly more likely to have a stroke than women, women are much more likely to die from the event, possibly because they tend to develop the disease at an older age, when the body is less able to handle the trauma. At all ages, more women than men die of stroke. Use of birth control pills and pregnancy pose special stroke risks for women.

Minorities: African-American women are about twice as likely to have a stroke as white women and they also tend to have more severe strokes and to have them at younger ages. African-American women are more likely to possess important risk factors for stroke, such as hypertension, obesity and diabetes.

What to do if you have a stroke: Call 911 immediately. The warning signs for stroke are: sudden numbness or weakness of face, arm or leg, especially on one side of the body, sudden confusion, trouble speaking or understanding, sudden trouble seeing in one or both eyes, sudden trouble walking, dizziness, loss of balance and coordination, a sudden severe headache with no known cause. Sometimes the warning signs last for only a few minutes and then disappear. This could be a mini-stroke, called a transient ischemic attack (TIA). Although they don't last long, TIA's are a symptom of a medical problem. Don't ignore a TIA; see your doctor right away.

Recommendations: CWA and CWA members need to go on record and continue to support the Stroke Treatment and Ongoing Prevention Act of 2001. This act authorized important public health initiatives to help patients with symptoms of stroke receive timely and effective care. Advances in imaging, interventional radiology, pharmacology and other disciplines provide hope that more effective stroke treatments will be found. Also improving the delivery of existing therapy can have a marked effect on the morbidity and mortality caused by stroke. Education of CWA members and their families on the symptoms of stroke could help with effective treatment, as an early response is crucial.

CWA must promote through legislative actions the continuation of "Stroke Centers." Stroke centers form part of an integrated system of stroke care to ensure that a patient receives the optimal therapy at the time when it is most effective.

The Sandwich Generation - The Sandwich Generation is defined as those who are sandwiched between aging parents who need care and/or their own children. The home now consists of a teenage son or college student, perhaps a recently divorced daughter with an infant child, and an elderly parent who needs an increasing amount of care giving. It appears that the "empty nest" is now cluttered and bursting at the seams.

There are issues that arise for the Sandwich Generation. People worry about the loss of their own independence and their duty to their own children versus their duty to their parents. Ultimately role reversal will occur within the family, and it may be difficult for both elderly parents and caretakers to adjust.

Concerns regarding family finances and physical resources combine to create a stress level and overload of great concern. Difficult decisions may need to be made when placing elderly parents in appropriate care centers at a time when at-home living is no longer possible. Thus, the Sandwich Generation must become knowledgeable about the details of Medicare, what it pays for and what it doesn't, as well as HMO's and parents' company health care plans.

Women's roles in the Sandwich Generation: Just as childcare has largely been the responsibility of women, primarily women perform elder care also. In virtually every culture the caregiver role belongs to women. This is enforced in sociologic, cultural and religious traditions. Care taking is not only expected by society, but by the women themselves.

In Conclusion: Working women and men need more workplace flexibility to meet family care giving demands. Such new practices should be supplementary to those included in the Family and Medical Leave Act. With life expectancy continuing to increase, social and government institutions need to find ways to provide caregiver support to Sandwich Generation families.

Increased availability of assisted living units and long-term care facilities is needed. Low-income individuals feel more stressed about their responsibilities and are less able to take time off from work to help care for family members.

Recommendations: CWA must encourage employers to offer elder care benefits, paid or unpaid leave, and long-term care insurance in collective bargaining agreements.

## **Social Security**

President Franklin Roosevelt, who was responding to an overwhelming national need to address economic insecurity in old age, signed the Social Security Act into law in 1935.

Over the past six decades, Social Security has lifted millions of older Americans out of poverty and has provided enormous relief for widows, widowers, children, and the disabled.

Social Security is more than a retirement plan. It is the heart of our social insurance system providing nearly universal coverage for workers and their families. One-third of the program's beneficiaries are not retirees, but they also include children, widows and people with disabilities.

Reliance on Social Security. Women have a high stake in Social Security. They represent 58 percent of all aged Social Security beneficiaries and approximately 71 percent of beneficiaries age 85 and older. At the end of 2001, women's average monthly Social Security benefit was \$756, while that of men was \$985. For unmarried women, including widows age 65 and older, Social Security comprises 51 percent of their total income. In contrast Social Security benefits comprise only 37 percent of unmarried elderly men's retirement income, and only 34 percent of elderly couples' income. Seventy-four percent of unmarried elderly women depend on Social Security for at least one-half of their income, and 26 percent depend on it as their only source of income. The poverty rate among elderly women is 12.2 percent, while elderly men have a poverty rate of 7.5 percent. Without Social Security, however, the poverty rate of elderly women would be more than 52.5 percent.

Several aspects of the current program help women. Through the annual cost-of-living adjustment, Social Security provides a guaranteed inflation-protected benefit that lasts as long as one lives.

The current benefit formula provides a higher proportion of pre-retirement earnings to lower earning workers, who are more often women. Social Security provides dependent benefits to spouses, divorced spouses, elderly widows, and widows with young children.

Life expectancy: Women reaching age 65 in 2000 are expected to live, on average, an additional 19.1 years compared to 15.7 years for men. Life expectancy rates at age 65 are anticipated to increase to 20.3 years for women and 17.3 years for men in 2030. It is essential to ensure that Social Security's guaranteed benefits continue for women and their families.

But the reality in privatization of Social Security is not good for workers and their families. It is especially not good for women.

For a complete view of this issue, we recommend the report "Social Security Privatization, A False Promise for Women," prepared by the Older Women's League, 1-800-825-3695; 202-783-

6686; fax 202-638-2356 or [www.owl-national.org](http://www.owl-national.org).

## **Family and Medical Leave Act**

The Family and Medical Leave Act (FMLA) became effective on August 5, 1993. If a collective bargaining agreement was in effect on that date, FMLA became effective on the expiration date of the collective bargaining agreement or February 5, 1994, whichever was earlier. The law contains provisions on employer coverage, employee eligibility for the law's benefits, entitlement to leave, maintenance of health benefits during the leave, and job restoration after the leave, notice and certification of the need for FMLA leave, and protection for employees who request or take FMLA leave.

The FMLA allows employees to balance their work and family life by taking reasonable unpaid leave for certain family and medical reasons. The FMLA seeks to accomplish these purposes in a manner that accommodates the legitimate interests of employers and minimizes the potential for employment discrimination on the basis of gender, while promoting equal employment opportunity for men and women.

Senator Judd Gregg (R-N.H.) introduced a bill (S.489) to amend FMLA called the Family Medical Leave Clarification Act. The Family Medical Leave Clarification Act weakens the FMLA in several ways:

It repeals the Department of Labor's current regulation for "serious health condition" and includes language on what types of medical conditions, such as heart attack, stroke, spinal injuries, etc., supposedly were intended to be covered. Gregg states that "serious health condition" is not meant to cover short-term conditions (injury, illness, or impairment), for which treatment or recovery is brief.

The bill amends the Act's provisions relating to intermittent leave to allow employers to require that intermittent leave be taken in minimum blocks of four hours.

The bill shifts to the employee the responsibility to request the leave be designated as FMLA leave and requires the employee to provide written application within 65 working days of providing notice to the employer for foreseeable leave.

With respect to leave because of the employee's own serious health condition, the bill permits an employer to require the employee to choose between taking unpaid leave provided by FMLA, or paid absence under an employer's collective bargaining agreement or other sick leave, sick pay, or disability plan, program, or policy of the employer. The Family Medical Leave Clarification Act seeks to destroy a law that is paramount in helping workers balance work and family life.

## **Domestic Violence**

Domestic abuse crosses all ethnic, racial, age, national origin, sexual orientation, religious and educational backgrounds and income levels. According to statistics from the Department of Justice, nearly 4,000 women die each year as a result of domestic violence. Violence will occur at least once in two-thirds of all marriages. It affects more women every year than are affected by breast cancer, heart attacks and strokes. Domestic violence is part of the union agenda because it is a family issue, a public health issue, a community issue, and a social justice issue.

Domestic violence can increase absenteeism, undermine job performance, affect job security and raise the risk of violence in the workplace. Unions are key in helping members stay safe, healthy and employed so they can retain their dignity and remain economically self-sufficient. Unions can and do play a positive role in preventing and addressing abuse through training and intervention. In District 1, CWA, Verizon and Cornell University jointly developed a domestic violence training initiative that will be offered to all management and craft groups on company time. The training session not only includes materials that help identify abuse, but also offers resources and agencies that can assist members in need of support. As of April 2002,

CWA and Verizon have conducted train-the-trainer sessions in all of downstate N.Y. as well as Albany and Boston, and there are sessions scheduled for Syracuse and Buffalo. To date, over 1,000 CWA Local 1105 members have already gone through this training, and several other CWA locals presently are starting the training process. Unions should strive to bargain benefits such as employer contributions to fund legal services, social services, safe homes and an emergency fund to assist domestic violence victims and negotiate contractual language that guarantees our members authorized time off with pay for court appearances, legal consultation and relocating.

In 1999, Senator Paul Wellstone (D-Minn.) and Senator Patty Murray (D-Wash.) introduced the Victim's Economic Security and Safety Act (VESSA), a comprehensive bill to address the tremendous economic barriers women face when they leave abusive relationships and set out to establish new lives for themselves and their children. The bill provides needed funding for shelters for victims of domestic violence through the McKinney Homeless Act, and rental assistance to victims trying to establish permanent housing safe from the batterer. The bill protects women in the workplace by allowing them to use the Family and Medical Leave Act to take time off to deal with the problems arising from leaving a violent relationship. The measure promotes employment stability, economic security, and workplace safety. The Wellstone/Murray legislation is strongly supported by numerous national women's and family violence prevention groups including the Coalition of Labor Union Women. The AFL-CIO has resolved to support the passage of VESSA and will work to ensure its quick passage. The National Women's Committee recommends that you urge your members of Congress to become cosponsors of the Economic Security and Safety Act.

## **Work and Family**

The struggle to balance work and family continues today but unions are negotiating benefits that have been instrumental in assisting our members in easing these burdens. Through contract negotiations, CWA and Verizon North have bargained to continue two major programs that are useful in accomplishing this goal. One program is known as the Dependent Reimbursement Fund that helps members defray the cost of childcare and elder care by reimbursing the employee up to \$50 per week, per child or elder dependent, of which \$5,000 per year is tax free. The other program, called LifeBalance, offers free resources to assist with all issues of daily living, 24 hours a day, 7 days a week. The service provides personalized, confidential consultation, individualized referrals to resources in communities, free booklets, audiotapes and tip sheets. A complete range of services includes relocation, budgeting, planning for retirement, adoption, single parenting and blended families, senior health, selecting a care provider, finding tutors and estate and probate law.

The program is designed to help members manage the demands of everyday life. It also includes workplace seminars for our members covering a range of work and family topics. CWA has also negotiated a program called Kids in the Workplace both at Verizon North and Verizon South which provides on-site childcare at the workplace for school-aged children on school holidays and during the three school vacation weeks. At CWA and Verizon North there are nine locations successfully established and CWA/IBEW and Verizon South have expanded their Kids in the Workplace program to 60 locations. This is a great example of a win for both sides. Our members can work more productively knowing that their child is receiving quality care with age-appropriate activities at their work locations at no charge to them. The employer benefits as well since more parents of school-aged children are working on school holidays. In the past our members were frequently forced to take time off for lack of child care. CWA, in conjunction with child care coalitions, has been successful in attaining free summer camps for union members within the public school system, diversity groups and charity organizations.

## **Education**

Women and all workers should have the opportunity for self-improvement through education and training. We encourage you to fight for legislation and bargain for educational benefits, in

addition to working for the betterment of our public education system.

Many companies offer education assistance to employees that will not only improve their job skills, but will also make them successful and confident leaders in the community and in their unions.

The number of online distance learning programs is increasing. We should make full use of programs that were bargained for by CWA such as:

Tuition Aid and Partnership Programs in some contracts, which will give financial assistance to employees.

The Alliance for Employee Growth and Development, Inc. This is a nonprofit organization whose purpose is to enhance employment security for all AT&T, Avaya Inc., Lucent Technologies and other employees represented by CWA and IBEW. The Alliance offers career and personal development training and educational opportunities to more than 88,000 eligible workers.

Pathways is the education and training benefit program for eligible Qwest employees, bargained for by CWA and Qwest. The program enables employees to take courses, workshops and seminars in subject areas of their choice on their own time.

National Advisory Coalition for Telecommunications Education and Learning (NACTEL). Representatives from CWA, Verizon, SBC, Qwest, Citizens and IBEW formed NACTEL, an industry coalition dedicated to telecommunications, education and learning. The program offers an Associate's Degree in telecommunications.

The George Meany Center for Labor Studies offers a variety of labor education courses in the areas of organizing, arbitration, collective bargaining, communications and union building. You will find more information on offerings by the George Meany Center at [www.georgemeany.org](http://www.georgemeany.org).

The American Association of University Women is a national organization that promotes education and equity for all women and girls. The organization's educational foundation is the largest source of funding exclusively for graduate women in the world. It supports aspiring scholars around the globe, teachers and activists in local communities, women at critical stages of their careers, and those pursuing professions where women are under-represented.

Career and Technical Schools provide the vocational and technical training needed to meet the current needs of business and industry. Programs can be short-term courses, certificate programs, diplomas, two- and four-year degrees.

There are many other educational programs and forms of assistance available to women and their families. Grants and scholarships are available from many sources. Several are made possible through CWA. Self-improvement and leadership skills are end products of taking advantage of the education opportunities and assistance available to us.

Oppose School Vouchers. We need to become leaders in making sure that our children are not deprived of the education and skills necessary to prepare them for college and careers. Improving our education system should be top priority for government at the federal, local and state levels. Today many legislators, school boards, education professionals, parent groups and community organizations are attempting to implement school voucher programs. School voucher programs or similar programs are the wrong choice for our public education system. The standard program would distribute monetary vouchers (typically between \$2,500 and \$5,000) to parents of school-age children, usually in troubled inner-city school districts. Parents could use the vouchers toward the cost of tuition at private schools.

Vouchers would help some students, but not all. With the help of taxpayers' dollars, private schools would be filled with well-to-do and middle-class students and only a handful of the best, most motivated students from inner cities. Some public schools would be left with fewer dollars to teach the poorest of the poor and other students who, for one reason or another, were not private

school material. Such a scenario can hardly benefit public education. We should dedicate ourselves to finding solutions to benefit all students.

## **Coalition of Labor Union Women**

In March of 1974, more than 3,200 women from around the country came together in Chicago to create an organization that would shake the foundation of the male-dominated Labor Movement. Thousands of women flew, trained, bused and drove from all corners of the country to meet with their sisters and form the Coalition of Labor Union Women (CLUW). While some of the more enlightened men joined our sisters in this effort, most believed that when the "ladies" got together they would "swap recipes" and go home. How wrong they were.

For CLUW's Statement of Purpose, the women agreed that: The primary purpose of this National Coalition is to unify all union women in a viable organization to determine our common problems and concerns and to develop action programs within the framework of our unions to deal effectively with our objectives.

The women developed four objectives for CLUW: Organizing the Unorganized, Affirmative Action in the Workplace, Political Action and Legislation, and Participation of Women within their Unions.

For the last twenty-eight years, CLUW has been the voice of women in the labor movement in the United States as it continues to speak out for childcare, pay equity, labor law reform, national health care and reproductive freedom. It has provided a network where women can find support, education, and action on issues that are important to women in the workplace.

For the last twenty-eight years, CWA has been an integral part of CLUW and today has Lorraine Darrington from District 9 as a Vice President on the National Officer's Council and Gloria Johnson as the organization's President. The members of CWA's Executive Board are also members and have been very supportive of CLUW.

With the demise of the Women's and Education departments of the AFL-CIO, CLUW once again becomes the sole vehicle to carry the needs of working women to the forefront of the labor movement's and indeed, the entire country's agenda. Presently CLUW is:

Working with the UFCW on their Wal-Mart campaign, which asks union shoppers to let management know that union members object to the company's anti-union propaganda, pressure and fear tactics to which their employees are subjected and to let the employees know that we support their right to a voice on the job.

In the midst of the Contraceptive Equity Project that is working with the AFL-CIO, the state federations of labor and unions to achieve comprehensive contraceptive coverage in all union health plans.

Continuing to work to re-energize labor's response to HIV/AIDS by conducting meetings with the Labor Leadership Forum and Project Advisory Committees, to develop a CLUW Tool Kit and implementing a national partnership initiative.

Working with state federations, central labor councils, and international unions to register working women to vote and to ensure a massive GOTV effort for the November 2002 elections.

The CWA National Women's Committee urges all CWA locals to educate their members about CLUW, encourage all of their members to join CLUW, become active in their CLUW chapters and use the information provided by CLUW to advance women's issues on the job.

**DELEGATE CAROL COUTLAS (Local 13500):** President Bahr, this concludes our report and the Committee moves adoption. (Applause)

... The motion was duly seconded . . .

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

On Microphone No. 5, Delegate Bury.

**DELEGATE MARIA M. BURY (Local 2101):** The report the Committee just read was a shortened version of what we received. Was the official version what was in our packets or what was read?

**PRESIDENT BAHR:** The official version was what was in the packets and that will be in the Convention record.

**DELEGATE BURY:** Can I ask why we received this shortened version from the Committee?

**PRESIDENT BAHR:** You want to respond?

**CHAIR McCAULEY:** You received the full version in your packets. We read a shortened version in the essence of saving time. Reading the entire version would have gone beyond our time limit in giving this report to you.

**DELEGATE BURY:** Thank you.

**CHAIR McCAULEY:** You're welcome.

**PRESIDENT BAHR:** There is nobody else at the microphone. All those in favor of the motion to adopt indicate by raising your hands. Down hands. Opposed by like sign. The motion is adopted.

Please join me in thanking the Committee for its good work. (Applause)

Would the National Committee on Equity please come to the platform.

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

Gwendolyn Richardson, Local 1180; John R. Wills, Local 2202; Mary E. Garr, Local 3310; Keith Robinson, Local 6310; Marlene E. Orozco, Local 7777; Karen Kimbell-Hanson, Local 9588; Beverly Davis, Local 13500; Terez Woods, Local 4309, Chair.

... The members of the National Committee on Equity each read portions of the report. The complete report is as follows:

**DELEGATE TEREZ WOODS (Local 4309, Chair, National Committee on Equity):** This is the Report of the National Committee on Equity to the 64th Annual Convention.

### **Immigration: Post September 11, 2001**

The United States has often been called "a nation of immigrants," and most Americans, with the notable exception of Native Americans, have ancestors who arrived from other countries, either voluntarily or involuntarily as enslaved Africans. Throughout American history immigrants helped build American cities, towns, businesses, civic and cultural institutions, and our economy.

The horrific terrorist attack of September 11 has, in some quarters, replaced a growing tolerance, respect and understanding of immigrants who live and work among us with fear and scapegoating. Many who have always opposed immigration and fair treatment of immigrants now seek to capitalize on this fear to push for policies and practices that penalize hardworking immigrants for the deplorable acts of criminals who came to the United States not to pursue the American dream, but to destroy it.

While there may be justification for some tightening of immigration laws and procedures, it must be done in a careful and targeted manner to deter terrorists or other ill-intentioned persons who enter the United States to do harm.

At the same time, it is critical that measures to ensure our security not overreach to permit discrimination, racial or ethnic profiling, or other abusive treatment of honest, hardworking

immigrants.

Immigrants are not terrorists; terrorists are criminals no matter where they come from.

Unions are playing an important role in bridging the gap between immigrant and non-immigrant workers. We are uniquely situated to facilitate dialogue in our workplaces and our communities that will ultimately lead to a stronger nation in which diversity is greeted with respect, not suspicion.

Fairness and inclusion, not exclusion, will prove to be our strongest weapons against those who would tear this country apart.

## **Social Security**

The proposal to privatize Social Security and invest funds in the stock market was a top priority for George Bush during the presidential campaign of 2000. However, the tax cuts, sagging economy and the war on terrorism have depleted the budget surplus needed to make the transition to private accounts. Only a limited number of ways exist to fund a move to a partially privatized system: cut benefits, increase taxes or increase governmental borrowing. The President's Commission to Strengthen Social Security has chosen cutting benefits as a major part of the solution. Privatizing Social Security not only would shred an important social safety net for families and retirees, but it would worsen the program's financial condition and create the real possibility that benefits could run out.

When President Franklin Delano Roosevelt signed the Social Security Act into law in 1935, it was designed to combat poverty among older Americans. This system has now become the main source of income for most older Americans, with 62 percent of its recipients using it for one-half or more of their annual income. Social Security keeps some 15 million Americans above the poverty line. Elderly African-Americans and Hispanic Americans rely on Social Security more than do white elders. In 1999 three out of every five elderly people lifted out of poverty were women. It is this disproportionate reliance on Social Security benefits that makes any changes to the program a civil rights issue. Women, the disabled and the poor would suffer more than white men if COLA reductions, increased eligibility age and privatization are implemented.

Any changes to Social Security must come with assurances no group is denied equal access. Under the current law gay men, lesbians and their families face discriminatory rules on eligibility for survivor, spousal and dependent benefits. One to three million elderly Americans are gay, lesbian, bisexual or transgender and if current trends continue, this population will double by the year 2030. Unequal treatment of same-sex couples costs gay and lesbian seniors approximately \$100 million a year in survivor benefits. Social Security must include protections for all GLBT families, including domestic partners and non-biological and non-adoptive children. At its winter meeting the Democratic National Committee agreed and approved a resolution stating, "Social Security would be strengthened if same-sex partners were treated equally."

The National Committee on Equity urges the CWA leadership to join the fight to protect our Social Security benefits and to continue their efforts in encouraging Congress not to weaken our current laws but to strengthen them and make them inclusive for all workers who contribute to the plan.

## **Justice Matters**

With the election (selection) of the "Commander in Chief" of the United States, many individuals focus on the major appointments that accompany the position, such as Secretary of State, Secretary of Defense, the head of the Department of Education and Justices to the Supreme Court. These appointments get much more attention than some of the "lesser" appointments, which can have more of an impact on our day-to-day lives.

Falling under the category of lesser appointments, one finds the nominations for justices of

the thirteen courts of appeals. The court of appeals can exercise enormous power in deciding cases on issues such as civil rights, women's rights, worker protection, religious liberty and environmental issues.

The lower federal courts of appeals make decisions on a vast majority of federal cases, cases that never make it to the Supreme Court. In 2001, federal courts of appeals decided more than 28,000 cases, many on human and civil rights and the environment. This compares with fewer than 100 opinions handed down by the United States Supreme Court. Many appeals court decisions stand as the final word governing the law in their region.

We are in a unique situation in which many of our constitutional freedoms and civil rights are at risk. Republican-nominated judges currently hold a majority on seven of the 13 circuit courts of appeals. If President Bush's current nominees are approved, judges with right-wing ideologies will make up a majority of 10 circuit courts with a possibility of all 13 circuit courts being held by a majority of Republican-nominated judges by 2004. Once confirmed, judicial nominees have a lifetime appointment, which can affect individual rights for generations to come. Careful review and scrutiny of federal judicial nominees is critical to protecting our rights and freedoms.

Each judicial nominee's record should be carefully examined including all writings such as briefs, articles and opinions (published and unpublished). The Senate should withhold its consent from nominees who do not demonstrate a commitment to civil rights and civil liberties.

As the Senate considers the nominees of President Bush, there are things that each of us can do to defer the selection of right-wing Republican-nominated judges who don't share our values:

1. Investigate information on nominees from your federal court district. Research data that makes the local news but may not get national attention and share it with the Senate Judiciary Committee.
2. Educate - "Each one, teach one" about the importance of tracking the nomination process. Each one teaches one about how the placement of the wrong person could affect their children and their children's children.
3. Initiate a campaign in your community and at your work location to contact the senators in your home state and express the need for careful examination of the nominees.
4. Activate report cards on the nominees and their progress through the examination process.

### **The CWA Diversity Report Card: A Dream Deferred**

This Convention marks the 10th year since the Committee on Equity first reported out at the convention. It took a constitutional amendment passed by the delegates at the 1991 Convention for this to happen, as well as to set forth the agenda that is now 10 years old since its inception. This year we had hoped to celebrate, instead, we face controversy. It is ironic that on the 10th anniversary of the Committee on Equity being allowed the same freedom as other convention committees to report out, the content of some reports is being monitored, and to some degree, censored.

In order to measure the progress of CWA's equity agenda, we need to review the original recommendations introduced in the COE's first report at the 1992 National Convention.

In 1992 the Committee recommended that:

1. Each District hold an annual Minorities Conference. The District Conferences should strive to

educate, train and promote an understanding of cultural diversity and encourage minority participation at all levels of CWA.

While some districts have held conferences, we are not at 100 percent nor are the conferences held on a consistent basis.

2. All District Vice Presidents advise each local president to form a Local Committee on Equity.

Local Equity Committees should be in place by the 1993 Convention barring any work stoppage.

There are over 1,900 locals, yet we have not cracked the 10 percent mark on active Local Committees on Equity.

3. In those states where the Vice President believes it is applicable, a state Equity Representative

shall be selected.

This has been done.

4. The president request demographic workforce data from our larger employers (public and private). This data should include a breakdown by minority groups and sex (including the physically impaired). The data is to be submitted to the National Committee on Equity prior to

their next meeting.

Effective June 4, 2002, demographic data has been provided for some of the major companies represented by CWA. Clearly this does not allow for a perfect statistical evaluation. However, this will allow the COE on a broad basis to map minority membership to minority representation.

5. The International Union review and evaluate employment tests beginning with those at AT&T.

Areas of concern are the direct applicability of these tests to job performance, the validation of

the tests, whether the tests are minority biased and if they are being used to screen certain

employees. The results of this report are to be submitted to the National Committee on Equity

for its review.

No action has been taken.

Equity has always been a cherished tenet of the union movement, but its definition and application are not easy. Often the majority group assumes a loss of power and/or property which causes roadblocks in the struggle to correct existing inequities.

If we were to use the 1992 COE agenda, we would see limited success, which is not what we had hoped to report 10 years later. What is of greater concern is why? In the past year CWA

has shown on more than one occasion that a collective effort must be maintained for the continued success of our union. Nowhere is this effort seen clearer than in our political action agenda. As we face our maturity and recognize that the future of CWA is our youth, we preach that we must organize, recognize, and embrace them. We consistently talk about the need to educate our membership and how critical its activism has become. All of these actions would assume that we are building this union based on what we represent. This means a union based on a diverse membership.

So, if we know these things to be true why are we in a state of turmoil on this 10th anniversary of the COE's first report to the Convention? BECAUSE THERE ARE LEADERS OUT HERE WHO JUST DON'T GET IT.

When leaders believe they can stifle our youth by threatening to no longer allow them access to conferences where they can learn to think critically;

When sisters and brothers are on the verge of being divided on issues of representation and racial equality before resolution is achieved;

When we still have the majority believing it needs to help the minority articulate what is best for them, or helping them save face;

When it is believed by not allowing people to be heard you can make an issue go away.

THERE ARE LEADERS OUT THERE WHO JUST DON'T GET IT.

It is ironic that we are the Communications Workers of America, yet we still have so much trouble communicating with each other. If we can't hear with our heads and our hearts the issues of those we have fought side by side with, how can we ever present ourselves as the answer for those seeking inclusion and democracy by organizing into our union?

We must finish the agenda set forth in 1992 and move the agenda adopted in the 2001 report listed below:

1. Diversity training must be included as part of the requirement for all elected and appointed union officials, regardless of level.
2. Local Equity Committees should be as much a mandate as a local Finance committee.

Many of you have already committed yourselves to adopting these agenda items. You have done so because you truly embrace the tenets of unionism, which include equity. From local, to District, to National levels many leaders have shown by action and continued affirmation the belief that we are enhanced by our diversity, and strengthened by our humanity.

This year the Committee on Equity made a promise to ourselves and to our fallen brother Phillip Perkins that we would not cease in our struggle until our goals had been realized. Phillip Perkins dedicated his life to fighting for equity as a civil right. We the living are equally dedicated. We recognize nothing or no one can stop an idea whose time has come. The time for dreaming is long past. One Body, One Voice, One Union.

## **Civil Wrongs - Not Civil Right after 9/11**

Civil rights laws have been engaged over the years to reverse a history of discrimination and inequality. For nearly 40 years, many have struggled and more than a few have died for fundamental rights in this country. As we begin the new century, America is continually growing more diverse. Somewhere around 2050 no one race will be a majority in this country. It has always been imperative that we continue the pursuit of freedom for all those who will follow.

During the months before September 11, there were several pieces of legislation introduced that would strengthen the fight against violence motivated by prejudice, the humiliation of being stopped while driving, flying or even walking for no other reason than the color of your skin, or

senseless workplace discrimination. We, the Communications Workers of America, applauded the introduction of all these bills and believed such legislation sets an appropriate course of action.

The all-inclusive Protecting Civil Rights for All Americans' Act, S.19.

The Local Law Enforcement Hate Crimes Prevention Act of 2001, HR. 1343.

The Traffic Stops Statistics Study Act, Title II of S.19.

The Employment Non-Discrimination Act (ENDA).

The Equal Protection of Voting Rights Act S.565.

Out of the ashes of the terrorist attacks on September 11, an uncertainty has emerged and the legislation being considered by Congress continues to revolve around the misguided perception that giving expanded, unchecked authority to those who enforce our laws will necessarily make us safer. The Administration has continued to announce questionable policy after questionable policy. Mounting evidence suggests that this Administration's belief is that any policy considered antiterrorist provides greater security. This legislative climate signals a dangerous move toward making law enforcement officials accountable to no one but themselves.

The USA-PATRIOT Act contains many important provisions strengthening federal law enforcement capabilities; ones we hope prove useful in the war against terrorism. But certain aspects of the new law expand the power of the federal government to detain and deport non-citizens suspected of engaging in a wide array of activities that are now defined under immigration law as terrorist activity.

The Aviation and Transportation Security Act established a number of requirements for "security screening personnel" including a civil service exam, a high school diploma or equivalent experience, physical and mental requirements, background checks, training and competency in written and spoken English. The bill also establishes that screeners be U.S. citizens. The citizenship requirement would bar legal immigrants from working as airport screeners even though no such requirements exist for members of the U.S. military, airline pilots, flight attendants, etc.

Attorney General Ashcroft implemented a new eavesdropping regulation that would give the government the unprecedented power to listen in on conversations between prison inmates and attorneys. The new regulation allows the Justice Department unilaterally, without judicial oversight, and with no meaningful standards, to decide when to eavesdrop on confidential attorney-client conversations.

President Bush issued an executive order that would allow special military tribunals to try non-citizens charged with terrorism. The impact of these measures will be far-reaching. Military tribunals would authorize secret trials without a jury and without the requirement of a unanimous verdict. They would limit a defendant's opportunities to confront the evidence against him and to choose his own lawyer.

We must take action now to ensure that Congress preserves the constitutionally guaranteed checks and balances that are so central to our democracy. We must have faith in our ability to protect both the freedom and the security of all Americans, regardless of race, religion, ethnic background or appearance, including immigrants in general, Arab-Americans and Muslims. A renewed commitment is essential to the future of civil and human rights.

## **Institutional Bias in CWA**

We, the Communications Workers of America, are assembled at our 64th annual convention. There have been many changes in our society and in our union over those 64 years. CWA has grown ever more diverse in the occupations, industries and employers with which we bargain.

That diversity, however, is not reflected in CWA's higher echelons or even at the local leadership level. With these words we mean to stimulate discussion on what obstacles prevent more people of color from getting into the leadership positions and what we can all do about it.

Since the 1950s and '60s civil rights movements, much progress has been made with regard to minority equal opportunity throughout the United States. Organized labor is part of our society and one of the longstanding institutions that defines America. As with other institutions in this country, labor has taken huge steps to build leadership that is reflective of the union membership. But much more needs to be done to build union leadership that is truly reflective of union membership.

People of color are not well represented on the CWA Executive Board. And there are few, if any, to be seen on the horizon within the top staff positions. At every level of the union we can and must do more to walk the walk when it comes to opening up equal opportunity for all.

There are those who will point out that the top leadership positions, both at the national and local level, are elected positions and use this fact to quickly wash their hands of any responsibility. The National Committee on Equity believes in and supports the democratic process in CWA, but we also know that activists must be mentored, educated, provided with opportunities of increased responsibility and supported along the way to elections. None of us makes it on our own.

To overcome these challenges within CWA, the National Committee on Equity once again, in the strongest terms possible encourages local unions to have active Committees on Equity. Furthermore, as per the CWA Constitution, "this committee can play a positive role in assisting and reporting to the members of the Local on the ways and means of eliminating discrimination."

Many locals have experienced leaders (who happen to be minorities) who should be considered for advancement. The Minority Leadership Institute has had many graduates. There are many minority activists who would make great stewards and local officers. The National and locals need to consciously reach out, support, mentor and appoint people of color.

CWA can and must lead the way for the labor movement in building leadership that reflects the diversity of our rank and file. No excuses. Si se puede! Yes, we can.

## **Election Reform Update**

One of the highest priorities for the civil rights community in the past year has been to ensure the passage of legislation that restores confidence in the electoral system. The problems experienced in the 2000 presidential election - not just in Florida, but also in other states - have undermined national confidence in the current electoral process. This must not be allowed to occur again in any state, in any election.

If, according to the Supreme Court decision in *Bush v. Gore* (2000), it is unconstitutional for a state to employ varying standards in conducting a manual recount of votes, surely it is unconstitutional for the state to employ varying technologies with widely varying reliability when it comes to administering other aspects of the electoral process.

On December 12, 2001, the House of Representatives passed the Help America Vote Act of 2001 (H.R.3295), a comprehensive election reform bill, by a vote of 362-63. However, there is concern about the bipartisan compromise legislation, because it includes an opt-out provision that would allow any state to avoid complying with suggested federal standards to address the gross inconsistencies in election quality from state to state. The bill was also ineffective in addressing the serious problems facing non-English-speaking persons with difficulties casting their ballots, and it fails to provide for much needed voter education.

Following extensive negotiations, the Senate passed the Equal Protection of Voting Rights Act of 2002 (S.565) on April 11, 2002, by a margin of 99 to 1. The bill contains many improvements over the House-passed election reform bill. However, significant issues remain.

At the 63rd Annual CWA Convention, the National Committee on Equity recommended that each local adopt the community within its jurisdiction. We urged leaders to learn the election rules and become poll workers or an election official for their state, county or city. While it is important to encourage Congress to pass laws that will assure Americans that every vote must count, it is also important that we mobilize our members to use our collective power to make sure that we don't have a repeat of the 2000 election.

## Tolerance

The battle against intolerance and discrimination has continued to be an ongoing theme of American history. We, the members of CWA, must realize the need to speak out against intolerance being practiced against our members as well as people in our communities. As union activists, we must strongly continue to protect the rights of our members and demonstrate that equality is important to all of us. It is important that within our own CWA circles we promote the ideals that equality and freedom have an important place at the table and are rights for all of us. Hidden bigots must be held accountable for their actions, and can't exist as a part of this union. We must reach out to schools and communities interested in fostering understanding and respect. Tolerance takes on many meanings for each of us and it is important for us as a union to implement the best anti-bias ideas that we have.

We, as Americans, found ourselves confronted by an unimaginable, unconscionable and unthinkable act of pure hatred that landed on our doorstep on September 11, 2001. Each one of us can reflect on where we were at the time of the first attack on the World Trade Center and the chaos and confusion that ensued. Even after the initial shock of the September 11 terrorist attacks subsided, many of us, in conversation with friends and colleagues, still grappled to find words that would do justice to the enormity and gravity of the events. Our grasp of language seemed immediately and desperately inadequate. Teachers, in many ways, had the most daunting task - trying to explain something that they themselves did not yet fully comprehend to our children and to further explain the shadow that was now cast on the Muslim community in our country.

The terrorist attacks spawned an onslaught of victimization of American Arabs, Muslims and Sikhs and there are reports of thousands of incidents of harassment, assault and even murder. While some Americans are responding with acts of tolerance, the backlash showed, and continues to show today, the deep, simmering, hidden racism of some that has come to the surface after this bold act of the Al Qaeda army. In America we have had many incidents of hatred of this type:

Timothy McVeigh's despicable description of the deaths of 19 children in the 1995 Oklahoma City bombing as "collateral damage." McVeigh's subsequent execution marked the decline of the militia movement, which was formed to create this sort of havoc.

The unthinkable 1964 bombing of a Birmingham, Alabama, church on a Sunday morning. The blast killed four girls, all under the age of 15. Unimaginable was the sheer devastation of loss from the September 11<sup>th</sup> terrorist attacks on the World Trade Center and Pentagon. These tragedies left 3,000 dead in New York and hundreds killed at crash sites in Pennsylvania and Washington, D.C.

The focus on intolerance in higher education has expanded to include examinations of sexual orientation and gender on campus. Many of you here today can probably share your stories about tolerance and intolerance in your own work places. An investigation done by the Southern Poverty Law Center in 2000 found that the nation's hate crime reporting system is in shambles. The question is why? Why should a human being be murdered, as our own Danny Overstreet was, because he could not be accepted for being gay? He was still a human being.

We all share the same goal, which is to promote justice and equality for all. We are all equal just as Dr. Martin Luther King expressed in his "I Have a Dream" speech: "I have a dream that one day this nation will rise up and live out the true meaning of its creed, "We hold these truths to

be self-evident, that all men are created equal.'@ As trade unionists, we need to be tolerant and accepting of those who are different from us, for we are one.

Neither race, gender, sexual orientation nor national origin will exclude you when God calls for you because in his eyes we are equal and share the world together. We must remember a place at the table has been prepared for each of us and until God calls we will all remain at that table together in this world.

**CHAIR WOODS:** Mr. President, the Committee on Equity requests a moment of personal privilege.

**PRESIDENT BAHR:** Go ahead.

**CHAIR WOODS:** Thank you. Sisters and brothers. First of all, we would like to acknowledge Beverly Davis, one of the members of our Committee. Unfortunately, in the CWA News story that was done on the COE Conference held this April in St. Louis, her name was omitted from that article. She is a hardworking member of our team. We just wanted to make sure that you know she was there and we appreciate her. (Applause)

Secondly, we would ask for a moment of silence for our brother Philip Perkins who gave his life to the issues of fighting for equity in Washington, D.C., as we were planning for the upcoming events. May we all bow our heads, please.

... A moment of silence was observed . . .

**CHAIR WOODS:** Thank you very much. Mr. President, the Committee moves adoption of this report.

... The motion was duly seconded . . .

**PRESIDENT BAHR:** Thank you. You heard the motion. It's been seconded from the floor.

On Microphone No. 3, Delegate Andrews.

**DELEGATE WALTER D. ANDREWS (Local 3204):** Delegates, alternates, guests, retirees, brothers and sisters: To this Committee, I, along with the delegates you see standing behind me, would like to thank you for the hard work that you have done on this report. (Applause)

You had a very hard task before you. The issues on your report were timely. While there is still much work to be done, as you have reflected in your report, I have confidence that you will not give up.

As you stated, Brother Philip Perkins gave his life while working on this Committee to compile this report. Philip is smiling down upon you now.

Again, I thank you on behalf of the CWA Minority Caucus. We had our 15<sup>th</sup> Annual Conference here in Las Vegas this week. We had all of our elected officials there, President Bahr, Secretary-Treasurer Easterling, Executive Vice President Larry Cohen as well as the districts vice presidents and the executive vice presidents. They were all there plus 200 delegates in attendance who all supported the equitable rights of all of our members.

It is my hope they will work with this Committee to correct the problems that you have identified in this report. I would like to take this moment also to encourage each local that does not have an equity committee to please listen to this and go home and form an equity committee.

Again, Committee, we thank you. God bless. I move adoption. (Applause)

**PRESIDENT BAHR:** There are no other delegates desiring to speak. Before us is the adoption of the Committee on Equity report. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

Join me in thanking the Committee for their work. (Applause)

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

**DELEGATE CAROLYN C. WADE (Local 1040):** Mr. President, I move that the Equity Committee and the National Women's Committee be recognized and applauded on their 10th anniversary of reporting to the convention on sensitive but necessary issues that affect our members and our future. If I get a second, I wish to speak, sir.

... The motion was duly seconded . . .

**PRESIDENT BAHR:** Seconded from the floor. You may speak five minutes, Carolyn.

**DELEGATE WADE:** Mr. President, we don't live in a perfect world. We don't have perfect members. We don't have perfect union leadership. Hopefully we do have a union whose wishes are to work toward perfect unity. We have come a long way, but still have a long way to go. The dream of equality in our union has not been fully recognized, so our work is not complete.

These committees have worked hard to bring us to remembrance of those things we already know, and to those of us who are in denial, hopefully these committees' recommendations will pluck the strings of our hearts and conscience. Until we are all equal, the principles of democracy upon which our union is and was formed fall short of its goal. Let us serve as the example to all unionists and workers that democracy is alive in CWA. We are working toward a more perfect union, and until that work is complete, our work is not done.

Thank you, sir.

**PRESIDENT BAHR:** Thank you, Carolyn. All those in favor of the very clear words spoken by Carolyn Wade please indicate by raising your right hands. Down hands. Opposed by like sign. It is adopted.

I have now the distinct pleasure to introduce one of our great trade unionists, our own Executive Vice President Larry Cohen.

... The delegates stood, applauded and cheered . . .

**EXECUTIVE VICE PRESIDENT LARRY COHEN:** Thank you, Morty.

In the past year, there are dozens of examples of breakthrough work by CWA locals that demonstrate our answer to the labor movement's continuing crisis. Great examples of locals building political clout in their states and communities, locals organizing hundreds of new members, locals training new stewards to provide better representation, locals supporting health and safety committees, locals mobilizing for better contracts, locals creating new training programs or committees on equity to promote diversity.

Make no mistake about it, we're in a crisis in the U.S., Canada and globally. Ask nearly any of our members facing layoffs or with increased workloads since coworkers were laid off. Telecom, manufacturing, media, airlines, public services are all under pressure, yet our union is stronger because together we make a difference even when facing adversity.

Yet America's super rich continue to avoid the true lessons of September 11. They may talk about national unity but they place their own narrow interests far above the rest of us. They lobby for repeal of all estate taxes protecting their billions while trying to convince the rest of us that these are death taxes. They lobby for global trade policy that allows them to pit workers in one country against another; competition for workers but global monopolies for them. They continue to feed like pigs at the trough, gobbling up our wealth and our future.

But we will fight for our vision of the future. A vision that counts our children and their education and health care, their housing, their jobs as just as important as the well-being of the super rich. CWA locals and our members are better prepared than ever to see that vision become a reality.

Our cultures and backgrounds may be diverse and we can celebrate that diversity. Our

workplaces throughout CWA are varied and we can appreciate those differences and build our union accordingly. But our strategy unites us. We are one CWA, building our local unions through the CWA Triangle and more committed than ever to making a difference.

Like Spiderman, we are bitten by the CWA bug, we are infected with our belief that through CWA we can and do make a real difference, and that no obstacle is high enough, that no force is strong enough to stop the 700,000 members of CWA. (Applause and cheers)

Strong local union programs make the difference. We build our strength through the work and programs of our local unions. In CWA our strength begins with our contracts and workplace representation and is symbolized in our triangle: strength through strong union programs at the workplace, in organizing and in community and political action.

Health and Safety. The union safety and health movement was built on the premise that "We come here to work, not to die." Thirty years later we are working on job design as well as safety. We are looking at work flow, stress and quality and how they are linked.

Last year on October 3, CWA sponsored "Customer Service Professional" day on behalf of our 130,000 customer service rep members. We had pins to wear at the workplace and brochures highlighting customer commendations. Many locals had special celebrations and 90,000 customer service reps participated. This year we will repeat on October 2, and we will highlight at least ten "best practices" in the industry. (Applause)

We continue to implement last year's convention resolution as we expand our program in other ways as well. We will be holding safety and health retreats in each district planned by district coordinators with our department in D.C. We have moved nearly all of our resources to our website, including all substance fact sheets, and have put most of our training materials on CDs.

This year's safety and health conference was the most successful ever with over 240 local activists and staff participating. IUE-CWA provided great leadership, particularly the automotive conference board with an amazing panel discussion detailing the work of full time negotiated safety and health representatives at Delphi Automotive. Our executive board is now committed to actively negotiating health and safety representation whether full-time or part-time. Let's hear now from four of our health and safety local leaders who attended the conference.

... A video was shown in which four local health and safety leaders explained how they negotiated with the companies and received improvements in safety standards that affect the long-term health of their members, making it possible for the workers to have a direct impact on reducing the number of accidents and allowing the workers to go home healthy and safe .

**EXECUTIVE VICE PRESIDENT COHEN:** Next, Education. We continue to develop new education and training programs. Our Unity Training is designed to increase awareness of diversity issues among CWA staff and local leaders. We are also improving our steward training for newly organized units to keep our new members together while they are negotiating their first contract.

Our on-line training program, CWA NETT, continues to add new courses. For example, we have a four-part certification in Microsoft Office software (MOUS), and courses in UNIX, JAVA and soon basic electricity, as well as practice employment tests for customer service and technical positions in communications. All of these courses can be taken for college credit and bundled into an Associates Degree in Internetworking Technologies.

Mobilization. Nearly one year ago 250 members from Local 14177 went on strike at New Era Cap in Derby, New York, rather than accept a 40 percent wage cut. Since then, the mobilization not only of our printing sector members, but also District One in western New York, Jobs with Justice and its Student Labor Action Project and United Students Against Sweatshops all contributed as 13 major universities cancelled orders for those hats. (Applause) Support from Senators Kennedy and Schumer and others all contributed to the contract settlement on June 3.

Now let's hear from the strikers themselves, 11 months after they walked out in opposition to a 40 percent wage cut. They are proof once again, no obstacle is high enough, no force strong enough to stop the 700,000 members of CWA. (Applause)

... As the strikers came up to the platform, the delegates rose, applauded and whistled at great length as the strikers chanted "one day longer, one day longer" . . .

**EXECUTIVE VICE PRESIDENT COHEN:** They can do that for 11 months. Can you? (Laughter) Now it's a pleasure to introduce Jane Howald. (Applause)

**JANE HOWALD (Local 14177):** Thank you. President Bahr, Vice President Boarman, Executive Vice President Cohen, Secretary-Treasurer Easterling, Vice President Mancino: There is not time to personally thank all of the people of CWA who helped us through the past 11 months, but every delegate out here deserves a great big applause for supporting us for these 11 months. We can't thank you enough. Without CWA behind us, I don't think we would be here today, and thank all you guys. (Applause)

I want to say that the secret of our win is really no secret. It was mobilization which has allowed us to enlarge our solidarity circle beyond Derby, New York, beyond Buffalo, to the rest of the nation and even overseas. We are grateful for the terrific support network, the religious leaders who reached the communities, Jobs with Justice, the people from the Coalition of Economic Justice from Buffalo and around the country, the terrific USAS students who put our struggle with NEC in front of literally hundreds of thousands of students around the nation. (Applause)

Our strength starts with our members and their commitment to the struggles of all workers. We started to organize and mobilize our members back in 1997 when we became CWA and it will continue as long as we are CWA, forever, people.

In recent months, CWA Local 14177 has received two awards for our involvement in the struggles of other workers and we are very proud of that. Brothers and sisters, that is what mobilization is, standing up for working people, standing up for each other, and for what is right, the right to organize. (Applause)

The 12 members here from our local are stewards and some of our mobilizers, as we call them, our MOB. We have learned that in order to be effective, we need all members to be active. These members picketed, leafleted, and traveled to colleges and stockholder meetings of New Era Cap customers. The MOB was everywhere that New Era was. We put out the word about what was going on.

Mobilization was the key to our local reaching a tentative agreement. Thanks to people like Gwend Johnson, we reached a tentative agreement with a company that said it would be a cold day in hell before we went back. And guess what? We are going back. We now have a four-year contract. Thank you, everybody. That is what we made.

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

**EXECUTIVE VICE PRESIDENT COHEN:** Mobilization also made a difference at ATT. Eight months before contract expiration mobilization began with training on our key issues. A series of activities educated and mobilized our members on the issues and alerted customers to the collapse of labor relations and service. Finally an 18-month contract was negotiated and ratified, proving again that our bargaining and mobilization strategy makes a difference.

International. Our international work continues to support UNI, the IMF and the IFJ, the three global organizations where we are affiliated for our communications, printing, manufacturing, and journalist members. We will hear more about this when Philip Jennings, general secretary of UNI, addresses this convention.

Morty has already mentioned our continuing need to mobilize against Trade Promotion Authority or fast track for the Bush Administration. This has been a continuing focus for our

international work, generating thousands of emails to members of Congress and building a database of 1,000 CWAers active on this issue.

The Eduardo Diaz Union to Union program is an ongoing part of our work. Working with Barbara and our district vice presidents, we are trying to develop projects for each district where we will not only raise money but increase involvement in international work with an active program in each district.

At this Convention we will again consider a convention resolution standing for legal rights for immigrant workers working and living in the U.S., and against the misuse of guest visas such as ATT through the H-1B program. We will distribute postcards to Congress supporting legal status for immigrants. We must never forget that most of our families once came here as immigrants, and that without full legal rights, we as working Americans will always be divided. (Applause)

Organizing. Every member makes us stronger, every member makes us stronger. That is the message of CWA organizing. Our method is simple: CWA organizing locals. Now more than 200 locals strong, 35 locals with full-time organizers, many more with skilled part-time organizers. Nearly 1,000 CWA members have been through a three-day Organizing Institute.

As Morty said, our results speak for themselves. In the first five months of this year, 14,600 new members in new bargaining units have joined CWA. (Applause)

This week we have several opportunities to celebrate the real heroes of CWA organizing, local union organizers and the organizing committee leaders from new units that make building CWA possible. For our officers and organizing staff, these leaders make it a pleasure and a privilege to do our work. Now, as is our tradition, several of these organizers and new CWA members will provide us with a glimpse of the CWA organizing story for the past year based on their own experiences, in many cases risking their jobs to build CWA.

First we will hear from Laurie Raborg, Local 2201, Richmond, Virginia. Laurie became a full-time organizer for her local when we began that program two years ago. In the past two years she has led campaigns involving cable, media, telecom and advertising workers. She has helped build a local organizing committee, and has become a leader in District 2, organizing and helping out wherever required. If CWA organizing has magic, Laurie is an example of that magic-- our own members who develop into real organizing leaders after years of work.

Laurie will introduce our organizing at Verizon Information Services, which began with our successful negotiation of card check recognition in 2000 bargaining and then a 15-month organizing campaign, led by a dozen locals, great district organizing staff and the vice presidents of Districts 1, 2 and 13. Laurie Raborg. (Applause)

**LAURIE RABORG (Local 2201):** Thank you, Larry. And good afternoon, brothers and sisters. How are you? I became involved with the VIS organizing campaign over 18 months ago. It was a tremendous experience for me. I would like to thank my local 2201 and all the CWA locals in the mid-Atlantic and our national for all of their support. Because of your support, we can celebrate a great success today. (Applause)

Many local organizers supported this campaign, and together we were able to build majority support of VIS workers at over 19 different locations. Not only did we build majority support, we identified leaders from each VIS bargaining unit and developed new CWA leaders throughout the mid-Atlantic. We were able to do this by following the CWA organizing model. After many months of organizing at VIS and having employees sign CWA representation cards twice, we were able to celebrate our victory on March 7, 2002. That day the American Arbitration Association certified CWA as the exclusive bargaining agent for the employees of Verizon Information Services throughout the mid-Atlantic. Thank you, CWA. (Applause)

The main reason we have been able to keep this organizing project moving forward and continue to engage the workers was due to developing great inside organizing committees, and the terrific leaders on the inside like Rene Garzon. Throughout the entire 18 months, they never gave up, growing stronger together, determined that they would have their union.

During the presentation at last year's convention, Brooke Cavanaugh and Bob Hale from the Baltimore office of Verizon Information Services challenged Verizon to let us in CWA today.

Now we will hear from a new CWA leader, Rene. He is an inside sales representative from the Somerset, New Jersey, office of Verizon Information Services. It gives me great pleasure to introduce to you Rene Garzon. Let's give him, our newest brother, a great warm CWA welcome. Rene Garzon. (Applause)

**RENE GARZON:** Thank you, Laurie. Thank you, Larry. This is amazing. It is a privilege to be here in front of you.

I bring greetings to you from all of the CWA members that work for VIS throughout the mid-Atlantic region. All of us from VIS are so happy and proud to be part of this great union. (Applause) Better yet, we thank you for your support for the past 18 months. We worked hard. We had support from organizers like Laurie throughout the entire campaign.

We have been attempting to gain a voice at our work place for over 18 months. It wasn't easy. Verizon fought us every step of the way, but we would not give up and we did not give up. (Applause) All of us stood together to gain some justice and dignity in our work place.

This convention heard from two of my colleagues here last year, Bob Hale and Brooke Cavanaugh, both from the Baltimore division. They were here last year asking for your help. We wanted the 100,000 members of CWA that work for Verizon to send Verizon a strong message: let us in, let us in. Here today I am happy to report that we are in. Make no mistake, we are in. (Applause and cheers)

It was a lot of hard work, but all of us stood together for a common cause - to better our workplace. And on March 7, 2002, the American Arbitration Association certified CWA as our union. All of the hard work has paid off. CWA members of VIS started bargaining our first contract on May 20, 2002. I am happy to report today that we had the voice. Yea! Thank you, CWA. (Prolonged applause and cheers)

**EXECUTIVE VICE PRESIDENT COHEN:** And we thank you, Rene. The Chinese Daily News, Los Angeles, California: The workers at the Chinese Daily News voted to join CWA in a National Labor Relations Board election over 15 months ago. With no basis, management appealed the certification to the full National Labor Relations Board after losing at the regional level. It sits there and sits there and sits there now, in Washington. The workers at the Chinese Daily News are still fighting for recognition and for a first contract.

To hear about their story, let me introduce to you from Los Angeles, California, Local 39521, Lynne Wang. Welcome, Lynne.

**LYNNE WANG (Local 39521):** Good afternoon, brothers and sisters. My name is Lynne Wang. I am a reporter at the Chinese Daily News. I am an immigrant from Taiwan. All my fellow workers are immigrants from Taiwan, mainland China, Hong Kong, and Vietnam. You may not see many Asian faces around you in this room, but I assure you, the Asian labor movement is catching on now. I will give you an example.

At my newspaper, the boss came to tell us she wanted to reduce our pay, and we would have to sign a paper saying that we are "at will" employees and she can fire us at any time. This time we said "No." We decided that we need a union.

On October 2000, 95 percent of 153 workers signed the cards saying we want a union. (Applause) And the union is CWA. (Applause) We were so proud. (Applause)

But the company wouldn't let us have it. The company fought us so hard. They spent a lot of money on a union-buster - gave him a luxury suite in our office. The union-buster mentioned intimidation, harassment, retaliation, scaring people.

My supervisor called me into the office at midnight, yelling and screaming at me for supposedly writing an article in the union newsletter. But in spite of all these scare tactics, my

coworkers were brave enough to vote "yes." (Applause) And on March 19, 2001, we won the election. (Applause)

The company was not content to accept the loss. They said they would appeal to the highest court and were happy to spend a million dollars, so the workers should give up any hope getting the contract.

And they did. They appealed to the District Court and they appealed to Washington, D.C. While awaiting the decision from Washington, D.C., the company hit us even harder. The union supporters were forced to leave, were fired, were publicly humiliated.

After I testified for NLRB, the company produced two newsletters and posted the two newsletters just above my work station. We all knew the company was doing this to make examples of union leaders, saying in Chinese "sa chi ching ho," which means "Kill the chicken to scare the monkey." That is a tragedy for immigrant workers who believe so much in the protection guaranteed by U.S. laws.

We really need your support. We are asking your assistance by signing and returning the card on the table in front of you. This card will be taken to Taiwan and delivered to the owner of the Chinese Daily News. We want the mother company to see all CWA is behind us. (Applause) We will continue the fight all the way. We will continue the fight to get our dignity as long as it takes.

Thank you for letting me call you brothers and sisters.

... The delegates rose and applauded . . .

**EXECUTIVE VICE PRESIDENT COHEN:** I want to introduce a new leader who is representative of CWA's organizing program that spans diverse workplaces. Joe Parsons is President of the West Virginia State Troopers Association, an organization that joined CWA in March through an amazing pro-union membership vote of 87 percent. Elaine Harris of District 2 and our public safety director worked hard for more than 2 years to accomplish this affiliation. Joe Parsons has an incredible story to tell about how the West Virginia state troopers were founded during the coal mine wars of the early 1900's and how they have now turned the tables. West Virginia Trooper Association President Joe Parsons. (Applause)

**JOE PARSONS (President, West Virginia State Troopers Association):** Thank you, Larry. Good afternoon. Like Larry said, our story is a little bit unique. I want to take a couple of minutes to tell you about it.

The West Virginia State Police, for those not familiar with it, is the fourth oldest state police organization in the nation. We were established June 29, 1919. We were born from the pains of labor unrest in the early years of the coal industry in our great state. Incidents of violence between miners and company guards led to such battles as the Stanaford Mountain Massacre in 1903, the Mucklow Massacre of 1912 in which twelve miners and four guards were killed and the Matewan Massacre of 1919, upon which the motion picture "Matewan" was based.

These incidents led to many occasions where regular federal Army troops were sent into the state to restore order. Ironically, we were opposed in the beginning by labor. No less a figure than "Mother Jones" herself spoke against the formation of the West Virginia State Police, reasoning that, "since it was established in the state of Pennsylvania we have not won a single strike."

True to her prediction, after the formation of the state police and the Battle of Blair Mountain in which 4,000 armed coal miners battled 1,200 mine guards, deputy sheriffs and state troopers across the regions of Boone/Logan County line for several days in 1921, the union movement stalled in West Virginia for several years. As time developed, we gained a reputation for fair and impartial keepers of the peace in strike situations, both in the mining community and with other labor organizations in the state.

Today, after years of neglect by our legislature, we have come full circle and proudly join the

union. Given the facts of history, that was a huge step for us. (Applause) We picked the Communications Workers of America because we view the CWA as a union of the future, representing the industries of the new age, technology and communications. And frankly, we picked the CWA because of Elaine Harris. (Applause) Elaine Harris has an impeccable reputation within our state as a respected and tireless lobbyist and advocate of labor.

We are glad to be with you and appreciate the warm welcome we have received. We believe it is a good fit for the West Virginia Troopers Association, Local 2019 of the National Coalition of Public Safety Officers. Thank You. (Applause)

**EXECUTIVE VICE PRESIDENT COHEN:** General Electric. In October of 2001, workers at GE's Johnson Technology subsidiary in Muskegon, Michigan, lost a hard-fought NLRB election as a result of a brutal anti-union campaign by GE management. Brad Buchan, a ten-year employee of Johnson Technologies, was a key member of the organizing committee. Brad is a machinist specialist working on parts for the General Electric Engines on F110 and F404 Fighter Jets.

Brad and his co-workers are pioneers in a CWA effort to build a union at GE one worker at a time. That effort, called GE W.A.G.E., Workers at GE, is now gaining members at six different locations across the country and growing every week. Brad writes the monthly column "Through the Grapevine" in the Muskegon W.A.G.E. newsletter and is thus openly supporting the union in the midst of a nonunion plant. It is that kind of courage and commitment which creates new hope in organizing at companies like GE.

Sisters and brothers, welcome Brad Buchan. (Applause)

**BRAD BUCHAN:** Good afternoon. My name is Brad Buchan. I am a GE Worker and a proud member of CWA. Last year, I and my fellow workers attempted to organize a union at Johnson Tech in Muskegon, Michigan, a wholly-owned subsidiary of GE.

We fought hard to win an NLRB election, but GE's vicious anti-union attack was too hard to overcome. The company issued dozens of anti-union leaflets and held at least 20 captive audience meetings. At one point near the end of the campaign we were "kidnapped," told to clock in, and forced on a bus to attend an off-site captive audience. They wouldn't tell us where we were going or what we were going to do. We were told, "Get on the bus or get cited."

At the meeting, a GE high-level executive told us that we would never come under the IUE-CWA National GE agreement here in Muskegon. Management told us that a vote for the union would mean strikes and violence at the plant. The company threatened layoffs and plant closings.

In this climate of fear and intimidation we lost the election. Yet the NLRB considers these elections "fair." In Muskegon, Michigan, we understand that their "fair elections" are really a stacked deck against workers. We have formed a W.A.G.E. Committee, which stands for "Workers at G.E." We are creating an organization capable of making a difference in the workplace one worker at a time. In the few months since we started this strategy, close to 10 percent of the plant has joined as IUE-CWA members.

Through a monthly newsletter and organizational meetings, we are educating ourselves and our fellow workers as to our rights to combat unreasonable rules and penalties for taking time off, especially to meet family responsibilities. We want to live to work, not work to live. (Applause)

I would like to thank everybody who has helped us through the old campaign and those that are helping us still with the W.A.G.E. Committee. With their wisdom and your support, we will win. Thank you. (Applause)

**EXECUTIVE VICE PRESIDENT COHEN:** In District 3 a team of local unions in eight different states worked with wireless workers to build CWA at Cingular Wireless. Respect for organizing by Cingular management was also critical in this process. Tammie Woodberry's center in Ashland, Kentucky, was the first center to go union in District 3. It was the beginning of a historic string of victories throughout the South, bringing thousands of new members to CWA

District 3.

Let's welcome Tammie Woodberry, Cingular Wireless. (Applause)

**TAMMIE WOODBERRY:** Good afternoon, brothers and sisters. I am Tammie Woodberry from Ashland, Kentucky. When I started working at Cingular Wireless in Ashland, Kentucky, I was a little country girl. I started working for Cingular Wireless in Ashland.

In May of last year when we hired in, we hired in as temporary employees. We were under a 90-day, probationary period with this temporary service. We were told by management that we would have a wage increase, we would get shift preferences because of our seniority, and we would be the first to be chosen or interviewed for management positions. Of course, none of this happened, so we decided that we should organize. I, my sister-in-law and a couple of other people approached the CWA to represent us. It didn't take us long. In fact, it took a little under three days to get our 50 percent plus one. (Applause)

We were happy we were certified. We now have a contract. It allows us a wage progression, a seniority system, a grievance procedure, and a voice which is the most important, I think. (Applause)

Throughout our process, we worked with members of Local 3371 and again we are proud members. I want to thank Hugh Wolfe for coming to us and helping us out and our local president Phil Collier, because without these two guys none of this would be possible. They stood in our corner and still stand in our corner, as do the rest of the local members and all the CWA. We are happy to be a part of your union, and this is very overwhelming for me, by the way. (Applause)

We have progressed a little bit in our organization with the company itself. In our particular center, we do have what we call a round table, which is made up of our original four stewards and three upper management people, and we do sit down biweekly and discuss things like scheduling and grievance procedures and pay discrepancies or what have you and it's going. It's not going quick enough for me, but it's going and that is a plus.

I don't know what else to say to you guys except that again I am so proud to be a part of CWA and I look forward to being a member for a long time. Thank you. (Applause)

**EXECUTIVE VICE PRESIDENT COHEN:** AT&T Broadband. And now it's a pleasure to present two new CWA members from ATT Broadband, in western Pennsylvania, Sam Rocca, a technician, and LaTanya Harris, a customer service rep.

More than 50 CWA locals from around our union have been involved in ATT Broadband in the past three years. We trained 150 new local organizers, built organizing committees in 20 states, built majorities among 5,000 technicians and service reps, 3,500 of whom are now CWA represented. Sam and LaTanya will speak to us on behalf of all of them. The series of organizing successes over the last two years in western Pennsylvania have been an inspiration throughout the country. Sam Rocca.

**SAM ROCCA:** Thank you. I was told to picture all of you in your underwear to help me relax up here. I see Lee underwear over here and Hanes over here and I am still nervous as hell. (Laughter)

I'm a friend of labor. For more than three years, I have been involved in organizing AT&T Broadband workers in the Pittsburgh area. Beginning with my own South Hills garage, we went through a long effort to build majority support and overcome intense opposition from AT&T Broadband management. Two years ago, we lost our representation election but we kept to the issues and stayed together. An arbitrator ruled that ATT had violated the neutrality agreement, and that if we could sign a new majority on cards we would have recognition. The no votes turned to yes votes and in 13 days we were recognized. (Applause)

Now, for more than one year, we have been bargaining our contract. But the good news is that, along with many of my co-workers, we went on to organize more than 800 additional

Broadband workers in western Pennsylvania. (Applause)

Thanks to Marge Krueger who is leading this labor movement in western Kentucky, we are 1,000-strong. When we bargain with AT&T Broadband, we bargain with confidence and we bargain with unity. We believe we are making a difference for Broadband workers across the country.

In several of our offices, management recently scheduled meetings to disorganize our union and promote a decert. We greeted them with 85 percent of the units wearing stickers saying "Bargain Now."

On January 8, I felt privileged when the national AT&T Broadband Conference was held in Pittsburgh and AT&T Broadband techs and customer service workers came from around the country to build our national network and an effective voice for us at the company. We realized that Comcast might be acquiring our systems, but we also knew that together, as a national network of Broadband workers, and backed by 700,000 CWAers, it didn't matter who our employer was. Our unity and our union, CWA, will prevail. (Applause)

Also at our national conference was LaTanya Harris, a customer service rep, who at the time was in the beginning stages of building her own organizing committee. Again, I was privileged to work with LaTanya and the customer service reps, helping to build a majority and eventually winning that representation election as well. It's a great privilege for me to introduce to you from Broadband Customer Service and CWA Local 13550, "T" Harris.

**LATANYA HARRIS:** Hello everyone. My name is LaTanya Harris. Everybody calls me "T." It is a real privilege for me to be here with you and see so many CWA brothers and sisters. As Sam and Larry have described, our effort to build a union at AT&T Broadband has been long and difficult. Customer service reps in many ways benefitted from the many years of organizing of Sam and other technicians in western Pennsylvania and around the country. We also benefitted from the support of Marge Krueger and Ameenah Salaam and Karen Gatto and other District 13 staff, as well as Locals 13550, 13500 and Local 13000.

Before I came to work as a customer service rep at AT&T Broadband, I worked in a hotel, which fortunately, for me, was a union hotel. When I and my co-workers experienced constant changes by Broadband in our working conditions, as well as the job pressures brought on by monitoring and attendance policies, I knew that a union could make a real difference. Then when the company changed the procedures for paid time off, the feeling spread among my co-workers that we could organize and make a difference. We all knew that our personal time and our family time were essential and that for \$500 a week, AT&T Broadband couldn't own our lives.

So we built our organizing committee and divided up our center so we could account for every customer service rep. Working with CWA organizers we signed up a majority, and worked against management's anti-CWA campaign.

And then we won! (Applause) We won our representation election and now we are in bargaining, knowing that we are part of more than 3,000 CWAers at ATT Broadband, members of CWA with 130,000 customer service reps and 700,000 strong. As Sam said we will stick together, bargain this contract, and build our union into a strong voice at ATT or ATT Comcast. Our voices will be heard!

I especially would like to thank all the technicians who gave so much help and support to the customer service reps. Thank you. It's great to be part of CWA. (Applause)

**EXECUTIVE VICE PRESIDENT COHEN:** Join me again in welcoming these great new CWA members and leaders. They prove once again that no obstacle is high enough, no force strong enough to stop the 700,000 members of the Communications Workers of America.

... The delegates rose and extended an ovation to those CWA members and leaders . . .

**PRESIDENT BAHR:** I have said on so many occasions that those of you who hired into a

job, whatever job you hold, where the union was already present, this was the most glorious experience that workers could have. And I think we experienced that through these great trade unionists who are part of our union today. They inspire me. (Applause)

Would the Constitution Committee come to the platform. Oh, here they are. All right.

Before I do that, a couple of delegates suggested something that I think is most appropriate. With the concurrence of the Convention, we would add as a member of the Committee on Equity, perhaps in spirit, Phillip Perkins, who died while working on that Committee. (Applause) I take it from your applause that you concur.

... As each member of the Constitution Committee was introduced by President Bahr, the delegates responded with a single clap of recognition: ...

Peggy Ward, President, CWA Local 3111; Gerald Calvert, President, CWA Local 4475; Mary Hicks, President, CWA Local 9505; Carmen DePoalo, Business Agent, IUE-CWA Local 81301; David Blackburn, Secretary-Treasurer, CWA Local 7050; Chair.

**DELEGATE DAVID BLACKBURN (Local 7050, Chair, Constitution Committee):** Thank you, President Bahr.

The Constitution Committee met in the City of Washington, D.C., beginning April 14, 2002, 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 had meetings in Las Vegas, Nevada, beginning Thursday, June 13, 2002, to consider any additional proposals which were received after the Preliminary Report was issued. One additional proposal was received. Two proposals previously considered which were submitted by Richard Dann, Bill Henning and Linda Jenkins, et al, have been withdrawn. No further action is required.

The Committee has made itself available to any and all wishing to appear before the Committee.

If the delegates will please turn to page 5 of the Committee's report.

### **Constitution Resolution 64A-02-11**

BE IT RESOLVED, that Article V (Membership), Section 6 (Retired Members' Council) (c) and (d) be amended to read as follows:

Section 6 - Retired Members' Council

(c) Any challenge to the Council Executive Board elections OR COUNCIL OFFICERS ELECTIONS shall be resolved in accordance with the Council bylaws.

(d) The Council Executive Board shall elect a Chairperson, Vice Chairperson and Secretary-Treasurer to serve one-year terms. The officers of the Retired Members' Council shall be a Chairperson, Vice Chairperson and Secretary-Treasurer. Such officers shall be elected from the Council Executive Board by the Retired Members' Council in accordance with Council bylaws. Beginning in 2002, the term of the office for Council officers shall be three years or until their successors have been duly elected and qualified.

Mr. President, the Committee moves the adoption of Constitution Resolution 64A-02-11.

... The motion was duly seconded . . .

**PRESIDENT BAHR:** You heard the motion. Seconded from the floor.

The Chair recognizes on Microphone No. 3 Delegate Unger.

**DELEGATE LAURA UNGER (Local 1150):** This constitutional amendment was submitted by James Starr, the president of the Metro-Atlanta Retired Members' Club. He is not a delegate, so I am pleased to present this.

I am not a retiree. Since I work for AT&T and I can't retire for another nine years, I probably won't make it to retirement. You would think this constitutional amendment does not personally affect me, but the fact is that any lack of democracy in this union weakens us all. Every time a roadblock is placed in the way of democratically electing the best leadership we can get, it weakens us all.

We cannot afford to be weak. The retirees of this union are in crisis. We just finished bargaining with AT&T. If we had accepted their despicable offer, in a few years AT&T retirees would be paying \$300 a month for family medical care.

Employers everywhere are looking to save money on the backs of the retired workers. What our bosses don't take, their Republican cronies will come after. We need the strongest, most democratically-elected leadership for CWA's retirees.

Under the current procedure, only the nine elected national board members vote on the national officers of the retirees' clubs. Basically, this means that five people pick the leadership of the retirees. But this proposal says, what the amendment proposes is that delegates from each local committee would vote for the leaders on a per capita basis. The candidates would need to respond to the issues and concerns of the local retiree committees.

This amendment also extends the term to three years. As local officers, do any of us think that we can implement a decent program with a one-year term? It makes no sense.

Anything we can do to get our retirees more involved strengthens this union. I believe that giving our committees this responsibility will reenergize them and move forward the fight to protect our retirees and their benefits, both now and those in the future. I hope to be one of them.

I urge a yes vote on this amendment and support the Constitution Committee's recommendation.

**PRESIDENT BAHR:** On Microphone No. 2, Delegate Rickman.

**DELEGATE ROBERT RICKMAN (Local 16200):** President Bahr, fellow delegates: I rise to oppose this amendment to the CWA Constitution.

In 1988, about this time of year, in this city, in this hotel, some 100 CWA retirees met to establish bylaws for the Retired Members' Council. This meeting was under the fine leadership of our own then-Executive Vice President Barbara Easterling, her assistant, and Steve Olney. We were in session for two days, hammering out what we felt like was the best way to run the retiree organization.

Where did we go wrong? What broke? Since I've been here, I have heard that 55,000 retirees will be disenfranchised if this amendment does not pass. A report from the retiree membership database in CWA headquarters in Washington, D.C., dated June 12, 2002, shows a total membership of 21,394 members. All of these members will receive a ballot to vote this year for their district representative. I don't see any disenfranchisement there.

The representative will be on the Executive Board of the Retired Members' Council, and serve a term of three years. You will get a ballot, unless there are not two people seeking the job. I mention that because I am in my fourth term as a representative from District 2.

Now, I am no martial arts person, but I have not had a vote cast on me yet. \$ that

complacency? I don't think so. I think it's a lack of people who are interested in doing this job. I mean, just for the money alone, I can't imagine anybody turning it down.

The Retired Members' Council has been a part of CWA for 14 years. During that period of time, there have been four different division chairs. There have been three different secretary-treasurer jobs. If you want a nice, easy-going job, if you happen to get to be elected to the Council, please run for secretary-treasurer. You can have more fun than you would ever dream of. I was secretary-treasurer for six years, and I am still suffering from it. (Laughter)

All I say is, all of these people have been elected by and from fellow representatives on the Board, people that were put there by the rank and file members in each district. The Board is elected by the membership from each district. I don't believe the rank and file members will be that interested in voting for someone from their district or any other district that they have never heard of before in their lives.

I think the rank and file members have full confidence in the representatives they elect to carry on the jobs they were elected to do. Let's not fix something that's not broken.

I urge you to oppose this amendment. Thank you very much. (Applause)

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

**DELEGATE MIKE FAHRENHOLT (Local 3410):** The previous statement relative to the elections, are the elections actually held by nine people?

**PRESIDENT BAHR:** I will refer that to the Committee.

**CHAIR BLACKBURN:** The Board elects the officers, yes.

**PRESIDENT BAHR:** The answer is yes. You are entitled to a second question.

**DELEGATE FAHRENHOLT:** Well, it certainly wasn't fair for nine people to select the President of the United States. So is it fair for nine people to select the leadership of the Retirees' Council? (Applause)

**PRESIDENT BAHR:** This guy, every convention, will always pull something like this on me. (Laughter)

On Microphone No. 3, Delegate Creegan.

**DELEGATE ED CREEGAN (Local 16100):** Good afternoon. My name is Ed Creegan, and I am the District 1 Representative on the Executive Board of the Retired Members' Council. I also served 27 years as a CWA local union officer, and this is my 35th Convention. (Applause) I am also a senior citizen and a CWA retiree, and I am proud of it. (Applause)

Originally I was not going to speak on this issue. Other local officers from throughout the nation were going to address this constitutional change, however, some of the unbelievable comments that are being made I believe needed addressing.

The first comment was that the officers of the Retirees' Council should be restricted to a one-year term because they are too old and likely to die or become feeble in three years. (Laughter) I believe that 27,000 Retiree Club members nationwide would find that comment insulting. Also, I would like to point out that many of the thousands of local officers in CWA would qualify as seniors, yet they serve three-year terms. (Laughter)

In addition, two of our three national officers would qualify as seniors, yet today they will run for three-year terms of office. I would say that Morty and Barbara's responsibilities are many times greater than the officers of the Retirees' Council, and, Morty and Barbara, I have no intention of telling anybody your age. (Laughter)

Also, should their dire prediction come true and the retiree chair dies or becomes unable to perform, we have a vice chair.

Those who oppose this constitutional change have every right to do so. If you believe that a few people should choose the officers of the 27,000 national Retirees' Council instead of 110 Retiree Club presidents nationally, that's your choice. However, the person who submitted this change, James Starr, the President of the Metro-Atlanta Retirees' Club with 27,000 members, would have no input in the selection of his national leadership. Neither would the other 109 club presidents.

If future national leadership does not provide the leadership and guidance they believe they are entitled to, there is nothing they can do about it.

Under this proposed constitutional change, every club in the country would become involved. I believe it would energize the entire retiree movement. This is called a democracy. Isn't that what we are all about? (Applause)

Another comment was that this change would result in a dues increase. Let me see - 110 mail ballots every three years, that's about \$45 every three years. Enough on that pointless point.

CWA retirees nationally have many problems, and this includes the IUE, who have to deal with General Electric and NABET, who have to deal with Disney. Lack of pension increases and attacks on our medical plans are just two of the issues we are fighting. Retirees are frustrated and looking for national leadership to guide them. We can be a powerful organization.

Please give retirees the right to choose their own leaders. Give the people who built this union the same democratic rights you all enjoy and vote yes on this constitutional amendment. Thank you. (Applause)

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

**DELEGATE THOMAS E. MOSS JR. (Local 2201):** One question, Morty. If this were to pass, how would this election be facilitated?

**PRESIDENT BAHR:** I want to refer that to the Committee.

**CHAIR BLACKBURN:** My understanding is that the councils would have the presidents vote ballots to elect the officers from the 110 or so councils.

**PRESIDENT BAHR:** You are entitled to a second question.

**DELEGATE MOSS:** No second question, thank you.

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

**DELEGATE ROBERT RICKMAN (Local 16200):** Morty, I've got a question for you. I keep hearing that the Executive Board, three officers were elected by nine people, and I am sure you heard that. But if all of you will look at the lined-out portion, that is what it says in the CWA Constitution right now. Before we pass this or turn this down, the Executive Board of Retired Members' Council will be elected.

**PRESIDENT BAHR:** What is the question?

**DELEGATE RICKMAN:** The question is, where is it that five is not the majority of nine?

**PRESIDENT BAHR:** Five is a majority of nine. You are entitled to a second question.

**DELEGATE RICKMAN:** That was all I wanted. Thank you.

**PRESIDENT BAHR:** Since no one else cares to speak on this resolution, in front of us is Constitution Resolution 64A-02-11. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

Please join me in thanking the Constitution Committee for its work, and you are discharged with the thanks of this convention. (Applause)

Before we move through the nominations of officers, I would like to take the time for the convention to honor those local union officers with 30 years of service as an elected official. Secretary-Treasurer Easterling and I will present certificates to them in appreciation for the services that they have given to CWA and our members. We last did this in 1999, and it is always gratifying to see the list of outstanding CWA leaders who have that kind of longevity. We want to honor them now. Would you come up on the platform, please, all those who will be receiving the certificate of appreciation of at least 30 years of service to our union.

... Applause as they joined President Bahr on the platform . . .

District 1: Dorothy V. Roskelly, President, Local 1002; Suzanne F. Truman, President, Local 1012; Joseph F. Connolly, President, Local 1101; Joseph W. Manley, Vice President, Local 1101; R. Terry Daly, Treasurer, Local 1101; Richard Wagner, President, Local 1183; Salvatore F. Sanseverino, President, Local 1190; Robert J. Usewicz, Vice President, Local 1190.

And now District 2: David V. Layman, President, Local 2204.

District 3: Larry N. Wofford, President, Local 3212; and Joe Thomas, President, Local 3702.

District 4: Edward Lowdenslager, President, Local 4773; and Jane Baxter, President, Local 4818.

District 6: Elvin C. Crites, Jr. President, Local 6007; Dorothy Barker, Secretary-Treasurer, Local 6222; Ronnie Gray, President, Local 6228; Roy Parrish, Secretary-Treasurer, Local 6290; Tom Breidenbach, President, Local 6390; Ken Flanagan, President, Local 6391.

District 9: Micheal Hartigan, President, Local 9400; Marjorie Terflinger, Executive Vice President, Local 9400; Judith Perez, Vice President, Local 9400; Carmen Hernandez, Vice President, Local 9400; Robert Smith, Secretary-Treasurer, Local 9400.

In the Printing Sector: James W. O'Connor, President, Local 14199; John Ebeling, President, Local 14616; and James Lowen, President, Local 14827.

And, in our IUE Sector: Harry Boot, President, Local 81102; Louis Laviano, President, Local 81103; John Vee, President, Local 81332; Violet Buffum, Treasurer, Local 81396; Dorothy McBride, President, Local 81427; Henry Zylla, President, Local 81444; Eugenio DeJesus, Business Manager, Local 81485; Patricia Nawojski, President, Local 81581; Michael Giardino, President, Local 88123; Bruce Miller, President, Local 88666; Charles R. McIntire, Chief Steward, Local 82472; and Raymond Moats, Steward, Local 82472.

Please join me in congratulating all of these brothers and sisters for at least three decades of service to the members of our union.

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

**PRESIDENT BAHR:** The Chair recognizes Secretary-Treasurer Easterling for the election procedures.

... Secretary-Treasurer Barbara Easterling assumed the Chair ...

**SECRETARY-TREASURER EASTERLING:** I will review the procedure covering election observers - no, let me begin a little earlier than that. I want to introduce to you Steve Raeder, who is the Certified Public Accountant from the auditing firm of Thomas Havey. Steve Raeder will present the election procedures.

**STEVE RAEDER (CPA, Thomas Havey, P.A.):** Thank you, Barbara.

Delegates to the Convention: 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 three years or until their successors have been duly elected and qualified. The election will be conducted in accordance with the following procedures:

International Officers and National Unit Vice Presidents of the Union shall be elected by secret ballot of the delegates to the convention today between the hours of 4:30 and 8:00 p.m. Nominations will be conducted here in the convention hall during the convention session.

The District Vice Presidents shall also be elected by secret ballot today between the hours of 4:30 and 8:00 p.m. Nominations will take place 15 minutes after the convention recesses today in the assigned district meeting rooms.

The sequence of nominations is as follows: International Officers; President, Secretary-Treasurer and Executive Vice President; Communications and Technologies Vice President; Telecommunications Vice President; Public Healthcare and Education Workers Vice President; Printing, Publishing and Media Workers Sector Vice President; and 15 minutes after recess of convention today, District Vice Presidents.

The rules affecting eligibility of nominees and voters state that:

First, only those members of the union in good standing who are not barred by law shall be eligible to hold elective office.

Second, only delegates to the convention who have been elected by secret ballot among the members of their local and who have been duly certified by the Credentials Committee to the Judge of Elections shall be eligible to vote.

Nominating speeches shall be limited to three minutes in length and the two seconding speeches to one minute each.

A nominee will be considered nominated only upon acceptance of the nomination by the nominee. Where there is only one nominee to an office, the nominee can be declared elected upon a motion made from the floor, electing that officer by acclamation.

The following provisions apply to voting procedures:

All voting shall be on a per capita basis as certified by the Credentials Committee to the Judge of Elections.

A delegate may not split his or her vote.

For National unit elections, if a local has National unit jurisdiction, the unit votes will be divided amongst the Local's delegation.

Proxies may be voted only as they are certified by the Credentials Committee to the Judge of Elections and must be voted at the proper booth.

Alternates who expect to vote in any one of these elections must apply to the Credentials Committee for certification to the auditors for each of these elections.

All voting will take place in the convention exhibit hall to my right, and will begin at 6:00 p.m.

Delegates must identify themselves to the teller at the voting booth. A delegate's convention badge shall serve as sole verification of their identity for the purpose of determining their right to vote. Delegates are not permitted to use the badge of another delegate. If the teller's records show that a delegate has voted, the delegate shall be considered as having voted. The teller will inform the delegates of their duly accredited votes and present each voting delegates with their ballot.

If a question arises as to the delegate's identify, or the number of votes they are entitled to cast, or other matters, the delegate shall be directed to the Judge of Elections who shall consult with the Credentials Committee, if necessary, before deciding the question. One only delegate will be allowed in a voting booth at a time.

Upon receiving a ballot from the teller, the delegate will: Go into the voting booth; Check only the name of the nominee of choice on the ballot; Fold the ballot once. The voting delegate

will then deposit the ballot in the appropriate ballot box in the presence of the teller. If a delegate makes a mistake in marking the ballot, the delegate should obtain a new ballot from the teller. The ruined ballot must be surrendered to the teller before another ballot is issued. Any erasure, cross-outs, changing of the number of votes, or other alterations will cause the ballot to be voided and declared invalid.

Delegates are reminded that the polls will open at 6:00 p.m. and close promptly at 8:00 p.m.

The following provisions apply to the use of observers by the candidates: No more than two observers will be allowed for each candidate at any one polling and/or ballot counting site. Observers will be restricted to the specific area designated for observers. These designated areas will allow the observers to note the names of those voting and to observe the actual counting of the ballots. However, the observers will be placed so that they do not obstruct the voting and/or vote tabulation process. Observers must remain in the ballot counting area until the count is completed. The observers do not have the right to count the ballots.

In order to be allowed into the designated areas as an observer, individuals must register with the Chair of the Credentials Committee. Only individuals presenting evidence of their registration with the Credentials Committee will be allowed into the areas designated for observers.

After all eligible delegates have had an opportunity to vote, the ballots will be counted, and the results of the election will be posted in the lobby of each convention hotel and announced by the Chair on Tuesday morning.

If no one nominee receives a majority of the first ballot, a runoff election shall be conducted and the two nominees receiving the greatest number of votes on the first ballot shall be the nominees on the second ballot. If no one nominee receives a majority on the first ballot and there is a tie for second place, a runoff election shall be conducted and the nominee receiving the greatest number of votes on the first ballot and the two nominees who tied for second place shall be the nominees on the second ballot.

The time and location of any runoff elections will be announced from the podium by the convention Chair on Tuesday morning. The election will require the wholehearted cooperation of the convention delegates to run smoothly and efficiently.

If there are no other questions on voting procedures, I will now turn the meeting back over to the Chair.

**SECRETARY-TREASURER EASTERLING:** Thank you, Steve.

During the course of this procedure, reminders will be given to you concerning some of the details that have been presented by the supervisor of the election, if we find that to be necessary.

At this time, nominations for the Office of President are open. The Chair recognizes Tony Matarazzo, President, Local 1109, at Microphone No. 3, for the purpose of making that nomination.

**DELEGATE TONY MATARAZZO (Local 1109):** Thank you, Barbara. Delegate Tony Matarazzo, CWA Local 1109, home of the world famous Brooklyn Bridge and the 1955 world champion Brooklyn Dodgers. (Applause)

Fellow delegates, alternates, retired members and guests: I am honored to have this opportunity to address you at this national convention of the Communications Workers of America, the most progressive, democratic union in our great nation (applause), whose delegates, from all walks of life, gather in a common cause, to fight for representation of our membership and justice in the workplace.

I am proud to be part of this delegation assembled here today. But, right now, we have another mission at hand, a responsibility to elect the best of the best among us, someone that will lead this great union to meet the challenges we face in the immediate future. That someone could

be no other than our current President, Morton Bahr. (Cheers and applause)

It is therefore a great honor and privilege for me to nominate Morton Bahr as President of the Communications Workers of America.

Since Morty's career and reputation came about as District 1 Vice President, I have had the privilege of knowing Morty more than 20 years, much longer than many delegates that are in attendance today.

First by reputation, as a negotiator Morty was second to none. He was the knight in shining armor who rode in to save the day when our bargaining committee reached a standstill time and time again. Then, in person, in 1982, as guest speaker at our general membership meeting. I was impressed with his command of the issues, his recall of events in history, and his vision of the future and, coming from Brooklyn didn't hurt either.

Over the past 20 years, we have developed a friendship of trust and respect. For me it was a proud moment when Morty was elected President of CWA, even though we all knew how much he would be missed in District 1.

Morty has become a prominent labor leader who is respected around the world. He can more than hold his own with world leaders, corporate CEOs and politicians, but yet he still finds time and is comfortable speaking to the average CWA member, as he did when visiting the devastation at the World Trade Center and spoke to the Local 1109 members who were part of the restoration team.

It would take more than the three minutes allotted to me to mention all of the organizations and committees he is affiliated with and all the honors and countless awards Morty has received throughout his career, so I will get to the point.

I stand before you to nominate Morty Bahr for the President of the Communications Workers of America, and I call for his unanimous reelection by acclamation. Thank you.

... The delegates rose and applauded and cheered at length, chanting "Morty, Morty, Morty,  
...

**SECRETARY-TREASURER EASTERLING:** There has been placed in nomination the name of Morton Bahr for President. To second that nomination, the Chair recognizes Kathy Kinchius, President of Local 9415, at Microphone 3.

**DELEGATE KATHLEEN KINCHIUS (Local 9415):** Sisters and brothers, I rise to second the nomination of the man who has led us through some of the most difficult times ever experienced by our union. He has seen us through plant closures, mergers, acquisitions and spinoffs. He has helped us through earthquakes, fires, floods and terrorism. At the same time, he has taken us from an essentially one-industry union to a union that is diverse and forward-looking.

All the while he has never forgotten what this union of ours is all about: justice, justice for working men and women and their families. When my local's members in Hawaii were making wages so low that they were eligible to draw welfare while working full time, it was Morton Bahr who said, "I'll take care of this, Kathy," and he did. When we needed something extraordinary to move Broadband to agree to provide a 401k pension plan to our cable members, it was Morty who stepped in to get the job done. Why did he get personally involved in these issues? Because he saw injustice and Morton Bahr fights injustice. He walks the talk.

Morton Bahr's dedication to improving the lives of working men and women, his tireless efforts to make lifelong learning available to our members, his vision of the future for not only CWA but all of the American Labor Movement, his compassion and personal integrity have caused him to be one of the most respected and admired labor leaders in America.

Brothers and sisters, it is with a great deal of joy and pride that I second the nomination of Morton Bahr for President of this great union. Thank you. (Applause)

**SECRETARY-TREASURER EASTERLING:** For the purpose of another second of the nomination of Morton Bahr, the Chair recognizes Ed Philips, the President of Local 4340, at Microphone 3.

**DELEGATE ED PHILIPS (Local 4340):** Good afternoon. I feel very honored and privileged to second the nomination of Morty Bahr. He is a man I truly respect, obviously; one of the great Americans of all time. But I would like to ask the delegation for a very special favor.

Marie Scheuermann, a retired member of Local 1009, has been a part of CWA for nearly sixty years. She has been a member of CWA since the beginning and was a steward of the old National Federation of Telephone Workers. She has never missed a CWA convention. She is also a very long, dear and close friend of Morty's. She is not a delegate at this convention. With your approval, I would like to yield the balance of my time to her, and ask her to come onto the floor and second Morty's nomination. (Applause)

**MARIE SCHEUERMANN (Retiree, Local 1009):** I just celebrated my 59th year of service in January. (Applause) I have been a member since the first day I started in the phone company and I will always be a member until I die.

I would like to thank you, brothers and sisters, for giving me the privilege to come to the floor since I am not a delegate. I am not in the best of health, but I just had to be here for my Morty.

As Tony Bixler said this morning - and I beg to differ with Tony, because Morty has been my hero since 1954. (Applause) I have the privilege, and it is really a privilege to second the nomination of Morty Bahr, President of the Communications Workers of America. (Applause) Thank you, but please don't take my time. I have to talk about my Morty.

I first met Morty in 1954 when he came as a guest and a member of the organizing committee for MacKay Radio and Telegraph Company. At that time, our District Director Mary Hanson and two other local presidents from New Jersey Traffic were asked to take Morty under our wing and take care of him. He was so excited to be at a CWA convention.

He was elected President of his local and came as a delegate in 1955. I was very impressed, as well as the other people, with his commitment, and his desire to bring his unit into CWA. Even then, I could tell that this young man had something special. I knew that nothing was going to stop him. That was 48 years ago, Morty. I am still looking after you today. (Laughter)

Our union, our members and our retirees owe him so much. He is responsible for all of the wonderful wages and benefits we have today. I mean that sincerely. His leadership helped build our union in New York. His leadership is building our union all over the nation. I just feel so lucky that Morty is our President. I could go on, but if I get too sentimental I might cry.

Morty, we are very proud of you. You have come a long way since 1955, and you just keep on going. I don't know where you get your strength, but I am thankful that you do have it. We are grateful that you are the leader of our union. Please stay our President for as long as you can. We trust you. We appreciate you. We know that you will do the right thing for our union and our members. We need you, Morty.

I speak for the entire convention as I second the nomination of Morton Bahr for President of the Communications Workers of America and call for his unanimous reelection by acclamation. I love you, Morty.

... The delegates stood, applauded and cheered . . .

**SECRETARY-TREASURER EASTERLING:** Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mikes for the purpose of making further

nominations. There being only one candidate for the office of President, the chair declares Morton Bahr is therefore elected.

Is there a motion from the floor to elect Morton Bahr as President by acclamation?

... Applause and cheers and cries of "So move" . . .

**SECRETARY-TREASURER EASTERLING:** Do I have a second?

... The motion was duly seconded . . .

**SECRETARY-TREASURER EASTERLING:** All those in favor signify by standing up. Those opposed by like sign. The motion is adopted. The Chair declares that Morton Bahr is elected President of CWA.

... The delegates rose, applauded and cheered at great length, after which President Bahr resumed the Chair . . .

**PRESIDENT BAHR:** It is always a special pleasure when something like this can happen, and the people who count most, your family, can be here with you. Marie, I think through osmosis we are members of the same family.

I want to extend my thanks to all of you for your demonstration of support, for our joint commitment to move this union forward in the next three years at an ever escalating pace, with just one objective in sight: to bring the best kind of trade union representation to the members we already represent, and to the thousands more that we will represent three years from now. So thank you so much. (Applause)

The next order of business is the election of the Executive Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Richard A. Dann, President of Local 1085, at Microphone No. 3.

**DELEGATE RICHARD A. DANN (Local 1085):** Thank you, President Bahr. I am proud to nominate a member of my Local and a longtime friend for reelection as Executive Vice President of our great union.

Over the years, Larry Cohen has shown himself to be a dynamic, intelligent, resourceful and visionary leader. Certainly no one is harder working. What drives Larry is his passionate commitment to our union, to the workers we represent, and to the cause of economic justice.

I first witnessed Larry's commitment early in his career with CWA. After working for the State of New Jersey in the 1970s, Larry came to CWA and was assigned to our local as a staff rep. Along with the usual grind of negotiations and grievances, Larry showed a special affinity for organizing.

In 1980, Larry put together an organizing campaign that brought several hundred public employees into CWA and increased our local's size tenfold. Although it was more than 21 years ago, I still remember Larry teaching me how to cost out our first contracts for these new units.

Of course, Larry was only getting started. He quietly moved on to organize 35,000 state workers in New Jersey. As we all know, he has been on a roll ever since, bringing in new members and building our union through organizing campaigns, affiliations and mergers.

Larry's commitment is shown in his many other accomplishments as well. He created CWA's mobilization program, was a founder of Jobs with Justice, formulated CWA's card check recognition strategy, and has taken the lead in bargaining many crucial agreements. In addition, Larry has built alliances with telecom unions around the world. Last year he was elected President of the UNI World Telecom Committee, which consists of unions representing over 3 million telecommunications workers.

In short, CWA owes much of its success to Larry. His abilities and his commitment are no less important for our future. I, therefore, ask the delegates to reaffirm our mandate and reelect

Larry Cohen as Executive Vice President. (Applause and cheers)

**PRESIDENT BAHR:** The name of Larry Cohen for Executive Vice President has been placed in nomination. To second that nomination, the Chair recognizes Margaret Henderson, President of Local 4310 at Microphone No. 3.

**DELEGATE MARGARET E. HENDERSON (Local 4310):** I stand here today with pride, enthusiasm and a lot of love to second the nomination of Larry Cohen for CWA Executive Vice President of CWA. (Applause) It is fitting that Larry runs on a unity team because he has spent his entire union career working to unite all workers of this great nation and throughout the world.

Larry is a true trade unionist through and through. Larry believes in the power of the union, in the power of collective bargaining, and the power of solidarity.

I saw firsthand Larry's dedication as he walked the talk when I served on the National Equity Committee. He challenges all of us to do more as he spreads and shares that energy that he is known for. Larry has a lot of ideas and he has a lot of plans to put those ideas into action.

So I ask that you help him do that today. Stand up for Larry today as he stands up for us every day. So get up on your feet and stand for Larry Cohen for Executive Vice President of CWA.

... The delegates rose, applauded and cheered . . .

**PRESIDENT BAHR:** For the purpose of another seconding nomination for Larry Cohen, the Chair recognizes Claude Cummings, President of Local 6222, at Microphone No. 3.

**DELEGATE CLAUDE C. CUMMINGS, JR. (Local 6222):** Mr. President and Fellow Delegates: I am proud to second the nomination of Larry Cohen for Executive Vice President of this great union. A great union deserves great leaders and we have one in Larry Cohen.

Larry authored the first mobilization convention resolution in 1988. Mobilization around bargaining is something that has become second nature to us, but it was Larry who showed us how to do it and through his leadership transformed the way we approach membership involvement in negotiations.

Last year he chaired bargaining with Cingular and reached a first contract for workers in four districts - contracts that obtained the workers' number one demand: wage progression. And because of his hard work CWA today has over 16,000 Cingular members. (Applause)

Larry is about results, not talk. He has delivered and earned our respect. Delegates to this 64<sup>th</sup> Annual Convention, I urge you to vote for Larry Cohen for the Executive Vice President. I am. (Applause)

**PRESIDENT BAHR:** Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

Seeing no one at the mikes, and there being only one candidate for the office of Executive Vice President, Larry Cohen is, therefore, elected. (Applause)

Is there a motion from the floor to elect Larry Cohen as Executive Vice President by acclamation? (Applause and cheers)

... Cries of "I so move" and "Second" and the delegates rose and applauded . . .

**PRESIDENT BAHR:** All those in favor continue to stand.

... The delegates stood, applauded and cheered . . .

**PRESIDENT BAHR:** Larry Cohen is elected Executive Vice President.

... Prolonged applause while the delegates chanted "Larry, Larry, Larry" . . .

**PRESIDENT BAHR:** The next order of business is the election of Secretary-Treasurer of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Sherry Sallaz, President, Local 4302, at Microphone No. 3.

**DELEGATE SHERRY SALLAZ (Local 4302):** Thank you, Morty. And congratulations on your reelection, and to Larry as well.

Sisters and brothers, once again I have the privilege of standing before this body to place the name of Barbara Jean Easterling into nomination for the office of Secretary-Treasurer of our great union.

Barbara was born into the labor movement. She learned early, as a child of two union activists working for a better life, that we must not cower in the face of any injustice we encounter, be it racism, sexism, anti-unionism, or just plain corporate greed.

With that knowledge came a deep personal commitment to the labor movement, which Barbara brought - and taught - to our local when she became an operator with Ohio Bell. This commitment and the ability to overcome almost any challenge with it was quickly recognized and resulted in Barbara's rise from steward in 4302 to CWA's current Secretary-Treasurer.

All along the way, Barbara has received many awards, appointments, and been elected to more positions in this country and around the globe than I have time to recite. Yet throughout she remains committed to what started it all.

Let me quote Barbara from remarks last fall after her election to the first ever President of the World Women's Committee of the Global Labor Secretariat for Telecom, Professional and Information Sector Workers in UNI. "I've got labor in my blood, and have tried my best to emulate my parents' extraordinary courage and dedication. So many of the things we take for granted today-- vacations, regular work weeks and holidays-- all came about because of this burning desire to forge a better life. This quest to make life better is what the labor movement is all about."

Barbara's quest to make life better has been most successful, and each of us have been the benefactors. But her work isn't done, and her quest-- our quest-- must continue. And so it will.

Sisters and brothers, with great pride I nominate and call for the unanimous reelection of Barbara Jean Easterling as Secretary-Treasurer of our great union. Thank you.

... The delegates rose, applauded and cheered at great length . . .

**PRESIDENT BAHR:** The name of Barbara Easterling has been placed in nomination for Secretary-Treasurer. To second that nomination, the Chair recognizes Preston Pratt, Chair of the Legislative/Political Action Committee of Local 3902, at Microphone No. 3.

**DELEGATE PRESTON PRATT (Local 3902):** President Bahr, sisters and brothers, I am honored to stand before you and second the nomination of Barbara J. Easterling as Secretary-Treasurer of the Communications Workers of America.

Barbara Easterling is a friend and colleague. She is a person of conviction, a person of compassion. She is a dedicated trade unionist who lives and breathes CWA. She is a leader, a leader with vision. And most of all, she is the right person at the right time to serve as Secretary-Treasurer of our great union.

Under Barbara's stewardship, the financial state of our union has never been better than it is today. She understands that nothing is more important than service to our members and with Barbara, membership service is truly "Priority Number One."

Barbara Easterling is also a person who is well known and highly respected in the halls of Congress and the corridors of power in Washington, D.C. She is a member of the Democratic

National Committee. In short, she has access and influence, and she knows how to use it for the best interests of our members.

Sisters and brothers, no one is more qualified and more deserving to serve as CWA Secretary-Treasurer than Barbara J. Easterling, and I proudly second her nomination. (Applause)

**PRESIDENT BAHR:** For the purpose of another second for Barbara Easterling, the Chair recognizes Rosalinda Bernal, Secretary-Treasurer, Local 9588, at Microphone No. 3. (Applause)

**DELEGATE ROSALINDA BERNAL (Local 9588):** Sisters and brothers, hermanas y hermanos: I stand before you honored to second the nomination of Barbara Easterling for Secretary-Treasurer of this great union.

In the last several years, I have not only had the opportunity to hear Barbara speak at conferences and conventions, but also to talk to her about several issues that concern our members, specifically issues regarding women, finances and the future of CWA. Each and every time I am not only reminded but reassured of how dedicated she truly is, and how much this union, its officers, members and its future mean to her.

Barbara Easterling is a visionary; she changes with the times but never forgets where she came from. This is apparent every time we have asked her for help. She has always listened and helped when asked and, no matter how small the issue, she has always stood with us when we needed her support.

Barbara Easterling has always stood for truth, justice, equality and above all integrity. These are the traits of a true leader, and I am proud to have her lead the way for us and our members.

Barbara is the first woman ever to serve in CWA's second highest office, that of Secretary-Treasurer. She is the one and only person deserving of this position and your support.

Hermanas y hermanos, acompañeme y juntos apoyemos a Barbara Easterling en su nominación para Secretaria-Tesorerera de esta gran union. Sisters and brothers, please join me in supporting Barbara Easterling as I second her nomination for Secretary-Treasurer of this great union. Thank you. (Applause and cheers)

**PRESIDENT BAHR:** Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no delegates at a microphone. There being only one candidate for the office of Secretary-Treasurer, Barbara J. Easterling is therefore elected.

Is there a motion from the floor to elect Barbara J. Easterling as Secretary-Treasurer by acclamation?

... The delegates, stood. applauded and cheered as the motion was duly made and seconded from the floor . . .

**PRESIDENT BAHR:** The motion is adopted. The Chair declares Barbara J. Easterling elected Secretary-Treasurer of CWA.

... The delegates continued to applaud, extending a great ovation to Secretary-Treasurer Barbara Easterling . . .

**SECRETARY-TREASURER EASTERLING:** I just want to take a moment to thank each and every one of you for the faith and the trust that you have bestowed in me, and for the opportunity to once again serve you and your members for the next three years. I am truly humbled that you would once again allow a Polish immigrant's daughter who will always be a telephone operator at heart to serve as your Secretary-Treasurer. (Applause)

For your confidence, your trust, your support, and your friendship, I am grateful beyond

words. For your actions, you have my profound thanks and my sincere pledge to continue to work for you, the members of the greatest trade union in the world, the Communications Workers of America. Thank you so much. (Applause)

**PRESIDENT BAHR:** The next order of business is the election of the Communications and Technology Division President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Eddie Christian, President of Local 3263.

**DELEGATE EDDIE CHRISTIAN (Local 3263):** First of all, I would like to congratulate and give the honor due to our President Morty Bahr, and to Larry Cohen our Executive Vice President, Barbara Easterling our Secretary-Treasurer. Members, guests, our retirees who laid the path for us, friends and acquaintances: I stand before you to nominate a man who, when I signed a union card and took a job as a steward, called me to his side and mentored me. He told me, he said, "Eddie, as long as you are a union member you fight for your people, whether they are wrong or right, because they pay union dues and they deserve fair representation."

Ralph Maly was President of my local, 3263. He left there to go on to be staff rep. He left that position to be Administrative Assistant for Communications and Technologies, and is now running for the office of Communications and Technologies Vice President.

Ralph is a kind, honest, hard-working individual. As a Vietnam veteran, if I ever had to go back into a war, Ralph Maly is one of the men I would want to take with me. I have been around him for a long time. I learned a lot of things. He made me to be the President I am today. He told me about all the problems you have in your locals, about trying to do what is right for everybody and not just trying to represent the senior or the junior or the middle people, but representing every member who carries a card. I learned that from him, and for that I thank him.

Ralph Maly went on to get a degree in Labor Studies, to make sure that his mind is in the right place to deal with all these companies who are outsourcing, who are closing, who are eliminating our jobs and taking them over to Mexico; to try to make sure that he can come up with a plan, along with his CWA staff, to try to do something to counteract that.

I believe in Ralph. I think he is a great person. I stand before this body today as a CWA member, Local 3263 President, to nominate Ralph B. Maly as Communications and Technologies Vice President. Thank you. (Applause)

**PRESIDENT BAHR:** For the purpose of seconding the nomination, the Chair recognizes Kim Wilburn, President, Local 4354, at Mike 3.

**DELEGATE KIM WILBURN (Local 4354):** Thank you, President Bahr.

Leadership is the ability to inspire others to achieve extraordinary feats. Ralph Maly has inspired us individually as a devoted friend, leader and mentor. He has inspired us collectively as recently as the successful contract negotiations with AT&T. I do not have to tell anyone who is familiar with AT&T what an extraordinary feat bargaining a contract with them was. The upcoming Lucent and Avaya negotiations will be just as challenging.

Ralph Maly epitomizes the mission and vision of the C&T office, as he fights to stop the destruction of our union by our employers and unites us to impact our employers through the strategic use of our power.

Change is constant and it is very difficult to lead. We need a leader with Ralph's vision, his wisdom, his integrity and his appreciation for all of our differences. It is a privilege and honor for me to second the nomination of Ralph Maly for the position of Vice President of the CWA C&T office. Thank you. (Applause)

**PRESIDENT BAHR:** For the purpose of seconding the nomination, the Chair recognizes Greg Summerell, Vice President, Local 9510, at Microphone 3. (Applause)

**DELEGATE GREG SUMMERELL (Local 9510):** President Bahr, officers, delegates and guests: I rise to second the nomination of Ralph Maly for Vice President of Communications and

Technologies.

For all of us in this hall who happen to be a member working for Avaya, I don't have to tell you what Ralph has done for the Avaya unit. The anti-union mentality at AT&T, Lucent, and Avaya can only be met with leadership with a stronger pro-union message, and Ralph Maly is a leader. The dedication of Ralph Maly is without question. I am proud to second the nomination of Ralph Maly for Vice President of Communications and Technologies. Thank you. (Applause)

**PRESIDENT BAHR:** Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

Seeing no delegate at any mike, and there being only one nominee for the office of Communications and Technologies Vice President, Ralph Maly is therefore elected.

Is there a motion from the floor to elect Ralph Maly Communications and Technologies Vice President by acclamation?

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

**PRESIDENT BAHR:** Those in favor indicate by standing.

... The delegates stood, applauded and cheered ...

**PRESIDENT BAHR:** The motion is adopted. The Chair declares Ralph Maly elected. (Applause)

The next order of business is the election of Telecommunications Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Ronald Knight, President of Local 3681, at Microphone 3.

**DELEGATE RONALD KNIGHT (Local 3681):** President Bahr, fellow delegates of the 64<sup>th</sup> CWA Convention: I rise with great pleasure to place in nomination Jimmy Gurganus to the office of Vice President of Telecommunications.

Jimmy, who comes from a local in eastern North Carolina, has believed faithfully and with great perseverance that you always leave the dance with the person that you came with. He has been in such a position as to be in an anti-union state that sponsored great political leaders like the negative Jesse Helms, but yet has persevered and made great accomplishments. Some of his accolades of leadership style have been through contract negotiations, successfully arbitrating cases and, most important, having and providing growth to our great union through external organizing campaign coordination.

Jimmy believes in pro-activity. He does not, as John Kennedy once said, see things that are not, and ask why not. He sees things as they are not and tries to see that the right thing is done.

I am very proud to be a friend of Jimmy's, but more important, I am pleased to be able to nominate him to the office of Vice President of Telecommunications. Thank you. (Applause)

**PRESIDENT BAHR:** For the purpose of seconding the nomination, the Chair recognizes Mike Simmons, President of Local 6171, at Microphone No. 3.

**DELEGATE MIKE SIMMONS (Local 6171):** President Bahr, fellow delegates: I am proud to stand before you today to second the nomination of Jimmy Gurganus for Telecommunications Vice President. With larger companies continuing to sell its smaller exchanges to independent companies, it is important to have an experienced and knowledgeable person in this position.

Jimmy has the experience we need to face the many challenges that lie ahead of us. Jimmy fully understands the issues and responsibilities this position demands. Jimmy is a thoughtful, hard working, determined leader who will always fight to improve the lives of all working men and

women. Thank you. (Applause)

**PRESIDENT BAHR:** For the purpose of seconding the nomination, the Chair recognizes Rocky Barnes, President of Local 3680, at Microphone No. 3.

**DELEGATE ROCKY BARNES (Local 3680):** It is both a privilege and an honor to second the nomination of Jimmy Gurganus for Telecommunications Vice President. First of all, it is a privilege because I have known the man for more than 28 years. And the integrity and credibility of the individual, on and off the job, is very high, and says a lot about the kind of person he is on his job.

It is an honor because of the type of person Jimmy Gurganus is, the dedicated work he has done for the past 27, 28 years. It is going to be an honor for CWA's Executive Board leadership and many more hundreds of members across the nation that they can have another true, dedicated worker-oriented member of the Executive Board to receive some of the good, hard work that will be done by Jimmy Gurganus, as we have seen in eastern North Carolina.

So it is with great privilege and honor and gratitude that I second the nomination for Jimmy Gurganus as Telecommunications Vice President. (Applause)

**PRESIDENT BAHR:** Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no other delegate at a mike, and there being only one candidate for the office of Telecommunications Vice President, Jimmy Gurganus is therefore elected. (Applause)

Is there a motion from the floor to elect Jimmy Gurganus as Telecommunications Vice President by acclamation? (Applause and cheers)

... Cries of "I so move" and "Second" as the delegates stood and applauded . . .

**PRESIDENT BAHR:** The motion is adopted. The Chair declares that Jimmy Gurganus is elected the Telecommunications Vice President of CWA. (Applause)

The next order of business is the election of the Public, Healthcare and Education Workers Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Carolyn Wade, President of Local 1040, at Microphone 3.

**DELEGATE CAROLYN WADE (Local 1040):** Mr. President, my esteemed brothers and sisters of the greatest movement in the world, the labor movement: It is with joy and a high privilege that I rise before you to place the name of Brooks Sunkett into nomination for Vice President of Public, Healthcare and Education Workers. Brooks is a gentle man who comes with an aura of enthusiasm and purpose, an agent of change.

It is said when you rub elbows with the man, you will find out what he has up his sleeve. I have discovered from interacting with this nominee that he has sipped and tasted the elixir of discernment. Brooks is able to recognize differences and problems clearly. He is a leader of proven ability and broad experience, all in the public sector arena.

Our candidate comes superbly equipped with the leadership qualities this union needs in order to continue to be an effective, responsive, efficient, viable and proficient union. Brooks has worked shoulder to shoulder with Public, Healthcare and Education workers throughout the country on issues that impact our sector and our very existence. He has not only worked with our sector in this union, but has also worked with many coalitions, community groups, other workers and unions.

My brothers and sisters, I ask you to run your diagnostic fingers over the quality of service that Brooks has given this union and I am sure you will conclude as I have that this fine unionist has been and is a blue ribbon performer.

He has tremendous foresight and believes our strength and power is in our unity. My brothers and sisters, it is my unabashed pleasure to place the name of Brooks Sunkett into nomination for the Vice President of Public, Healthcare and Education Workers for the greatest union in history, our union, the Communications Workers of America. (Applause)

**PRESIDENT BAHR:** For the purpose of seconding the nomination, the Chair recognizes Jelger Kalmijn, president of Local 9119, at microphone No. 3.

**DELEGATE JELGER KALMIJN (Local 9119):** My local represents 11,000 professional and technical employees and, hopefully, another 11,000 in the not too distant future.

I rise to second the nomination of Bruce Sunkett mainly because Brooks, simply put, has been good for our members.

Brooks has taken our struggle as his struggle in every way. He has come to us and asked, "What is good for your members," and found out how he can contribute the resources of the department and make it work so we win.

In my local, he has helped us develop mobilizing strategies to help our researchers. We overturned the privatization of UC San Francisco when it was privatized illegally. He helped our 2,000 healthcare employees after 9/11 that led us to the best contract we ever had and best wage increases.

He helped us in our organizing at Livermore. He helped us build collaboration between district staff and sector to benefit all the members of my local.

I am just giving you examples of what he has done in my local. I know he has done the same to all throughout the country. You know his prime focus has always been the members in Mississippi, Texas, Missouri, Florida, New Jersey and all the states where the public, healthcare and education workers work.

Not only that, he has provided us a vision on some of the key things you have seen before you here today. We are faced with welfare reform. The true effects of welfare reform are now setting in as we look at the fight over the issue of reauthorization.

He has led the struggle against privatization, and with these kinds of visionary projects he has helped our members day in and day out. In short, Brooks is a leader for the public healthcare and education workers that puts members first, and for that reason I proudly second the nomination of Bruce Sunkett for Public, Healthcare and Education Workers Vice President. (Applause)

**PRESIDENT BAHR:** For the purpose of seconding the nomination, the Chair recognizes Arthur Cheliotos, President of Local 1180.

**DELEGATE ARTHUR CHELIOTES (Local 1180):** I'm proud to second the nomination of Brooks Sunkett for the position of Vice President of the Public, Healthcare and Education Workers of the Communications Workers of America.

I first met Brooks when the New Jersey workers came in for CWA. Local 1180 was the first public sector workers' local organizing the CWA back in 1965 by our President Bahr. Brooks understands that the diversity is our strength, that our ability to fight rests with the ability to bring people from diverse backgrounds together in our struggle to give working people a chance.

He is willing to continue that struggle and to grow on the success that he has shown over the years, to build diversity in our union, to build our success in the public sector and to build the CWA.

We can do none better than to have Brooks Sunkett continue as Vice President for the sector. I'm very happy to second his nomination for that office. Thank you. (Applause)

**PRESIDENT BAHR:** Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no delegate at any microphone and there being only one candidate for the office of Vice President of Public, Healthcare and Education Workers, Brooks Sunkett is therefore elected.

Is there a motion from the floor to elect Brooks Sunkett as Vice President of Public, Healthcare and Education Workers by acclamation?

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

**PRESIDENT BAHR:** Those who support the motion, please rise. The motion is adopted and the Chair declares Brooks Sunkett elected. (Applause and cheers)

The next order of business is the election of the Printing, Publishing and Media Workers Sector Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Wayne Mitchell, President of Local 14170, on Mike No. 3.

**DELEGATE WAYNE MITCHELL (Local 14170):** Thank you, Mr. Chairman. Mr. Chairman, brothers and sisters, I proudly rise to nominate William J. Boarman for the office of CWA Vice President of the Printing, Publishing and Media Workers Sector.

When someone spends their entire adult life working trying to make things better for working people, it's hard to stand before you and in three minutes give you a summary of the man or his accomplishments. Let me say this to you. Bill Boarman is totally committed to the CWA and its members.

He is a tireless worker dedicated to our locals and resolving their problems. There is no local too small, no problem too big. Bill is a strong, decisive leader with a vision for the future and the strength to make that vision reality.

I have known Bill Boarman for the better part of the 32 years that I'm a member of the ITU and the CWA, and I will tell you that in 32 years there is no greater honor in what I have done in the union than to stand before you and nominate someone with his accomplishments, his integrity and his character to this job.

I would like to take a minute to recognize Bill's family who are in the room tonight. They are good enough to share Bill with us. His daughter Loren, his son Chris, who I have watched grow up through ITU and CWA Conventions, and his lovely wife Mary who is a friend to all of us. (Applause)

Let me just say this. When I think about Bill and what I know of him, I guess I could best describe him this way in my own thoughts. He has made a difference. I have watched him get rid of garbage politics in the old ITU and bring us along in the printing sector. It's never about the person. It's never about nonsense politics. It's about the issues, our union and its members.

With that said, let me say he has affected lives in such a positive way, and I guess to me that sums it all up. He has made a difference. He has dedicated himself to the labor movement and he has made a difference for working people and their families. With that in mind, I proudly present in nomination the name of William Boarman for CWA Vice President and I urge your absolute unanimous support. Thank you. (Applause)

**PRESIDENT BAHR:** For the purpose of seconding the nomination, the Chair recognizes Ruberta Jo Gibson, Printing Sector Representative of Local 6222, at Microphone No. 3.

**DELEGATE RUBERTA J. GIBSON (Local 6222):** I rise to second the nomination of Bill Boarman as President of the Printing, Publishing & Media Workers Sector. As a longtime ITU member, I can recall the struggle that our union went through in first identifying a merger partner and then following through to get the job done. Bill Boarman was the key to that process. We are

thankful he had the courage to step forward and press the other leaders of the ITU to make CWA our home.

Beyond negotiating and organizational skills, Bill has a remarkable understanding of the political process. The fact that a Senator Kennedy or Sarbanes would call on him to assist in crafting pension legislation comes as no surprise to those of us who know Bill. Bill Boarman has what it takes to lead our sector. He has experience and he is a leader. Thank you very much. (Applause)

**PRESIDENT BAHR:** For the purpose of seconding the nomination, the Chair recognizes Robert Maida, Jr., President Local 14430, at Mike 3.

**DELEGATE ROBERT C. MAIDA, JR. (Local 14430):** President Bahr, Secretary-Treasurer Easterling, Vice President Cohen, Vice Presidents, Delegates, and Guests: I rise to second the nomination of William J. Boarman as Vice President of the Printing, Publishing & Media Workers Sector of CWA.

Following the first two speakers, especially Wayne Mitchell, I thought there would only be a few scraps left, but I found a buffet that I could talk about but only one minute to do it in.

Bill's leadership includes his work as Chairman of the CWA-ITU negotiated pension plan, one of the finest pension plans in the country. He also serves as Chairman of the Union Printers' Home, the oldest union-sponsored home in the nation. Under Bill's leadership, the home has become a modern, professional facility with a highly effective staff. Ten years ago, it was running in the red year after year. Today it is running a healthy surplus year after year.

Bill is always available to local unions, attending meetings, retirement parties, assisting with negotiations and organizing. You name it, he's there. I am proud to call Bill my friend. For these and many other reasons, I am proud to second the nomination of William J. Boarman for Vice President of the Printing, Publishing and Media Workers Sector of the great Communications Workers of America. Thank you. (Applause)

**PRESIDENT BAHR:** Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no delegate heading for a mike. There being only one candidate for the office of Printing, Publishing and Media Workers Sector Vice President, William Boarman is therefore elected.

Is there a motion from the floor to elect William Boarman as Printing, Publishing and Media Vice President by acclamation?

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

**PRESIDENT BAHR:** Please rise and show your support.

... The delegates rose and applauded . . .

**PRESIDENT BAHR:** The motion is adopted. Bill Boarman is declared a winner by acclamation. (Applause and cheers)

This concludes the election process, at least this part of it. As you know, 15 minutes from the time I bang the gavel, you should head to the District meetings.

Let me first thank today's platform observers and announce who the platform observers for tomorrow will be. Gary Odom, the President of Local 4017, and Percy Hatfield, Vice President Canada East TNG-CWA Local 30213. They should report to the platform at 8:30 tomorrow morning.

I want to thank the Escort Committee that brought in Terry McAuliffe this morning.

Walter Andrews, President of Local 3204; Frank Matthews, President of Local 4321; Nirma Reyes, President of Local 81287; and Louis Fallot, President of Local 51011.

The Chair now recognizes the Secretary-Treasurer.

... Convention announcements by Secretary-Treasurer Easterling . . .

**SECRETARY-TREASURER EASTERLING:** Listen carefully to this notice, because it's kind of detailed. As a result of the ComTech Office (Lucent) and Avaya Bargaining Team nominations which took place on Sunday, there will only be a need to hold two elections on Tuesday, June 18, from 7:00 a.m. to 9:00 a.m. in Room N-250 here in the Convention Center. Elections will be held for the Installation Bargaining Unit Bargaining Team and the Installation Bargaining Unit Alternate positions.

... Further convention announcements were made by Secretary-Treasurer Barbara Easterling...

**SECRETARY-TREASURER EASTERLING:** A reminder that you should fill out the card on the table that was passed out to support our brothers and sisters at the Chinese Daily News. You heard their story so eloquently earlier today. Pass the tear-off to the end of the table where it will be collected by the Sergeants-at-Arms so we can send the word to the Chinese Daily News that we are watching them.

**PRESIDENT BAHR:** When you leave here, go to your District meetings. You all have the room numbers, and those meetings will begin 15 minutes from the time we recess.

So we stand in recess until 9:00 tomorrow morning. Thank you all for a very productive day.

... The Convention recessed at 5:41 p.m. . . .

## **TUESDAY MORNING SESSION** **June 18, 2002**

The Convention reconvened at 9:00 a.m., President Morton Bahr presiding.

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

Good morning, brothers and sisters. The delegates will move quietly to their seats please.

As is our tradition, it is my honor to introduce to you Father James Crilly, from the Guardian Angel Cathedral in Las Vegas, for our invocation. Father Crilly.

**FATHER JAMES CRILLY (Guardian Angel Cathedral, Las Vegas):** It is a pleasure to welcome the delegates to the convention of the Communications Workers of America and also to be able to be a part of the welcoming on behalf of the City of Las Vegas.

I would ask you to stand for a moment as we pay silent tribute to the hundreds of people who have lost their lives and the thousands who have been affected by terrorist attacks of the past years.

... The delegates rose and stood in silent tribute to victims of terrorism ...

You may be seated. Now, let us pray. Let us pray for a world that is immeasurable, a society of millions of people and newspapers and radios and televisions full of news.

Let us pray for the smaller world around us, for the people who belong to us, for the members of our families, our friends and those who share our worries and those who depend on us. Let us pray for those with big names, for the leaders of governments and those whose words and actions will influence the situation in the world, that they will not tolerate injustice, seek refuge in violence or make rash and ill-considered decisions about the future of other people.

Let us pray for all who live in the shadow of world events, for those who are never noticed but who do their duty and remain obscure, for all who are automatically just, ordinary and likable, for mothers who look after families, for doctors and nurses who do their work without talking about it, for police and fire personnel who have proved themselves to be heroes.

Let us pray for all men and women whose pain and misery come to us every day in newspapers and on radio and television, for the victims of racial discrimination in America and elsewhere, for the millions who are starving to death, for the countless victims all over the world who have been suffering for so long.

And let us pray for everyone in our own cities and towns who is a victim of illness or misfortune, suspicion or uncertainty, for those who threaten the lives of others, whether in big or small ways, and for ourselves, that we may not be cruel and intolerant and live at the expense of others.

Let us thank our God for sustaining the world. We thank our God for the courage of so many people, and that children are born and the dead are lamented, that love exists between men and women and friendship beyond all frontiers.

We thank God for the hard work that is done in factories and universities, laboratories and studies, in government, hospitals, and the communications services, and for the energy that is devoted to spreading free and generous understanding between so many people.

We pray that justice and right and loyalty may be stronger than injustice and destruction everywhere in the world - in our hometowns, and in ourselves.

And finally, we ask God's blessing on all gathered here for this 64th Annual Convention of the Communications Workers of America. May this gathering foster their sense of sisterhood and brotherhood and of solidarity with all working people. Amen.

**PRESIDENT BAHR:** Thank you, Father Crilly.

Would the Escort Committee bring Ron Kirk, U.S. senatorial candidate from Texas, to the platform.

I am delighted to introduce our next speaker, the candidate for the U.S. Senate seat from Texas, Ron Kirk, former mayor of Dallas.

Along with Tony Sanchez, who is running for Governor, Ron is part of what we call "The Dream Team" in Texas. This is the seat being vacated by Phil Gramm. He is locked in a very close contest with his Republican opponent, a contest that will be pivotal in determining which party controls the U.S. Senate.

He faces a tough challenge. No Texas Democrat has won a Senate seat since 1988 when Lloyd Bentsen was elected. But Ron served as a legislative aid to Senator Bentsen, so he knows how to win elections. He is the first African-American mayor of Dallas and of a major Texas city. He was reelected in 1999 with 74 percent of the vote.

But this will not be an easy campaign. The Republicans have already gone negative. President Bush personally attacked him last month as an obstructionist, and his opponent recently went negative on him. The Republicans are clearly worried. And they should be. Ron is a candidate of solid credentials and character. His father was the first black postal clerk in Austin and his mother was a school teacher.

With less than 10 percent of the voters currently undecided and less than two percentage points separating both candidates, every extra effort that labor can put into this campaign could make the difference.

This campaign is so important to our collective futures that I have asked our members in Texas to consider taking a week's vacation to volunteer for Ron. (Applause) He needs the support of every union family in Texas. And I am confident that on Election Day, with all-out

support from organized labor, he will be the third African-American in history to be elected to the U.S. Senate.

Brothers and sisters, please welcome the former Mayor of Dallas and Democratic candidate for the U.S. Senate, Ron Kirk. (Applause and cheers)

**RON KIRK (United States Senate Candidate, D-Texas):** Thank you, all. Thank you, CWA, and thank you so much, my brothers and sisters in the labor movement representing working families.

Mr. President, thank you for your overly generous remarks. I especially paid attention to that part when you implored your members to take off a week in September and October and come and help in my campaign, and I appreciate all of you here from Texas, first of all, for your very strong support and your help in giving me the privilege and the honor of being able to carry the banner for the Democratic Party in this United States Senate race in November.

I want to thank the members from Texas who are my host committee, in welcoming me here to the stage, and thank all of you for allowing me to stop by here and cheer for my campaign for justice for a few minutes.

As your President told you, this is going to be one of the most competitive races in the country, but if I leave you with anything, understand this: Texas is not as much a state that is a Republican state as it is a state that is enamored with George Bush. We are different for a reason - we are a state, we are known for our humility and our self-esteem at the same time, and we are a state that is perfectly capable of electing Democrats to statewide offices by the same margins that we represent and elect Republicans. But I want you to know this is a state that can be won, and it especially can be won with the help of working men and women and labor and families like you.

Talk to your friends within the CWA in Texas and they will tell you - we are headed for a great day in the state of Texas - a day that's going to have an impact on the politics of our state, on the politics of this nation.

I am often asked why I am seeking this United States Senate seat, why I have chosen to be involved in public service. As your President told you, I grew up in a working-class family. My parents were both involved in labor; both involved in trade associations and unions. My father integrated the post office in Austin, Texas, and became the first black postal clerk in the fifties.

My mother taught school for more than 30 years, and so early on my brothers and sisters and I understood the importance of being involved in the political process, and we also had a firsthand understanding of the importance of unions and what they did to improve the quality of life for their members and their families.

So, I am proud to come from a labor family. My mother is still involved in STTA; my wife's mother is deeply involved in the postal union; my uncle Milton Grant is a strong member of the CWA in Texas, and we are proud of that association. I have never forgotten that.

But other than that, separate from that, growing up in Austin, Texas, in the fifties during the middle of the civil rights movement, I had a real firsthand, bird's eye view of the struggles so many of us went through and people that I know that Morty worked with. He told me about his work with longtime friend Ed Brooks and others around the country in fighting the battle to make sure every American could have equal access to every opportunity in this country, so I committed myself to that struggle, and committed and wanted to be involved in the battle to have equality and keeping opportunity and doors open for all Texans and all Americans as a part of the way that I was brought up.

I believe we are going to be successful in this race in the fall for a number of reasons. One is that the Republican Party has finally accepted the reality that the federal government has a necessary and an important role to play in improving the quality of life for most Americans.

This is one of the first elections in history where you don't have the Republicans running their traditional against-government campaign, running against education, running against health care reform, but there is a fundamental issue for Texans and for the American public this year, and it's an issue of trust, of who you believe. Which is the party that really means it when they say they are committed to improving public education for our children? Which is the party that means it when they say they are committed to finding a solution to the health care crisis in this country, not just finding a cost-efficient way to provide prescription drugs for our seniors, but fixing our health care system? Which party is really committed to the long-term solvency of the Social Security system? And I know for Americans, when they examine our actions and not our words, the answer is going to be clear.

Democratic candidates across the country who have all fought for and stood with working families, who have never wavered in our support of public schools, have always stood up against vouchers, have always stood strong for the working men and women in this nation, and I know in this state they are going to be successful.

We just came from our party's state convention in El Paso this past weekend. And what I articulated to our friends there about what separates us from those on the other side of the aisle is that as Democrats we have always defined ourselves by how many people we can reach out and bring into our tent, not who we can exclude from our party. (Applause)

We have always defined ourselves as being a party that believed, a party that believes in investing in business and we believe in working families and empowering our labor organization. We believe in responsible spending but we also believe in disciplined fiscal responsibility.

We believe in investing in education by helping our kids, and more important, what we believe in is empowering and respecting our teachers. We believe in unity and diversity. That is our character. That is the courage that we see in this CWA that, I believe perhaps above all the unions, believes in having a good working relationship, improving conditions and benefits for your members, but also has one of the best working relationships with you - business and management - of any other organization.

You understand that we can have a relationship in which all of us prosper. We need senators who understand that and who are committed to that. Especially, you as labor, I know from having worked as a Secretary of State, having worked in Washington, that all of you, all Morty wants is that you have a senator who at least has an open door and is willing to give you the same respect, give you the same attention, the same seat at the table that too many of these other senators only give to big business. (Applause)

I make a fairly simple commitment to you: if you give me the opportunity and help me attain that seat, to be the first Democrat in Texas to hold that United States Senate seat since Lyndon Johnson, labor will have a friend. The CWA will always have a door that will always be open in the United States Senate seat from Texas that you haven't had for too long. (Applause)

I can go on a lot more about the issues but you know them. I want to tell you why I think this race is important - why this United States Senate seat is important.

Over the last several months I have been campaigning very hard for the Democratic nomination, working almost every day raising money, meeting people to make this race. I haven't had a lot of time to read. The most interesting thing about being in politics, Barbara, everybody assumes, first of all, that you know all this stuff. Then they think you want to read about it.

After I had gotten my fifth copy of Robert Caro's new book, "Master of the Senate," Morty, and I gave away all the ones that were autographed, I thought maybe I should read this thing. I started reading the book. I was fascinated after I had a conversation with the majority leader. The first 300 pages contain the most incredible history of the United States Senate that you will find in one place. I'm not going to ask you all to go read 1,200 pages on Lyndon Johnson.

What fascinated me about this book was the depth to which and the carefulness that the writer went to in talking about why the United States Senate is such an important body. He went

all the way back literally to the debate among the framers of the Constitution, over whether we had one legislative body or two and why they decided to have a Senate that would speak for the states and a House; why they would give every state two senators regardless of size; why they give them six-year terms. He went back to great debates between Daniel Webster and Calhoun and Clay literally over the fate of the nation itself. Whether the southern states would fight and whether slavery would be the issue that divided the country.

Against the backdrop of all of this, he tells a fairly compelling story about a family by the name of Frost from Alabama and their attempt to register to vote in the 1950s. As I read that, it struck me, I could strike their names out and put in my mom's and dad's names or any of your parents' names, and he went through all of the indignities these families suffered over the right to vote.

As he went back and forth between these great debates over the founding of the republic and the effort to gain equality, what struck me, what came out of all this, was that this body, more than any other political body in this country, was designed to give men and women the privilege to serve in that body, the courage to always do the right thing, especially when our nation was afraid or at war or in peril or after September 11 when we had been attacked. We were legitimately concerned about our borders. You need men and women to say "Yes, we will support the President on the war on terrorism. Yes, we will secure our borders. We will never ever yield the hard-fought constitutional rights and freedoms that every American is entitled to." (Applause)

You need a senator who has the courage to understand that, while we may have different approaches to how we balance the budget or otherwise, we will always have the courage to fight for the working men and women in this country, for you to have a seat at the table, just as those do that are fighting for tax breaks for corporations that in many cases they didn't earn in the first place.

It is about courage, about honesty; it is about character; it is about integrity. When we apply that analysis to this race and my opponent, I stand before you confident that with God's grace and your help, Ron Kirk will be the next U.S. Senator for the great state of Texas.

Thank you all for everything you have done for me. I look forward to working with you and seeing you in Washington. Thank you.

... The delegates rose and applauded ...

**PRESIDENT BAHR:** Ron, we look forward to working hard with you right up to Election Day and then celebrating with you on the night of the election day when you are the next Senator from the great state of Texas. Thank you for being with us. (Applause)

Let me give you the results of yesterday's elections. There were two contested elections. In District 6, Vice President Andy Milburn, Local 57,334; Alice Andrade, 9,268. Andy Milburn was reelected. (Applause)

In our NABET-CWA unit, John Clark, 7,889; Paul E. Olson, 1,561. John Clark was reelected Vice President. (Applause)

District 1, Vice President Larry Mancino was reelected by acclamation. (Applause)

District 2, Vice President Pete Catucci was reelected by acclamation. (Applause)

District 3, Vice President Jimmy Smith was reelected by acclamation. (Applause)

District 4, Vice President Jeff Rechenbach was reelected by acclamation. (Applause)

District 7, Vice President John Thompson was reelected by acclamation. (Applause)

District 9, Vice President Tony Bixler was reelected by acclamation. (Applause)

District 13, Vice President Vince Maisano was reelected by acclamation. (Applause)

Congratulations to all.

Let me introduce at this point, for the purpose of installing the newly-elected officers, Secretary-Treasurer Emeritus Jim Booe. (Applause and cheers)

**SECRETARY-TREASURER EMERITUS JAMES BOOE:** 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 make our Union possible.

In keeping with this tradition, we have held truly democratic elections, an action by which we have chosen our leadership. We have chosen leaders who throughout the years have demonstrated, by their ability, courage and devotion, that they are well qualified to fill the sacred trust we have placed upon them.

They have, as their creed, our common faith and a devout belief in the essential dignity of all. This cause, throughout the Free World, finds its finest expression in unions of working men and women. Those whom we have elected are dedicated to guide us in the never-ending struggle for industrial, social and political democracy.

Our freely-chosen officers will speak and act in our name. It is up to us, individually and collectively, the members of the Communications Workers of America, to see that these actions are not hollow. Theirs will be wise decisions, made in the name and the best interests of our membership and for fellow working men and women in the entire Free World.

But those statements and those decisions will only have force and effect to the extent that we support them. In a larger sense, you, the delegates to this great convention, must carry the trust which we have bestowed upon them far beyond the bounds of this assembly. It is up to us to take home the faith we have demonstrated in electing them and translate that faith into concrete action.

They are a living symbol of our trust and faith and signify our belief that they will act in accordance with the responsibilities of the high positions we have bestowed upon them. Their work of service for us and all people will be consecrated, since it is Godly work to bring justice and equity here upon this earth.

In that spirit, we ask that they demonstrate all humility in the assumption of their duties and obligations. It is then in the name of the membership and of the sacred cause of Free Labor that I administer this Oath of Office to our elected officers, reverently asking our Creator to look after them and care for them in the execution of their solemn obligations.

Will the Vice Presidents please come to the podium and form a semicircle about the podium.

Do you, on your honor, accept the Office of Vice President and, thereby, the trust of Executive Board Member of the Communications Workers of America?

Do you solemnly swear that you will faithfully fulfill the responsibilities of your office and carry out decisions, orders, and regulations of the duly constituted authorities of the Communications Workers of America?

Do you hereby pledge yourself to assist to the fullest extent of your ability, your fellow Vice Presidents and International Officers who comprise the Executive Board of the Union, 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?

... The newly-elected officers raised their right hands and responded "I do" ...

**INSTALLING OFFICER BOOE:** Will each Vice President, one at a time, step forward, 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 LARRY MANCINO** (Raising his right hand): To this, I, Larry Mancino, Vice President District 1, Communications Workers of America, do solemnly swear, so help me God.

... Applause and cheers as he signed the Constitution ...

**VICE PRESIDENT PETE CATUCCI** (Raising his right hand): To this, I, Pete Catucci, Vice President District 2, Communications Workers of America, do solemnly swear, so help me God.

... Applause and cheers as he signed the Constitution ...

**VICE PRESIDENT JIMMY SMITH** (Raising his right hand): To this, I, Jimmy Smith, Vice President District 3, Communications Workers of America, do solemnly swear, so help me God.

... Applause and cheers as he signed the Constitution ...

**VICE PRESIDENT JEFF RECHENBACH** (Raising his right hand): To this, I, Jeff Rechenbach, Vice President of the Communications Workers of America, District 4, do solemnly swear, so help me God.

... Applause and cheers as he signed the Constitution ...

**VICE PRESIDENT ANDY MILBURN** (Raising his right hand): To this, I, Andy Milburn, Communications Workers of America, District 6, do solemnly swear, so help me God.

... Applause and cheers as he signed the Constitution ...

**VICE PRESIDENT JOHN THOMPSON** (Raising his right hand): To this, I, John Thompson, Vice President of the Communications Workers of America, District 7, do solemnly swear, so help me God.

... Applause and cheers as he signed the Constitution ...

**VICE PRESIDENT TONY BIXLER** (Raising his right hand): To this, I, Tony Bixler, Vice President of the Communications Workers of America, District 9, do solemnly swear, so help me God.

... Applause and cheers as he signed the Constitution ...

**VICE PRESIDENT VINCE MAISANO** (Raising his right hand): To this, I, Vince Maisano, Vice President of the Communications Workers of America, District 13, do solemnly swear, so help me God.

... Applause and cheers as he signed the Constitution ...

**VICE PRESIDENT RALPH MALY** (Raising his right hand): To this, I, Ralph Maly, Vice President of the Communications and Technologies Division of the Communications Workers of America, do solemnly swear, so help me God.

... Applause and cheers as he signed the Constitution ...

**VICE PRESIDENT JIMMY GURGANUS** (Raising his right hand): To this, I, Jimmy Gurganus, Vice President of the Telecommunications Sector of the Communications Workers of America, do solemnly swear, so help me God.

... Applause and cheers as he signed the Constitution ...

**VICE PRESIDENT BROOKS SUNKETT** (Raising his right hand): To this, I, Brooks Sunkett,

Vice President of the Public, Healthcare and Education Workers of the Communications Workers of America, do solemnly swear, so help me God.

... Applause and cheers as he signed the Constitution ...

**VICE PRESIDENT WILLIAM J. BOARMAN** (Raising his right hand): To this, I, William J. Boarman, Vice President of the Printing, Publishing and Media Workers Sector of the Communications Workers of America, do solemnly swear, so help me God.

... Applause and cheers as he signed the Constitution ...

**VICE PRESIDENT JOHN CLARK** (Raising his right hand): To this, I, John Clark, Vice President of the Communications Workers of America, NABET, do solemnly swear, so help me God.

... Applause and cheers as he signed the Constitution ...

**VICE PRESIDENT LINDA FOLEY** (Raising her right hand): To this, I, Linda Foley, Vice President of The Newspaper Guild Sector of the Communications Workers of America, do solemnly swear, so help me God.

... Applause and cheers as she signed the Constitution ...

**INSTALLING OFFICER BOOE:** Will the members of the Executive Committee, the Executive Vice President and the Secretary-Treasurer, please come to the podium.

Do you, on your honor, accept your respective offices as Executive Vice President and Secretary-Treasurer of the Communications Workers of America, and solemnly swear that you will truly and faithfully fulfill the responsibilities of your office and to the best of your ability perform the duties belonging to this office and carry out decisions, orders, and regulations of its duly constituted authorities; that you will organize the unorganized, and that you will earnestly and in good faith defend the integrity of our Union and pledge that you will, to the limits of your ability, uphold the Constitution of the Communications Workers of America and the ideals and principles of a free Trade Union Movement and its sacred traditions, and that you will hold as part of this sacred trust conferred upon you the duty of defending our Nations and their Constitutions?

... Executive Vice President Larry Cohen and Secretary-Treasurer Barbara Easterling responded "I do" ...

**INSTALLING OFFICER BOOE:** Larry Cohen, will you step forward, place your left hand upon the Bible, raise your right hand and pledge yourself to the Oath and sign the copy of the CWA Constitution, which is beside the Bible, as a symbol of your resolution to fulfill the principles of your Oath.

**EXECUTIVE VICE PRESIDENT LARRY COHEN** (Raising his right hand): To this, I, Larry Cohen, Executive Vice President of the Communications Workers of America, do solemnly swear, so help me God.

... The delegates arose and applauded and cheers as Executive Vice President Larry Cohen signed the Constitution ...

**INSTALLING OFFICER BOOE:** Barbara Easterling, will you step forward, place your left hand upon the Bible, raise your right hand and pledge yourself to the Oath and sign the copy of the CWA Constitution which is beside the Bible, as a symbol of your resolution to fulfill the principles of your Oath.

**SECRETARY-TREASURER BARBARA EASTERLING** (Raising her right hand): To this, I, Barbara J. Easterling, Secretary-Treasurer of the Communications Workers of America, do solemnly swear, so help me God.

... The delegates arose and applauded and cheered at length as Secretary-Treasurer Barbara J. Easterling signed the Constitution ...

**INSTALLING OFFICER BOOE:** Will the Escort Committee bring the President to the podium, please.

... Applause as President Morton Bahr was escorted to the podium ...

**INSTALLING OFFICER BOOE:** Do you, Morton Bahr, as duly elected President of the Communications Workers of America, on your honor swear that you will honorably and faithfully fulfill the solemn responsibilities embodied in the office of President of the Communications Workers of America, and that you will, to the limit of your ability, perform the duties associated with this office; that you will truly and faithfully observe the Constitution of our Union at all times and will carry out the decisions, mandates, policies, and objectives legislated by the duly constituted bodies of this Union; that you will honorably and faithfully strive to promote the good and welfare of the membership of the Union and of working people in our countries and throughout the Free World with whom we are united in the sacred bond of labor solidarity; that you will strive to implement Growth Resolution Number One and improve the lives of all working people by organizing the unorganized; that you will, in good faith, with an unshakable conviction and with deep-rooted courage, strive to protect, defend, preserve, and advance the ideals, principles and traditions of a free and independent Labor Movement; and that you will faithfully persist in the advancement of the fundamental principles and institutions of our democracies and the enduring welfare of their people?

**PRESIDENT BAHR:** I do.

**INSTALLING OFFICER BOOE:** Morton Bahr, will you place your left hand upon the Bible, raise your right hand and pledge yourself to the Oath, and sign the Constitution, as a symbol of your resolution to fulfill this pledge?

**PRESIDENT BAHR** (Raising his right hand): To this, I, Morton Bahr, President of the Communications Workers of America, do solemnly swear, so help me God.

... The delegates rose, applauded and cheered at length as President Bahr signed the Constitution of the Communications Workers of America ...

**INSTALLING OFFICER BOOE:** Will the Officers we have installed in office, the local officers, the delegates, the alternate delegates and the visitors stand, please, and bow their heads in silent prayer.

Let each of us in our own way, each of us in our own words, pray for eternal guidance and the strength and will from Almighty God to do His work on earth. Shall we pray.

... The delegates bowed their heads in silent prayer ...

**INSTALLING OFFICER BOOE:** The Installation is now complete. These elected leaders of the Communications Workers of America have been duly installed in the name of the membership.

The Installation Ceremony stands adjourned.

... The delegates remained standing, cheering and applauding ...

**PRESIDENT BAHR:** Brothers and sisters, on behalf of the leadership that you have elected to serve our great Union and our members for the next three years, I want to express not only my gratitude on behalf of all of us, but our commitment daily toward a search for a more perfect world where everyone is the recipient of social justice, economic justice; where human rights are recognized as a fundamental right of people in all lands; where child labor is wiped off the face of this earth; where the sale and exploitation of little girls in countries around the world will be a thing of the past; where exploitation of women in workplaces around the world will be a thing of the past.

Let us remember that, each of us, as we go around our daily tasks and I know we leave here energized, and when we get back to work next Monday we'll face the problems that most of our

members have. Sometimes we tend to forget that our mission goes far beyond just serving the members of our Union.

But let us also remember that a worker and a working family anywhere in this world that is deprived of the right to organize into a free labor union is a hurt against each of us; that the world is becoming more and more interdependent where workers must be aligned with other workers around the world; that we rise together against injustices anywhere; that our voices come out loud and clear; that in the years ahead, the assassination of 200 union leaders around the world will not be tolerated; that we will stand up and make our voices heard; that we will call on elected legislators and even the President of this country to speak out against these kinds of injustices. (Applause) We, brothers and sisters, must be the conscience in these areas that are so important to all of us.

So on behalf of my colleagues, I call on you to make that personal commitment that, as busy as we get and dealing with members' grievances, we will never be too busy to do something on behalf of those less fortunate in the lands across the oceans. You have my commitment to try to be a leader in that regard.

So again, on behalf of all of us, thank you for your commitment, thank you for your confidence in us. We won't let you down. (Applause)

... The delegates applauded as the newly-elected officers left the stage ...

**PRESIDENT BAHR:** Would the Escort Committee bring Senator John Kerry to the platform please.

It is rare for two champions of labor in the United States Senate to come from the same state. Massachusetts can make such a claim. We all know what Ted Kennedy means to working families. He casts a large shadow not only across the state but across America.

Sometimes we forget that there is another great labor Senator from Massachusetts. His name is John Kerry. (Applause) He has served in the Senate since 1984. He has achieved an outstanding record which has been recognized by the voters. In his last reelection in 1996, he defeated a very popular governor, William Weld, in the most closely watched Senate race in the country.

This year he is running for reelection and making Massachusetts history at the same time. He is the first Senate candidate in the history of that state to run for reelection without opposition. (Applause)

As we know, John, even Teddy can't make that claim. (Laughter)

Do not let his thoughtful demeanor mislead you. John is as tough as they come. He served in Vietnam on a gunboat in the Mekong Delta. He received a Silver Star, Bronze Star with Combat V, and three Purple Hearts. He is a real war hero.

John is also a close friend of our union. I want to tell just one recent story of our close relationship with him. While the Senate last year was debating the aviation security bill, we saw an opportunity to gain federal protections for airline passenger service agents who are threatened by passengers and "airport rage" as they carry out their security duties.

The Senate agreed to include in the bill severe penalties for passengers who assault or interfere with employees charged with security duties. Senator Kerry made the bill happen. We could not have gotten it included in the bill without his active support.

But that's not all. Later on, as we were continuing our organizing of passenger service agents at American Airlines, the company sent out propaganda that CWA had nothing at all to do with passage of the law. When we informed him about the airline's lies, Senator Kerry, without hesitation, wrote a letter on our behalf explaining that CWA had everything to do with the bill being passed. (Applause) So we have asked him to be with us so that you could give him a big CWA thank you.

Let me just digress for one moment. In 2001, Senator Kerry had a 100 percent record on the CWA's issues and as a COPE hero (applause). I just might add parenthetically his record was better than Ted Kennedy's, because Ted Kennedy missed one vote, but we are not going to tell them about it.

So please join me in giving a good friend, Senator John Kerry, a warm CWA welcome. (Applause)

**HON. JOHN KERRY (U.S. Senator, D-Mass.):** Morty, members of the great Communications Workers of America Union, and all the officers who were just sworn in, that was very moving.

I think there are allergies in this building or something. Every speaker up here is croaking away.

It is a great, great privilege for me to be able to be here today, and I thank Morty for a very generous introduction. I think all of you should know that we in Washington could not be more proud, and those of us from the Democratic caucus consider ourselves lucky to work with a labor movement leader with the skill and ability, the tenacity and the commitment and the beliefs and values of Morty Bahr. You are lucky to have him as your president, and I congratulate you on returning him to office. (Applause)

Morty got his start, you know, in the Merchant Marines. He was a radioman back then. So obviously something happened to him early in life and he has never deviated from his connection to people, to our country, and to the cause that brings all of you here today.

I also want to thank all of the leadership of your remarkable union. We need more people in Washington with the sense of purpose and the understanding of the real concerns and aspirations of the American people that are shared by leaders like Larry, Barbara, and all of the rest of the vice presidents who were just sworn in in that very personal and very moving ceremony, and I am honored to be here with them and with all of you.

I bring you a quick report from Washington. We have seen a significant amount of White House cover-up in recent weeks, a certain amount of bureaucratic incompetence, and to some degree, partisan bickering. So I am able to come here and report to you that in Washington, things are back to normal. (Laughter)

Also, you are going to hear a lot more in the next few weeks about the mistakes made by the CIA and the FBI. As we learn more about it, I want you to know that I am absolutely convinced that we will all come to understand what we know to be true, which is that all of the evidence will confirm that the President didn't know anything at all. (Laughter and applause)

I can't wait to get back to the United States Senate and report to them that Morty Bahr says I have a better record than Ted Kennedy. (Laughter) I am used to going places and telling them I come from Massachusetts. Massachusetts, the Wampanoag Indian name which means "Land of Many Kennedys." (Laughter) So whenever I can do better than him in a record, I'll take it.

I was walking through the airport the other day-- just to share with you what it's like to be in public service these days-- and I can see this glimmer of recognition in this person who I was passing by. They kind of pointed at me and said, "Hey, anybody ever tell you that you look a lot like that Kerry guy we sent down to Washington?" I said, "Yeah, they tell me that all the time."

Guy looks at me and says, "Kind of makes you mad, doesn't it?" (Laughter) So I quickly said, "Yep." I walked on. I didn't need to hear any more. (Laughter)

Let me tell you what a privilege-- and I mean that-- it is to be here to share a few thoughts with all of you. We are not here-- and I underscore we-- we are not here just to spend a few days in a city that has a lot of side shows and distractions and the ability to pull us away from the real purpose of what brings us together.

And as I looked at that ceremony a few moments ago sitting backstage, as each of your vice

presidents took the oath and raised their hands and swore before God that they would fulfill the responsibilities of a free election of a labor movement, that you understand what it means to fight for people, it occurred to me that that should underscore for all of us what really brings us together here today. And it's not a celebration of what we have done or what we have accomplished or of the road traveled. We are here to remember that there are real differences between us in our parties in Washington and in the divisions of this country, and these are differences that are worth fighting for and about. They are the differences that make a difference in the lives of our fellow citizens. They are the differences that ultimately define us as a party and as a people.

I believe that it's time for people all across our country to remember something. Every day there are millions of Americans who are able to get up and go to work and they go to a job place that is safe and they have benefits. They may have a 401(k) or some other retirement. They have health care, they have a safe workplace, and they have a decent wage, and they may not be members of organized labor. But let there be no mistake, they have those benefits and those rights and those privileges and those comforts, because through the years, members of organized labor were willing to put their lives and bodies on the line and organize in this country. (Applause)

People are awfully quick to forget, particularly our colleagues in Washington, what it is that really makes this difference in the lives of our people. I am astounded, astounded by the breakdown in the relationship between workers, corporations and the government in the United States of America. And it's time for us to bring back to our fellow Americans a reminder of what it is that really matters in life, and in politics, because politics is a reflection of life itself. It's about choices. And I believe that on almost every single issue in front of us in this country, there is a better set of choices and I believe you believe that too.

Since when is it acceptable in the United States of America, under any standard of corporate governance, for people to be able to give up their citizenship and move the headquarters of a corporation just to avoid taxes? We need to end that practice (applause) and assert the proper relationship of corporations in this nation.

I am astounded, three or four years ago I wrote a book called "The New War," and laid out the problems that we face today in terms of the challenges of Al Qaeda and Osama bin Laden. Back then I talked about the problem of people who have offshore corporate havens and how unfair that is in the United States of America. When the average worker goes to work, the average worker in America has most of their taxes taken out of their paycheck on a weekly or biweekly basis through the FICA tax. The average worker in America doesn't have the option of saying, "I am going to become part of the brass plate corporations in the Cayman Islands and hide my taxes." But all across this country, corporate executive after corporate executive and corporation after corporation has been allowed to transfer the income that comes from hard-working Americans and pretend that somehow these aren't taxes, and they don't count.

I think it's imperative that our party stands up, that all of us in this country stand up for what is right, for what is fair, for what is common sense, and ask those corporations and those individuals again to pay their fair share of carrying the load of the United States of America. (Applause)

Now, I know a lot changed on September 11, but let me tell you something, not everything changed. We are still the freest country on the face of this planet. We are still the strongest country. We are the most innovative country, the most creative country, the most wealthy country. And in the wake of September 11, one of the things we need to make clear to leaders in Washington is they cannot use false labels and patriotism to hide and obscure the real choices of our country.

The only issue in front of this country is not just the war. All of us are united in our determination to win the war. There is not a flicker of light between us on that subject, but we also know that there is a set of choices about our children, about our health care, about Social

Security, about transportation, and in the end, the real strength of the United States of America doesn't come out of the muzzle of M-16s. It doesn't drop out of the belly of B-52s. The real strength of this nation is in the relationship of our citizens to each other, to our government, and the ability of all of our people to reach the golden brass ring, the ability to be able to have a full education, to share in health care, and have the full measure of the rights of citizenship. Our obligation is to guarantee that even as we fight this war, we will fight for the things that are right in the United States of America, and we will make sure that those promises are kept. (Applause)

Let me just share with you, these are not issues of partisanship. These are the words of our newspapers and our newspapers tell the story. The Boston Globe: Workers in danger. Ergonomics of workplace safety targeted by the Bush Administration. Scalia calls ergonomics "quackery and junk science." From the Dallas Morning News: "Bush budget returns to red ink. Surplus gobbled up by tax cut."

And from the wire, the first one from the year 2000, at the end of the Clinton Administration: "Unemployment rate, 3.8 percent," an all-time low. January of 2002: "Unemployment rises to 5.8 percent." May of 2002: "Unemployment at six percent, an eight-year high. Millions out of work." And finally, from the CWA web site, "30,000 CWA members jobless."

Ladies and gentlemen, not one of these headlines, which incidentally don't include the rollbacks on the environment, none of them include the cuts to education, they don't include the cuts to transportation, they don't include the false promises made and not kept, they don't include the privatization of Social Security, the rollback of Medicare repayments, the problems of people to be able to get the health care that they were promised. None of those headlines I just cited include that.

But they are not the empty phrases of politics, my friends. Those phrases are the summaries of real lives, the summaries of the problems of our fellow citizens who can't do what they want to do for a child, who don't have the ability to get COBRA or include their health care and keep up their payments.

People have literally had to give up a home or move as a consequence of those headlines. They are the difference in the lives of our neighbors and our friends, and it matters. These things matter more than some of our friends on the other side of the aisle seem to think and the words that make the promises matter more than some of the politicians think who are prepared to break them.

It matters in Nevada where the Vice President promised not to dump thousands of tons of nuclear waste but this year determined to do exactly that. It matters to the young person leaving college who is burdened with student loans who wants to be a teacher but literally has to ask whether or not they can afford to engage in what is supposed to be the greatest profession in America.

In the end, I believe there is a basic difference between them and us and it's a basic difference about how you view life itself. It's a difference in how you view the responsibility of government to people. It's a difference that reflects the difference between Franklin Roosevelt and the New Deal and them. The difference between John Kennedy and the New Frontier and them. The difference between a commitment of Lyndon Johnson to civil rights and to Medicare.

Our plan, I believe, begins with a vision that lifts people and gives them opportunity, not tears them down and holds them down or abandons them to their own devices.

Believe me, the Administration's agenda is to chip away at every opportunity, at every right that has ever been won by the hard-working folks of the labor movement of this country. They fight even the right to earn a minimum wage, let alone to earn a living wage, and they undermine even the right to bargain.

Every time there is an opportunity on the floor of the Senate, whether it's Davis-Beacon, Prevailing Wage or the right of the NLRB or the ability of people to be able to organize and carrying that organizing, which is nothing more than people trying to be able to do better in the

workplace safely, they try to tear it apart. Every chance they have had they have done that.

When the airlines faced bankruptcy, they didn't worry about the people that got pink slips the next day after flying in fear to make sure people got home. (Applause) They didn't worry about people who were all of a sudden thrown out of work. As time and again we tried to pass an extension of unemployment benefits, an extension of health benefits, and even in the face of those efforts to give an extension they were brazen enough and greedy enough and crass enough to suggest that a \$33 billion tax cut was deserved for IBM, GE and even Enron. We said no. We say no today. We'll put health care and unemployment benefits ahead of that kind of greed any time. (Applause)

Let me tell you something. I think it's time for us to remind our Republican friends that those people they are so quick to give speeches about, those heroes that they refer to so easily, the firefighters and the police officers who were willing to lug that hose and go up those stairs in order to remove people from those buildings and give their lives so that others might live. We should remind our friends on the other side of the aisle that they were all members of a union and they believed in the right to organize and the right to strike and the right to bargain. (Applause)

I believe, as you do, that words don't make a difference. It's not enough to make speeches about these issues. It's time to deliver. It's not enough to merely play the game of a partial solution in the effort to go out and win votes. It's time to deliver.

On every issue in front of this country, I respectfully submit to you, and I know there are some Republicans here, I submit to you there is a better choice. How can you go out to this country and say to it we are going to name a bill, "Leave No Child Behind," and pretend that we are going to have an education system that is fair when everyone knows that because of our dependency on the property tax, we are institutionalizing a system of education in America that is separate and unequal? We must break down the barriers of that separation in this country in order to give our kids the full opportunity that they deserve. (Applause)

I am tired of those politicians who talk about leaving no child behind when every single day in America five million children are let out of school at two o'clock in the afternoon to go home, if there is a home, or to an apartment where there is no adult until sometime in the evening. Then a parent comes struggling home from too long a commute, too long a day, in an effort to try and pay attention. We need to make sure that every child in America can be safe into the evening and have those after-school programs that were part of the promise of that bill. (Applause)

It is long since time that we guarantee that people have the right to the capacity to have the health care that they are promised instead of each year fighting simply to hold onto what the corporation is trying to grab back, to what the HMO says you don't really deserve or you didn't really sign up for, it's not really in the contract. If you look at the small print, it will tell you that you really signed on for something less than you thought. Enough of this tomfoolery. Every American deserves access to health care in this country and we need to be the party that fights for it. (Applause)

What about energy and the environment? My friends, let me tell you something. I come from the state that is proud of its background in technology, proud of what the Communications Workers in Andover, North Andover, Lynn, and other parts of our state have given us through the years. I am proud of the skills that they brought.

We need to renew our contract with all of us in this country that is based on the ingenuity of our nation. We need to unleash the creative energy of the most technologically advanced nation in the world. It is a shame that we have all of that skill but Germany, Japan, France, and other countries have better transportation systems than we do because we refuse to invest in them. I believe that the future of this country will be defined by what we decide to do today with respect to energy.

I am tired of these myopic, frightened people who don't have confidence in the American capacity of our capitalism to be able to develop the alternatives. We only own three percent of the

world's oil reserves. That is all God gave us. Saudi Arabia has 46 percent. Every year we use 25 percent of the world's reserves. Any child in school can tell you that equation leads to a crisis.

If you want our nation to really be secure, if you want our nation not to have to run the risk of sending our children to defend our dependency on oil, if you want us not to be tied to the whims and fancies of some particular sheik or king or monarch or terrorist in some part of the world, then we have to acknowledge the fact you can't drill your way out of this crisis on dependency. You have to invent your way out of it, and we need to begin to do that now. (Applause)

My friends, when the great son of Massachusetts, John F. Kennedy, in 1960 said we are going to the moon, he didn't know that we could get there. He really didn't. But he believed in America. He believed in our creative capacity, but he didn't know for certain. He said that he challenged America to do it because it was difficult. We needed to do it. Indeed, in 1968 the dream that he never lived to see realized took place.

I believe that now we need to challenge ourselves similarly here in this country. We need to go to the moon here on earth with respect to our capacity to develop the energy and independence, jobs of the future, your jobs, to renew the communications capacity of this country, to use up this excess capacity that came through bad business decisions and begin to put people back to work selling and marketing the communications infrastructure of the rest of the planet in order to do more for the rest of the world. These are the things we can use to challenge ourselves.

Let me tell you something. We have to start to put real choices on the table in order to do that. When I came back from Vietnam the first time in 1968, I arrived off the coast of California on a ship, and the first crackling of the radio that we heard as we approached the shore were the returns from the primaries in California at the Ambassador Hotel. I came back from Vietnam, a place of violence, to my own country which had become a place of violence.

In 1968 we lost Medger Evers, Martin Luther King and Robert Kennedy. I will never forget the words of that particular moment spoken by the poet George Bernard Shaw, who said "Some men see things as they are and ask why. I dream things that never were and ask why not."

I believe more than anything else that it is time for us in this party, in our country, to get back to asking why not and begin to dream of things that aren't today. Why not in the richest country on the face of the planet, the only industrialized nation not to, why not health care for every single American? (Applause) Why not?

Why not in the richest country on the face of the planet, why not guarantee that if we are not going to leave any child behind, that every child in this country will have Early Start, Smart Start, Healthy Start, Head Start so that we don't run a farm system for prisons. (Applause)

Why not make a choice that rather than spending \$70,000 a year to house some kid in jail for the rest of their life, it's smarter to spend \$5,000 a year to make them a full citizen with early childhood education. Why not? (Applause)

I think that this is our challenge, this is your challenge. You are the workers of the information age. You have the ability to help in your neighborhoods and with your neighbors to link people to a language and to a series of opportunities, to a vision that many people don't yet share.

We need to take that out to this country now more than ever. The world is waiting for leadership. We need to be more engaged in the efforts to help, to lift the rest of the world in order to make the kind of difference that truly drains the swamp of terrorists.

There is work to be done on this planet. In Saudi Arabia, in Egypt, 70 percent of the population is under the age of 30 and they are unemployed and they are unemployable. And if you had an election tomorrow in one of those countries, Osama bin Laden would win.

My friends, we need to be engaged as the world's super power in a way that we never have

before. Not because it is simply something good to do for people in that part of the world, but because it is also the way we will make ourselves safer in the long run.

We need to engage and care about the rest of human kind more than we have to this day, and our country needs to talk about that, to make ourselves safe and build a future.

I believe these are the issues that we need to take out to this country, and I think that is why you are here in Las Vegas, because all of you know that whether it is health care, transportation, the environment, housing - I haven't even talked about housing.

So many people in America are being driven further and further from work, finding it harder and harder to be able to work where they live, losing time just getting to work and getting back home; time that is stolen from them that they could be giving to their kids and their families or their communities.

We need to ask the question in this country: Are we working to live, or living so that we can work? I believe you know the answer to that question, and it is one that we have to begin to address by raising the wages for working people so they have the ability to share, not just the corporate executives who walk away with the fruits of the labor of our nation.

So I leave you with one thought. One of the things that I learned when I was in Vietnam, among many, was a saying that we had back then: "The Army never leaves their wounded, and the Marines never leave even their dead." What I learned in that far-off place was that those kinds of commitments make a difference, and that in the end all of us who went over there as citizen soldiers, kids who came out of our high schools, came out of our colleges, out of all the communities of America - I had a gunner in my boat who came from Arkansas, another one from Iowa, another one from California, another one from Illinois. We came there together as a band of brothers with one common purpose. Nobody judged us by a last name; nobody judged us by where we came from; nobody judged us by ethnicity or by hyphenation. We were Americans. And the lesson at that time and the lesson for us today is, we must all become citizen soldiers here at home who are determined that we will leave no American behind. We will restore the standards of decency and common sense that raise our country and raise our politics and make us the nation that we are and want to be.

Thank you and God bless.

... The delegates rose, applauded at length, cheered and whistled ...

**PRESIDENT BAHR:** Thank you, John, for those remarkable comments. We will be working with you to try to answer all the challenges that you laid out, and working together to make the United States of America the kind of country you described. Thank you for being with us. (Applause)

You know, he did that without reading a single note. He had a folder here that he never really referred to. I think it was absolutely remarkable. (Applause) I do believe that Senator Kerry will be a serious candidate for the presidency in 2004. (Applause and cheers)

I want to call on the Co-Chair of the Credentials Committee for a supplemental report.

**DELEGATE DON RICE (CWA Representative, District 1, Co-Chair, Credentials Committee):** President Bahr, delegates and guests: The Credentials Committee would like to submit a supplemental report to the 64th Annual Convention in Category 2, credentials properly executed but late: Local 86013, Delegate Lorenzo Rodriguez. The Committee moves that the delegate be seated.

... The motion was duly seconded ...

**PRESIDENT BAHR:** You have heard the motion, seconded from the floor. Ready for the question?

All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is

adopted. Thank you.

The Chair recognizes Executive Vice President Larry Cohen for the Organizing Awards.

**EXECUTIVE VICE PRESIDENT COHEN:** 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.

CWA Locals are organizing from Puerto Rico to Alaska. Yes, even Alaska, where Ken Wilson, President of Local 59051 traveled over 1,000 miles to Anchorage to help them gain their bargaining rights this year.

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. This year a record number of locals have achieved this distinction, the largest number of local unions of any union in the American Labor Movement to accomplish that this year. (Applause)

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 in a single year.

Local 1020, Newark, New Jersey, organized 150 employees at Verizon Information Services. (Presentation - Applause)

Local 1022, Englishtown, New Jersey, organized 115 Cingular Wireless employees. (Presentation - Applause)

Local 1034, West Trenton, New Jersey, organized 235 employees in four New Jersey public sector bargaining units. (Presentation - Applause)

Local 1105, Bronx, New York, organized 147 employees at Augenbright Security. (Presentation - Applause)

Local 1298, Hamden, Connecticut, organized 86 SBC Yellow Pages employees and 100 employees at Cingular Wireless. (Presentation - Applause)

Local 1301, Massachusetts, organized 150 Verizon Information Services employees. (Presentation - Applause)

Local 2108, Landover, Maryland, organized 103 workers at Verizon Information Services. (Presentation - Applause)

Local 2222, Annandale, Virginia, organized 62 employees at Verizon Information Services and 80 Verizon Avenue employees. (Presentation - Applause)

Local 3122, Miami, Florida, organized 107 Cingular Wireless employees. (Presentation - Applause)

Local 3176, Ocala, Florida, organized 386 Cingular Wireless employees. (Presentation - Applause)

Local 3204, Atlanta, Georgia, organized 165 employees at Cingular Wireless. (Presentation - Applause)

Local 3212, Columbus, Georgia, organized 360 Cingular Wireless employees. (Presentation - Applause)

Local 3250, Norcross, Georgia, organized 245 AT&T Broadband employees and 43

employees at two print shops. (Presentation - Applause)

Local 3371, Ashland, Kentucky, organized 600 Cingular Wireless employees. (Presentation - Applause)

Local 3403, Baton Rouge, Louisiana, organized 165 Cingular Wireless employees. (Presentation - Applause)

Local 3406, Lafayette, Louisiana, organized 277 Cingular Wireless employees. (Presentation - Applause)

Local 3519, Gulfport, Mississippi, organized 425 Cingular Wireless employees. (Presentation - Applause)

Local 3680, Fayetteville, North Carolina, organized 404 Cingular Wireless employees. (Presentation - Applause)

Local 3871, Bluff City, Tennessee, organized 509 Cingular Wireless employees. (Presentation - Applause)

Local 3902, Birmingham, Alabama, organized 225 Cingular Wireless employees. (Presentation - Applause)

Local 4013, Pontiac, Michigan, organized 347 SBC Ameritech-ASI employees and 26 employees at Bradford warehouse. (Presentation - Applause)

Local 4340, Brooklyn Heights, Ohio, organized 91 employees of AT&T Broadband and 103 employees at ten other bargaining units. (Presentation - Applause)

Local 4900, Indianapolis, Indiana, organized 240 Cingular Wireless and 8 SBC Ameritech-ASI employees. (Presentation - Applause)

Local 34071, Chicago, Illinois, organized 120 Cook County court interpreters. (Presentation - Applause)

Local 6016, Oklahoma City, Oklahoma, organized 186 Cingular Wireless employees. (Presentation - Applause)

Local 6127, Midland, Texas, organized 650 Cingular Wireless employees. (Presentation - Applause)

Local 6132, Austin, Texas, organized 122 Cingular Wireless employees. (Presentation - Applause)

Local 6150, Dallas, Texas, organized 108 AT&T Broadband employees. (Presentation - Applause)

Local 6203, Lubbock, Texas, organized 1600 Cingular Wireless employees. (Presentation - Applause)

Local 6222, Houston, Texas, organized 600 Cingular Wireless employees and workers at two print shops. (Presentation - Applause)

Local 6733, El Paso, Texas, organized 300 Cingular Wireless employees. (Presentation - Applause)

Local 86823, Florissant, Missouri, organized 103 manufacturing workers at Steris Corporation. (Presentation - Applause)

Local 7077, Glendale, Arizona, organized 194 correctional and law enforcement officers in 13 municipalities. (Presentation - Applause)

Local 7304, Grand Forks, North Dakota, organized 311 manufacturing workers at New Flyer. (Presentation - Applause)

Local 9000, Los Angeles, California, organized 255 AT&T Broadband employees. (Presentation - Applause)

Local 9119, Berkeley, California, affiliated 150 members of the Society of Professional Scientists and Engineers at the Lawrence Livermore National Laboratory. (Presentation - Applause)

Local 9400, Los Angeles, California, organized 150 AT&T Broadband employees, 75 employees at ADT Security Services and 63 workers in five other units. (Presentation - Applause)

Local 9408, Fresno, California, organized 160 AT&T Broadband employees. (Presentation - Applause)

Local 9421, Sacramento, California, organized 103 AT&T Broadband employees. (Presentation - Applause)

Local 9588, Colton, California, organized 575 San Bernardino School District employees, 150 Pajaro School District employees and 85 workers in two other units. (Presentation - Applause)

Local 13000, Philadelphia, Pennsylvania, organized 53 Verizon technicians, 298 AT&T Broadband workers, 32 employees at ALLTEL and 3 SBC Telecom employees. (Presentation - Applause)

Local 13500, Pittsburgh, Pennsylvania, organized 415 Verizon Information Services, 235 Verizon employees. (Presentation - Applause)

Local 13550, Pittsburgh, Pennsylvania, organized 280 AT&T Broadband Customer Service Reps. (Presentation - Applause)

All together, these 43 locals have organized 13,330 members in new units in a single year. (Applause and cheers)

In 2000, we began recognizing locals that have won this award five years or more, five years with 100 or more workers in new units in one year. Qualifying locals receive a \$5,000 check for their organizing program and special pins for their convention delegates and local officers to wear. Sixteen locals have been honored previously. Please join me in welcoming Locals 1105 and 13000 to their ranks. (Applause and cheers)

Now, this year we are adding recognition for a local that has won this award ten times or more. That's ten years in the last twelve when they have organized 100 or more workers in new units. Qualifying locals will also receive a \$5,000 check and a newly designed pin for their convention delegates and local officers to wear. Please join me in recognizing the first local to win this, Local 9400, Michael Hartigan, President. (Presentation - Applause)

Would the award winners remain standing while President Bahr presents the Annual President's Award.

**PRESIDENT BAHR:** You notice how useless you are without your secretary. (Laughter)

It has been our tradition since 1972 to recognize particularly outstanding achievements in organizing by presenting the President's Award. Our Founding President, Joe Beirne, considered this award to be our union's highest honor.

Joe's successor, Glenn Watts, carried on the tradition, and now it falls to me to recognize those who are so highly effective in bringing new members to CWA. Their efforts enable our union to grow ever stronger and more effective.

For the past several years, we have pursued a strategy of bargaining to organize. Through winning provision for card check recognition and expedited elections, we were, over the past year, able to organize thousands of workers at Cingular Wireless, AT&T Broadband and Verizon Information Services.

The contracts' language provided varying degrees of neutrality on the companies' part. Still, to make those agreements pay off took tremendous effort by officers, staff, and rank-and-file members at every level of this union.

Today, I am going to present three President's Awards to leaders of those campaigns. The first goes to District 3 for organizing 10,000 workers at Cingular Wireless since our last convention. (Applause)

Now, this number takes into account several new customer service centers and stores where Cingular is continuing to hire. But still, this is the most successful organizing campaign that any union in the South has had for decades.

I now ask that District 3 Vice President Jimmy Smith come forward to accept the award on behalf of the entire District. And will the presidents of the locals that played a major part in this campaign also step forward.

Every one of these locals that organized more than 100 workers at Cingular Wireless will share in the award, with each receiving a plaque commemorating their part in the campaign. (Applause)

To Vice President Smith, in the name of the District, I will present a replica of Joe Beirne's hat. This is a miniature of the statue on a pedestal that stands outside of my office, and each year the names of the winners are engraved on the pedestal. So I am pleased to present this to Vice President Jimmy Smith on behalf of the entire District, for outstanding work. Jimmy. (Presentation - Applause)

**VICE PRESIDENT JIMMY SMITH (District 3):** Morty, it is certainly a pleasure for me to accept this on behalf of these locals and the rest of District 3. Our organizing efforts in District 3 have truly been a team event. It could not have happened had everybody not worked together. We had the support of Executive Vice President Cohen's office, our organizing coordinators, the AAs, Booker Lester and Ken Ruth, our two newly-appointed CWA organizing coordinators, Elizabeth Roberson and Hugh Wolfe, the staff in the district, these dedicated local presidents, and especially to the local presidents in Alabama who were not able to get 100 people, but they have organized every Cingular Wireless store in the state of Alabama. (Applause and cheers)

Again, it is a team effort. It is a union's job to organize, and I am proud that District 3 was able to do this. Thank you. (Applause)

... Applause as each local in District 3 that organized more than 100 workers at Cingular received their award ...

Local 3122, Jose Dorado. (Presentation - Applause)

Local 3176, Bob Campbell. (Presentation - Applause)

Local 3204, Walter Andrews. (Presentation - Applause)

Local 3212, Larry Wofford. (Presentation - Applause)

Local 3371, Phil Coldiron. (Presentation - Applause)

Local 3403, Walter Bagot. (Presentation - Applause)

Local 3406, Judy Bruno. (Presentation - Applause)

Local 3519, Richard Scruggs. (Presentation - Applause)

Local 3680, Rocky Barnes. (Presentation - Applause)

Local 3871, Ralph Hicks. (Presentation - Applause)

Local 3902, Sonja Abbott. (Presentation - Applause)

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

This is what the plaque looks like. A replica of Joe's Stetson, saying, "The President's Annual Award," the name of the local, Cingular Wireless Organizing. And it says, "In grateful recognition of dedicated service as evidenced through wholehearted acceptance of CWA's great 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."

That went to each of these locals. (Applause) Thank you all for a wonderful job.

For organizing more than 1,700 workers at the Verizon Information Services, the award goes to Districts 1, 2 and 13. (Applause) Will the Vice Presidents please come forward to accept the award, and also the presidents of the key locals involved.

The replica of the statue I referred to is presented to each of the three Vice Presidents on behalf of the work of the entire district. Vice President Mancino. (Presentation - Applause) Vice President Catucci. (Presentation - Applause) And Vice President Maisano. (Presentation-applause)

**VICE PRESIDENT LARRY MANCINO (District 1):** Morty, thank you very much for this honor that you have conferred on Districts 1, 2 and 13. There are so many people to thank who put forth the effort, and I accept this award on their behalf. I have to mention folks like Ed Sabol, my administrative assistant, who did a yeoman's job and suffered through this, and for the help of Larry Cohen also and the locals that were involved. I hesitate to name them because I'm sure I will leave one of them out, but they did a heck of a job and I appreciate that. Morty was good enough to say he will name the locals. So to all of you, thank you very much. (Applause)

**VICE PRESIDENT PETE CATUCCI (District 2):** Thank you, President Bahr, for this award. I accept it on behalf of all of District 2. I think this award epitomizes what the districts can do when we hang together, what kind of real positive action they can make come about.

But this would not have happened without Morty's support. He has been committed to this since the beginning. As you will recall, last year he brought some VIS people here to talk to the folks. As a result of that, that commitment from him, Larry Cohen and the entire Executive Board, we were able to bring about a union at this group, and we will make sure they get a good contract. So thank you, Morty, and on behalf of Ron Collins and all of District 2, I accept this award. (Applause and cheers)

**VICE PRESIDENT VINCE MAISANO (District 13):** Thank you, Mr. President. This is truly an honor. I have sat on this platform for 16 years, watching these awards being given out and saying, "Boy, wouldn't I love for my district to win one?"

This award was won through the efforts of many, many people working hard. The district organizers, the local officers within the district, the local organizers, as well as Executive Vice President Cohen's office. It's a real tribute. And what that means is that next year we are going to double the number of people that we bring into CWA as CWA members. Thank you. (Applause)

**PRESIDENT BAHR:** Local 1020, Richard Kennedy. (Presentation - Applause)

Local 1105, Keith Edwards. (Presentation - Applause)

Local 1118, Jim O'Hare. (Presentation - Applause)

Local 1122, Don Loretto. (Presentation - Applause)

Local 1301, George Alcott. (Presentation - Applause)

Local 2101, Maria Bury. (Presentation - Applause)

Local 2108, Bob Campbell. (Presentation - Applause)

Local 2201, Tom Moss. (Presentation - Applause)

Local 2202, Lou Scinaldi. (Presentation - Applause)

Local 2222, Jim Hilleary. (Presentation - Applause)

Local 13500, Sandy Kmetyk. (Presentation - Applause)

Our neutrality and consent agreement for expedited elections at AT&T Broadband has been fraught with management opposition from the outset. Yet locals across the country have risen to the challenge, dispelling misinformation at every turn, and bringing CWA representation to more than 3,200 AT&T Broadband workers over the past 18 months.

As our Broadband membership has grown to exceed 1,000 workers in both Districts 9 and 13, one CWA local has shown exceptional leadership, organizing more than 800 workers since our last convention. If local President Ed Carr, Organizer Dave Hoskowitz, and District 13 Administrative Assistant Marge Krueger would please come up here, I will present our second President's Award to CWA Local 13000. (Cheers and whistles)

You know, this local has devoted tremendous energy to our AT&T Broadband campaign over the past three years, assigning Dave to work on it full time along with Marge from the District. They lost an expedited election at Broadband's South Hills location in August 2000, but an arbitrator ruled that management violated our neutrality and consent agreement.

As a remedy, the arbitrator granted the workers the opportunity to organize through a card check campaign, rather than hold a second election. After a six-month cooling-off period, more than two dozen officers and members visited workers' homes to boost support for the union.

Unit Presidents Darrell Novotny, Mary Ellen Volker and Mickey O'Rourke; Regional Vice President Dick Johns, Steward Keith Grable; and volunteer organizer Chuck Douglas are just a few who participated. A strong inside committee collected cards from the necessary majority of workers within 12 days. And in March 2001, the AAA certified this unit of about 140 technicians, but the local didn't stop there. On May 1, they pushed through an election for eight customer service representatives at the same location.

Local 13000 continued its coordinated campaign throughout western Pennsylvania. In June of last year, they brought in 436 technicians at Pittsburgh's Corliss Street location. Newly organized technicians from Broadband's South Hills and New Kensington locations made phone calls and home visits, helping a 27-member inside committee put the election over the top.

In August, Local 13000 had another victory with Broadband workers in Coraopolis, outside Pittsburgh, voting nine to four for CWA.

Then, in December, 68 Broadband workers in Penn Hills, Pennsylvania, chose CWA, voting 37 to 26 for representation.

Organizing committee leaders developed a leaflet to allay fears introduced by management. Again, they were supported by the local and by new members from previously organized locations. All in all, a fantastic job, and I am proud to present to Local 13000 our top organizing award.

This is the same thing I presented to the vice presidents, a replica of one of the statutes outside my office. With great honor I present this to you, Ed Carr.

... Prolonged applause as local President Ed Carr, Local 13000, was presented with the President's Award ...

**DELEGATE EDWARD T. CARR (Local 13000):** Yesterday and this morning a few friends wrote a couple of words for me to say. It is really not my style to read words that somebody else wrote, but it is a tremendous honor and privilege to accept this award on behalf of all of the members of Local 13000.

Over a year and a half ago this Local 13000, with the help of most of the people on this

stage, Executive Vice President Larry Cohen, District 13 Vice President Vince Maisano, Executive Board of Local 13000, Dave Hoskowitz, Harry Arnold and Marge Krueger, and all of the people who put this in place.

Yesterday, I sat in a chair on the stage with you, brothers and sisters, and looked at the enthusiasm that was on this stage of people that want to be in this Union. That's what really pushed this. The people who really make the sacrifices, as Brother Mooney told me this morning, are the members in the workplace who take the risks and vote yes to join this Union. (Applause)

It is our intention in Pennsylvania to do away with the word "non-organized." So if the Verizons of the world want to spend a lot of money hiring great anti-union lawyers, they'd better get ready because we're coming for everything in the near future. Thank you. (Prolonged applause)

**PRESIDENT BAHR:** Please join me in honoring and thanking all these local leaders up here for fulfilling one of our primary objectives, growing this union and bringing our great union to workers who need it desperately.

... The delegates rose, applauded and cheered ...

**PRESIDENT BAHR:** Last April, I was honored on your behalf, as well as on behalf of our entire union, by the Elizabeth Glaser Pediatric AIDS Foundation at a dinner in Washington. I want to share one little story with you.

This is a major fundraiser for the Pediatric Aids Foundation, and any time an organization does a fundraiser, particularly one like the Pediatric AIDS Foundation where it is really a shoestring operation, virtually 95 cents of every dollar donated goes to the cause that we donated. So you look for corporate support to underwrite the actual cost of the dinner so that all the proceeds can go to the Foundation.

And before I had any opportunity to contact any of our employers to seek their help, and usually you look for two or three different companies, I got a call from the Foundation saying that they had received a letter from Ed Whitaker, the CEO of SBC, saying they would underwrite the entire cost of the function because of the company's great respect for the Communications Workers of America and its president. (Applause) And that was \$400,000 that they put on the line, so that every dollar that was collected in excess of \$1 million was able to go for the purpose that the money was contributed.

I want to share another story with you. You see, Senator Orrin Hatch from Utah and I were the two honorees. The two co-chairs were Democratic Senator Chris Dodd from Connecticut, and Mike DeWine, the Republican from Ohio.

So before the dinner, a few weeks before the dinner, I was up on the Hill and I bumped into Chris Dodd in the hallway, and he says to me, "You know, I've been involved in a lot of dinners, but Bahr and Hatch?" But let me tell you something. While he may not be right on very many of our issues, I was very impressed with Senator Hatch's commitment to the Pediatric AIDS Foundation and our ability to do something together.

During that event, however, I met a very special person. I was so moved by her work and her life that I invited her to the convention so that you could meet her. Janice Spire, the Chief Operating Officer of the Elizabeth Glaser Pediatric AIDS Foundation will introduce her to you. Please welcome Janice Spire. (Applause)

**JANICE SPIRE (COO, Elizabeth Glaser Pediatric AIDS Foundation):** Thank you. Thank you, Morty, for those kind words and for the opportunity for us to be here today.

It is a great honor for me to be able to be back here to say a huge "thank you" to you all for the support that you have given to our Foundation now for the past decade. It is incredible that it has been a decade.

It was in 1994 that Barbara Easterling first met Elizabeth Glaser and introduced Elizabeth

Glaser to Morty Bahr, and our partnership with CWA would not have happened without these two dedicated people. So thank you, Barbara, and to Morty. (Applause)

And to all of Morty's efforts on behalf of our board of directors, we are so grateful to you, and I have to say a special thanks to Kathy Champion, who has just been such a wonderful help through these years. And of course to all of you for sticking with us and believing that we could make a difference in the lives of children with AIDS and with other serious diseases that nobody else is taking a look at.

Many of you heard Elizabeth Glaser speak to you back then. I think it was one of the first times that she spoke publicly at a time when this country was not so open to hearing about AIDS. She told you then about the urgent need for pediatric research and for safe drugs that could be given to kids and to pregnant women so that they could reduce their chance of passing HIV to their babies.

There have been a lot of successes since that time, thanks very much in part to you, and you continued to support us when we took that knowledge and some of the lifesaving treatments, and we began sharing it with other countries around the world, countries where there had been very little hope.

And so today we have brought a video to show you a little bit of that story in Africa, and so if we could take a few minutes to watch this video, I would like to show you the work and the hope that you have been able to help us make possible.

... The delegates were shown a very moving video presented by the Elizabeth Glaser Pediatric AIDS Foundation ... (Applause)

**SISTER SPIRE:** Thank you. Now it's my pleasure to introduce to you a woman who has traveled from Soweto, South Africa, to be here today. It's really our honor to know her and to know that our work has been able to touch her to some degree, and she in turn touches so many others and so will you please welcome Florence Ngobeni.

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

**SISTER FLORENCE NGOBENI:** Ladies and gentlemen, it's so hard for me to see that video, but it's also a privilege for me to be here today. What a place Las Vegas is. I think I'm going to play Lotto today and get some money to take back home. (Laughter)

I have heard so much about CWA, and being here today is like a dream come true, because I think organizations like yours are a good example, especially to countries like mine.

As a counselor, as a mother, as a worker, I'm proud to share with you today that your work has done wonders in our lives. As a woman from Africa, I'm saying these words today not only for myself, but representing also women back home, women without a voice, women who can't stand up today and say we want to save our children, we want to lead our lives and continue with our lives. We want to be normal people.

I want to thank you for your pledge and thank you as well for supporting people living with HIV, especially in Africa. I think a lot of people see Africa on the video and on their TVs and sometimes it's hard to grasp what is happening in Africa. Sometimes it's hard to even imagine that somebody who looks so healthy like me could be living with HIV. It's also hard for me to look at this room today and think that back home people in this room may die each day from HIV or AIDS, which means there will be less and less people in Africa to form unions like this.

But what is more hard for me was when I found out about my daughter in 1996. I was just 23 and starting my life. I never thought that today, after six years, I could stand here and say, you know, we have people like the Elizabeth Glaser people who care for us, who have given us hope, who have given us modern hope.

Yes, my baby died in '96 from HIV AIDS. There are still many children dying each day, and there are still many children dying outside Soweto where I'm working.

I met Elizabeth Glaser Pediatric AIDS Foundation about two years ago when they came to the hospital I'm working in, the one you have seen on the video. When they came, it was like a miracle. It was like a prayer being answered, because for the first time I could stand tall and talk to the women knowing that there is something to help them prevent their babies from being infected.

The other hardest thing for me is that I'm different in the sense that I'm vocal. I can say what I think. I'm different in a sense that I have a hospital where I work, but they also take care of me. I have access to drugs that lots of people in Africa don't have access to. I look healthy and I feel good, but inside I don't feel so good because there are still so many people who don't have those drugs, so many people who wake up each day and they don't know what to do with their lives.

What is more hard is children are involved; children that are my children and your children. Working in the hospital I have learned to love, to forgive, but to embrace life and this union has helped us to embrace life, has helped us to bring hope to those who are hopeless, and I'm proud to be standing here today to say to you thank you for all your efforts.

I'm sorry to be crying. I thought I would be strong today. I also miss my baby so much. There are lots of people who will never even see tomorrow, who will never even carry their children to their next chance of life. With your help and your perseverance, I know there is hope. I know that you bring more hope than ever and I can't thank you more than this. Thank you.

...The delegates stood and applauded at length...

**PRESIDENT BAHR:** Before I turn the chair over to Barbara for the Pediatric AIDS Awards, I want to share something with you. For more than a year I have been pressing through the AFL-CIO the idea that the International Trade Union Movement not only has an obligation but the ability to play an enormous role in the fight against HIV AIDS, not only in Africa, but in other places around the world.

In most of these countries there are unions on the ground. I finally got John Sweeny interested. About a month ago he and I met with Mr. Wolferson, the president of the World Bank, who was interested in hearing what our union was doing in this fight and what my ideas were about involving the free trade movement around the world.

I was there for a twofold purpose. The other was one that is very close to me, and that is using the technology of our basic industry to be able to bring skills training to deal with illiteracy, lifelong learning, and telemedicine throughout the areas of the world that desperately need it.

I created enough of an interest in Mr. Wolferson's mind that he set up two more meetings for me, one of which I held last week with the vice president of the Bank who has the responsibility for what the World Bank is doing in the fight against HIV AIDS. He shared an awful lot of information with me. I sent a copy of it over to the Elizabeth Glaser Foundation. For example, one billion dollars-- one billion with a "B"-- has been set aside as a grant from the Bank for the fight against AIDS and \$559 million of it has already been allocated in Africa. (Applause)

Of key interest in Kenya and Nigeria, part of that grant has gone to the National Trade Union Centers in those two countries, thus validating what I have been trying to get across for the past year. So not only will the Elizabeth Glaser Foundation be wired into this, but the next meeting I have is to bring the United Way International which is also doing work in five countries in Africa. As you know, I'm now Chairman of the Board of Directors of United Way International to further coordinate efforts, and that has great satisfaction to me. It appears that at a meeting of the World Bank this October in Washington with some 60 global labor leaders, the issue of AIDS will be on the agenda. (Applause)

You see, between now and October thousands more children will be infected and thousands more will die. This is a race against the clock as to who lives and who dies. So we have a right to be impatient, but, at least, we are moving.

As I said earlier after the installation of officers, this right now, as we all sit here, is a top

priority for us. What we need to do is keep it as a top priority as we get back to the workplaces, if for no other reason than to double the amount of money next year that we give to the Pediatric AIDS Foundation this year. (Applause)

It is now my honor to introduce to you Secretary-Treasurer Easterling.

**SECRETARY-TREASURER EASTERLING:** Thank you, Morty.

I want to begin by recognizing the Principal Financial Group which is one of the vendors that works with a lot of our districts and each year they contribute to the Pediatric AIDS Foundation and this year Bill Copik from the Principal Financial Group, I ask him to join us on stage so that he can meet our guest and realize that his money is well spent and the group has made a contribution of \$5,000 and thank you for that, Bill. (Applause)

This year 469 locals participated in our "Charity of Choice" program, contributing a grand total of \$483,635.07. I want to personally thank each and every one of you who made that possible. We have a long way to go, if only 469 locals are involved in this project. We need everybody involved in it.

CWA is still the Foundation's largest single donor. We are proud of that. We can be even more proud if we get 100 percent participation. So much has been accomplished, but there is still much more work to be done, so please make that extra effort this year to contribute to CWA's "Charity of Choice," the Elizabeth Glaser Pediatric AIDS Foundation.

Now to the awards. The Ariel Glaser Award is presented to the local that contributed the most money in 2001. The Ariel Glaser Award is named on behalf of Elizabeth Glaser's daughter who has passed away.

This year this award goes to CWA Local 9400 for a contribution of \$65,463.25. (Applause) Our thanks and congratulations to the members. Would Local 9400 President Michael Hartigan please come forward to accept this award.

... The delegates rose and applauded as Michael Hartigan accepted the award ...

Our next award is the Hope Award, which is presented to the local that achieved the highest percentage of their quota. In 2001, that figure was 1504.52 percent and was given by CWA Local 9505. Their president, Mary Hicks, is here to accept the award. (Applause)

I want to thank all of you who contributed and urge those of you who are not participating to realize that the goal is a dollar per member. We ask you to please try to raise the funds in order to help what you just heard about this morning. I personally hear about it a lot because as president of the World Women's Committee of UNI, our international trade secretariat, it is always on the agenda by our African sisters.

The stories are heart-rending. We can help. We can make a difference. The work that Morty is doing is certainly making a difference for the Pediatric AIDS Foundation and they in turn are doing a tremendous job that we really don't hear a lot about. We don't read about it in the paper. That's the way it goes a lot of times. We know that more than anybody else, being in the labor movement. So anything you can do, we really would deeply appreciate it and I am sure they would as well. (Applause)

**PRESIDENT BAHR:** It is hard to segue into something when we sit here and talk about life and death.

Our next speaker represents the best of Corporate America. Our union deals with two types of members as do most unions. At the low end is the company that claims to bring us "the good things of life," General Electric.

I want to quote from a letter the manager of a GE facility in Decatur, Alabama, sent to all the employees just three weeks ago. It is addressed to the employees, handwritten to each one of them. "It has come to our attention that there could be some IUE-CWA union organizing activities

in our plant. This is based on literature found on our premises. You don't have to be too brilliant to know something is going on when you find the literature there." It goes on and on.

It says, "If you have any questions about this, feel free to contact me. You know I feel that union-free status is the right status for our plant. It is my sincere hope that you have trust in my leadership and my style of managing this plant."

Now, on the high end, the very high end of Corporate America is our next speaker, Steve Carter, CEO of Cingular Wireless. Mr. Carter not only believes that a unionized workforce is good for his company, he practices what he believes.

Cingular Wireless managers and supervisors have viewed a slide presentation that spells out clearly what neutrality means, and just what our joint partnership brings to management. I can share with you that after I viewed those slides I could not offer a suggestion to improve upon it.

Under our neutrality and card check agreement, we have brought more than 15,000 Cingular workers into our union. More important, Cingular Wireless recognizes the added value that a union workforce brings to the company, the shareholders and customers. In fact, something comes to mind as I stand here, Vice President Catucci and I were meeting with Maryland Governor Glendening about some issues that concerned us.

While we were sitting in his office, he took out his Cingular phone and said, "See, I know which is a union company." So our message is it even got through to the Governor. Of course, I dropped a note to Mr. Carter to let him know that that had happened. The company has now asked us for authority to display the CWA logo in a number of stores in a pilot program. We, of course, are happy to cooperate.

If GE is the example of the rotten employer who belongs in the CWA Hall of Shame, then Cingular is an employer that we can enshrine in the CWA Hall of Fame. Stephen Carter gets much of the credit for the unique relationship that has developed between Cingular and CWA. We have invited him here to focus the spotlight on an outstanding union employer with a human relations philosophy that is a model for America.

Cingular's record on workers' rights and true self-expression should not be assumed. The other principal wireless company, Verizon Wireless, continues to take the low road, waging war on its own employees when they try to join our union and undermining our collective agreements. (Applause)

**STEPHEN CARTER (CEO, Cingular Wireless):** Well, I am truly honored to be here and I thank you, Morty and Larry, for the invitation, the very unique invitation. I should, I think, say one other thing I heard while I was back there, that Jimmy Smith got an award for organizing, and I was thinking that maybe for six months of the year I should have that in my office. (Laughter and applause)

Anyway, you know this hotel was originally called the International. It opened in Las Vegas in July of 1969, and it hired two of the biggest names of the day to open as the opening acts, Barbra Streisand and Elvis Presley.

There was a lot of work going on at the time. The construction wasn't quite finished, and there was a lot of debate about who should be the opener. And in the end, Elvis' manager said, "Open with the girl. We'll follow her. Get the kinks out of the showroom." And maybe that was the last time Barbra Streisand was ever a warm-up act. Now I can tell you today, I am not sure if I am a warm-up act or not, but I am promising you I am not going to erupt into song. (Laughter)

What I would like to do is talk about three things. Really I would like to talk first about what the wireless industry is all about right now, because you have probably noticed it's going through a period of pretty substantial change. I also want to talk about how Cingular fits into that picture and a bit about our strategy. Then I would like to talk about how our good relations with the CWA or partnership, if you will, is going to serve both our interests in this evolving industry.

You probably have a cell phone in your pocket right now. You may have a Blackberry or a PDA of some description. You may regularly send text messages to colleagues. You will have read something about 911 location services, maybe about spectrum auctions, and in the business press, you have probably heard about 2G and 3G, maybe even some hints of industry consolidation. Well, that's wireless, wireless in a nutshell. And I am going to give you a bit more information about all of these fascinating things.

Before I do, let me give you a better perspective of what I think it all means. It's not a complicated industry. It's a simple business. The industry asks, is wireless a service you want to use, and what issues must be overcome for you to use it? The carriers are asking a few more questions. They ask about the longevity of the business. Is it a sustainable product? How can we make it exciting for you or at least interesting? How can we keep you a customer? No rocket science here. We are delivering a service and it better be a service that you want and you are willing to pay for or it will fail. Simple questions that frankly every industry should be asking itself.

So, will you use it? Well, I think the answer is resoundingly yes, because most of you, along with a billion or so other people around the world, are already using the voice side of wireless. But the industry is thinking up ways to make it even more interesting for you by adding data services. We are not thinking about just voice anymore. It's an information source. It's a web browser. It's an inventory control device. It's a logistics manager for a mobile workforce. It's an instant EKG read for your doctor. It's a cool way for teens to stay in touch. It's a digital cache of your favorite songs. It's a way to play games in the airport. It's a marketing tool for goods and services. And I guess, oh, yes, it's still a phone.

I am going to talk more about that in a minute, about what you can do with this phone and how Cingular will compete in this new arena. But first, a bit more generally about the wireless industry as a whole.

Because after we determine you will use wireless for voice and data, the industry has to figure out how to get those services to you. And the new emphasis on data is changing the industry and it's forcing it to migrate to a new, more robust technology that is called 3G.

So what is 3G? I am going to give you a quick overview and I promise you that at the end of it, you can astound people at cookouts and conferences. (Laughter) And those of you who are in the wireless business and are familiar with this, well, you can keep me straight.

Well, first came 1G, the first generation. This was analog voice, and it's been around a long time-- two-way radios and things like that. But when consumers got hold of it, they loved it, and it led to a wireless explosion.

With 1G, you could, for example, call up a movie theater and ask them what was playing. Then came 2G, which was digital rather than analog-- clearer connection, less static. 2G enabled better voice quality, more network minutes, and people began using their wireless for calling longer distances. And with 2G, if you were a techie type person, you could dial up a database and find a wireless site to tell you what is playing at a movie theater near you. But this would be text only, mind you, no pictures or driving directions to the theater, and probably most of us weren't patient enough to figure out how to get this information anyway.

But 2G boosted call volume as people called more and more often and called further away. And to help with that issue, the industry began ushering in what's called 2.5G. It's more robust and can handle the increased volume of wireless calls plus data. With 2.5G, you are always connected to the Internet and that means you can get text plus pictures. You can tell your device to go get local movies, and it comes back with theaters nearby very quickly, or you can enter a movie title and it tells you where it's playing and when the feature starts, and it may even give you a few color photos from the trailer and a text critique of the movie. You can even buy your ticket on your wireless device with 2.5G through General Packet Radio Service or what most people call GPRS.

Most of the entire world is in the process of getting to 2.5G today. Just as we are making this

transition, a very important element to this equation is being introduced this summer. That's the advent of color screens on wireless devices, and in many respects, this could be the most important innovation we see this year, because we are all used to a world in vibrant, living color. Graphics, photos, and web surfing take on an all new meaning as we go from gray scale to color, just like what happened with personal computers, and if you are old enough to remember, like I am, the move from black and white TV to color.

Now we are headed to 3G. This is a more efficient technology that supports complex data, sharper color screens, handles wireless Internet and graphics, faster access on hand-held devices, video, and a lot of things that people haven't even thought up yet.

And with 3G, you will be able to pull an entire movie trailer to your device, and the download will be much faster and the video will be surprisingly good. If you decide you want to go and see a movie, it will find the nearest movie theater, it will give you driving directions and a map, tell you the starting time, and allow you to buy the ticket.

It will increase mobile-commerce to the point where people customarily and matter-of-factly use it all the time to make purchases, access business information, email and confer with colleagues.

So that's a quick and dirty version of the technology landscape. However, we have other issues. Spectrum in this country is limited, especially when compared to the rest of the world. More spectrum is needed to make these more exciting data services available. And much of the spectrum needed is controlled today by churches, schools, the Department of Defense and broadcasters, which is a pretty formidable combination. But we are working to try to free up some of that for private enterprise, because we know that new spectrum is essential to the concept of 3G technology.

The industry is taking some hits partly because of its success. As wireless has continued to proliferate, it is experiencing some backlash for a lack of etiquette, perhaps, and common sense that people have in using the service. And Cingular is addressing the issues of cell phones ringing in inappropriate places like churches or synagogues, museums or theaters. It is tackling the issue of distracted drivers. We have done that by launching a "Safe and Sensible" public awareness campaign. The goal is to educate the general public on social guidelines and the safe use of wireless devices.

Another of the issues the industry faces is the contradiction of the public wanting ubiquitous coverage but not willing to have the infrastructure, the towers and the antennas that are required in their neighborhood.

And then there's the question about consolidation of the industry. Hardly a media interview takes place today with me or one of my peers when we are not asked about industry consolidation. And given the enormous growth of the wireless marketplace today and the amount of capital required to compete, I think most believe that the future will see this market dominated by just a few companies.

Once again, we are not talking about rocket science here. If you think about it, with only a couple of players making the money, a scarcity of spectrum and competition being extremely intense, something will have to give. And while I don't think this means that there are going to be headlines in the remainder of 2002 that are dominated with talk about mergers or consolidations, I think eventually a natural result will be consolidation. That will be the industry's evolution. And it will either happen by design or by economic reality. In other words, some companies will run out of money.

This brings me to my second point today. What about Cingular? Well, as a major wireless carrier backed by two telecom powerhouses like BellSouth and SBC, we are pretty confident that we are going to be around after the industry consolidates. In fact, we believe we will be very well positioned. As the second largest carrier, Cingular is a major and growing force in the industry.

If we were a stand-alone company, we would be in the Fortune 150. We are in 42 of the top

50 U.S. markets. And this summer, as some of you know, we will be in New York, which will become our 43rd market. (Applause) And we have more than 30,000 employees and more than \$14 billion in revenues. So we believe we will be around to compete vigorously in the changing wireless industry, moving from voice to voice and data.

Now, the next question we must answer as a competitive carrier is: Will you use our services, including data, and why? And how will we make and keep you a Cingular customer? Keep in mind as I answer these questions that there are two tracks for data. One is what you need for work, and the other is entertainment. We believe people will want both.

Cingular has a distinct advantage given that we've been running a nationwide Mobitex packet data network for more than a decade, the thing that powers Blackberries. Nearly half the Fortune 1000 is using that network to track packages, track assets, even complete stock trades. And we believe our experience will pay off as packet networks like GPRS take off and become even more dynamic.

In the U.S., for instance, we see an increasing appetite for wireless applications that are, quite simply, fun. These include personalized ring tones that you can download and SMS, or short message services.

Now, SMS is popular in Europe and is catching on here because it is short. That requires just a few bits of memory. It is time-sensitive; it's mission-critical. EMC reports that in the first quarter of 2002, SMS traffic in Europe was 25 billion messages a month. For all of 2001, traffic stood at 242 billion messages. We believe that is a great opportunity.

Now, person-to-person messaging in Europe, because it's so penetrated, is starting to slow down. On the other hand, the shift is now toward enhanced SMS services which, while not necessarily increasing traffic, do increase revenues.

SMS is not going to be the end. There will be MMS, which is multimedia services, which will allow you to animate message graphics and incorporate photographs. And as this happens, messaging becomes part of the data stream that people will experiment with and will more and more often take place on wireless phone sets rather than dedicated messaging devices.

To accommodate this growing appetite, there are going to be more than one and a half billion terminal devices, such as phones and PDAs, and many more wireless appliances to connect you to the Internet. Existing devices, such as laptops, will have wireless capability with PCMCIA cards that allow them to access our wireless data networks, and 802.11 cards that access wireless LANs.

And still to come are consumer-controlled location-based applications. In the U.S., we are deploying location-based capacity to address 911 call mandates. The application developers will take advantage of that capability to provide other services. For example, the customer will be able to enable his device to tell the network where he is. Once the customer has elected to do that, without any other action on his or her part, data such as where the nearest gas station might be or driving directions to a store, for example, can be summoned to the screen.

Messaging is just the beginning and entertainment is only part of the story. We expect that by the middle of the current decade, wireless data will provide most of the growth for our business. A goal for Cingular then is to increase our data offerings and the customer base employing them. Obviously, the future of wireless and Cingular is nothing if not dynamic.

Now, how will Cingular compete to deliver these services? What do we have going for us? What is our technology strategy? Well, at its formation, Cingular started with three technologies-- analog, CDMA, and GSM. And of those, only GSM was seen as a viable long-term play. So a change was essential.

When we announced our technology migration strategy last year, it came after a long look at the CDMA and GSM air interfaces. One of the most compelling reasons for our choice of GSM was its dominance of more than 70 percent of the digital wireless market share worldwide. In

Europe, the GSM standard enables customers there to enjoy more roaming, fewer dropped calls, and seamless data usage, and that sounded pretty good to us.

So we have chosen a similar route for our strategy. We have announced that we are upgrading our network to third generation technology-- the 3G I spoke of-- to bring consumers the benefits of faster speeds for accessing the wireless internet and other data services.

Cingular is deploying what we call EDGE, Enhanced Data rates for Global Evolution, a 3G technology that will help transition our network to the GSM worldwide standard, giving our customers a single voice technology from coast to coast. The technology will also allow customers with tri-band or "world phones" to use their phones seamlessly in more than 160 countries worldwide.

And while the technology behind our products can be complex, once again, the business is relatively simple. It's the service empowered by technology. And we are investing billions in our technology strategy to provide seamless, robust wireless services that will attract you to our brand and keep you with us.

Which brings me to our brand. Our brand is not about technology. It's orange; it's funny looking; it's quite bouncy really. And it asks, "What have you got to say?" We say we are the company of self-expression. We say our products help people express their individuality. We say each person is different and important and has a contribution to make. And we say that we provide services and products to help them do exactly that.

I believe it's an idea whose time has come. In just two years we have achieved huge name recognition-- 77 percent among all adults. Our advertising and promotion platform is working for one big reason: People want to express themselves. This is a brand that is being openly compared by business commentators, like the squawk box or the Nike swoosh.

People are the universal constant. They are our customers and they are our employees. We do things with the people who work with us in order to serve the people who buy from us, and that is the secret to the Cingular brand. It's not about technology; it's about people.

And one of the things that we realized early on as we began to build this company was that if we promised self-expression, we had to make it real. We set out at the beginning to create a culture that we believe is employee-friendly, committed to a diverse workforce, and with an employee promise that we see as a guide between the company and the people who make our company, our brand, come alive. And that is where the Cingular CWA members play an important role. They are an important part of the face of Cingular.

My third and most important point today is to thank you for your partnership. (Applause) As a practical matter, Cingular prefers, where possible, to use its own employees in its sales and call centers so we can own the customer experience. Overall, our CWA members are helping to make Cingular's advertising promises come true. They are on the front lines of making self-expression real for our customers. And on behalf of Cingular, I salute you and I thank you for your efforts to make our brand's promise come true. Thank you very much. (Applause)

Now, it would be difficult to find a more competitive industry than wireless communications. And in order to become the best company in our business, we knew it would be crucial to have shared goals and aspirations with all of our employees. And at the outset, we saw lasting value in creating a solid working relationship with organized labor.

As you are aware, Cingular has a neutrality and card check agreement in place. And together, we have to prove to those who are watching our relationship that our shared goals make us a stronger and more determined and a winning, competitive team in the marketplace. (Applause)

We are a young company, less than two years old. And since the beginning of last year, we have increased the number of eligible employees covered by contract by approximately 123 percent, as Morty referred to earlier, to just over 15,000 now. (Applause)

We want this relationship to be constructive and meaningful. Cingular welcomes the partnership of the CWA in helping the company through this intense competition that will take wireless into the next phase of growth. It will be a tough couple of years with no room for complacency. Every company for itself. We need your help and we need your commitment. But we need your professional people, professional people that you represent. And because I know we have all of that, we are confident about the future of wireless and the future of Cingular.

Now, I mentioned at the beginning that Elvis was the second headliner act to open at this resort, formerly The International. But it became his home stage and he remained the main show for the next seven and a half years. Even during 1971 when the International was going through a name change and its ad carried both The International and Las Vegas Hilton names - on its way to being known as the Hilton International - Presley sold out 837 consecutive performances between July 1969 and December 1976.

Well, the moral of that is, it just goes to show that the number two act can prevail as long as it's a class act. Even though Cingular is only the second largest wireless carrier in the U.S. today, it definitely has the star power of and some great backup from the CWA. Together we will not only be a headliner in this industry, we will be the premier act for wireless communications in America.

Thank you very much indeed for your hospitality. Thank you. (Applause)

**PRESIDENT BAHR:** Thank you, Stephen. Before you leave, I want to recognize, on Microphone No. 2, Delegate Huber.

**DELEGATE JACK R. HUBER (Local 4320):** Thank you, President Bahr. I am joined here at the microphone by my fellow officers in the district who represent Cingular members within the district, and additionally by my good friend Ed Phillips, who assisted my local in organizing in the State of Ohio.

I would also like to ask all the presidents in the room who represent members at Cingular to please stand with us this morning, so everyone can see just how many of us there are. (Applause)

In District 4, we were able to organize in a very short time due to the fact that we had a true card check recognition without interference from the employer. (Applause)

Shortly after organizing, our members were treated to a newly negotiated contract where they saw increases in wages, benefits, working conditions, and a voice on the job. Additionally, with the contract and card check recognition, there is a true top down-- from the top down partnership with Cingular and CWA. And, Mr. Carter, I would like to thank you for that partnership, and it is not just talk. We see it every day. That does not mean we agree on every little issue; however, it is a true partnership.

This morning we saw 20 locals receive awards on organizing within the Cingular network, with nearly 10,000 members added to the bargaining unit.

We need, as CWA members, to express ourselves. We need to encourage our members and our local officers to support Cingular Wireless. It is the only wall-to-wall represented wireless provider. (Applause) We need to do what we did with AT&T several years ago when we made AT&T our carrier of choice. Cingular Wireless needs to be our carrier of choice in the wireless market. (Applause)

If we were all to pull together, go back to our locals and actively market the Cingular Wireless Service to our members, our friends, and our families, and take advantage of the large discounts offered to CWA members and retirees, we would be able to move Cingular Wireless from number two to number one, and show the other wireless carriers, such as Verizon, Sprint and others, that it is truly in their best interests to give us true card check recognition and build a true partnership (applause) and show them the true power of CWA through our legislative action and our way to get to customers.

So I would ask, when you go back, if Cingular Wireless is available in your area, or when your contract expires, that you make the move, make the switch, go to Cingular.

And with that, God bless you, and I thank you. (Applause)

**PRESIDENT BAHR:** Thank you very much, Stephen. Thank you very much. We look forward to working with you to making Cingular Wireless the number one, and that we grow together. Thank you very much for coming with us. (Applause)

With the concurrence of the convention, our last speaker of the morning has to catch a 2:10 p.m. plane, and we will recess for lunch after he concludes his remarks.

So I am pleased to introduce William McNary, President of USAction. USAction brings together like-minded organizations to pursue issues of importance to working families. CWA is one of the national affiliates of USAction.

USAction is concerned with health care, environmental safety, public education, and other public policy issues. Our work with USAction is part of CWA's long-term strategy to build a strong, grassroots network of allied groups to change the direction of America. CWA locals are key parts of their state organizations.

Mr. McNary brings excitement, enthusiasm and energy to this effort. He is the Co-Executive Director of Citizen Action Illinois, the state's largest consumer watchdog group, and is also one of the nation's leading advocates for health care reform.

He comes to us with a strong union credential. He was a member of UNITE!, where he served as the president of his local for two years.

Please welcome William McNary of USAction. (Applause)

**BROTHER WILLIAM McNARY (President, USAction):** Well, good morning. You know, my mama always told me, "You can tell what kind of crowd you are standing in front of by the way they greet friends and the way they greet strangers. It is important to watch the way they greet you." But let's try that again.

Good afternoon.

... The delegates responded with "Good afternoon" ...

**BROTHER McNARY:** First of all, Morty, I want to thank you for those generous, kind words. Every time I hear an introduction like that, it reminds me of a funeral I went to one time. The minister was preaching and he said what a good father this man was to his children, and what a loving husband he was to his wife, and what a magnificent benefactor he was to his community.

About five minutes into the eulogy, the widow nudged her daughter and said, "Would you go up there and see if that is your daddy in that casket that they're talking about." (Laughter)

Thank you again, Morty, for that challenging introduction.

At USAction we believe there are three kinds of people. There are people that make things happen. There are people that watch things happen. And then there are people that don't know what is happening.

I can't think of anyplace else in the world I would rather be on a Tuesday afternoon than right here in Las Vegas, Nevada, in a room full of aggressive, progressive people who are not just interested in something and then forget about it, but who are interested in fighting back; people who are not interested in whining but in winning; people not interested in getting over it but getting it on. (Applause) I truly believe-- I truly believe, because you all are gathered here this afternoon, that people will live longer, people will enjoy better working conditions, and people will enjoy a higher quality of life because of the work that the Communications Workers of America has done, is doing, and is about to do.

And since we do not celebrate ourselves often enough, and since this is a celebration, why don't you all celebrate yourselves for 64 glorious years? (Applause)

Yes! I can't tell you what an honor it is to share the stage with the President of the Communications Workers of America. He is a man after my own heart. He is old school. He is a man who means what he says and says what he means, and does what he says he will do.

And because he is often inundated and underappreciated, and undercompensated, celebrate your president one time with a great big round of applause. (Applause and cheers)

To your vice presidents and officers and your elected leaders and honorees, Congressman Jesse Jackson, Jr. said that leaders should lift their spirits above adoration and criticism and focus on the people that they serve. But if you don't mind, allow us to adore you just for another minute.

Give your officers and your elected officials and your honorees just one more hand. Show them that you love them. (Applause)

How many people in this room believe that high quality, affordable health care should be a right guaranteed to all? Let me hear you. (Applause and cheers) Yes. Yes. I just wanted to make sure I was in the right place.

It reminds me of a quick story of a minister friend of mine. His name was Reverend Lee. He had a church about the size of this podium right here. After he had preached his sermon, he received a check in his collection plate for \$10,000.

Of course he wanted to meet the man who gave him such a contribution, so he had the deacon bring the man back into his study after the service. And the minister said, "My brother, this is a magnificent contribution that you have given to our church. Is there any special prayer I can give for you? Is there any special blessing that you would like to have as a result of this donation?"

He said, "No, Reverend. I did it because you preached a good sermon. But wait a minute, because you asked, you know that prayer you do every Sunday that says "Give us this day our daily bread?" He said, "I am a cheese lobbyist. If you would just add the words 'and cheese' to that prayer I'd be mighty grateful." (Laughter)

The minister looked at him and said, "My son, these are biblical words. These are words from God. These are--"

The lobbyist interrupted him and said, "I'm sorry that I insulted you, Reverend. But if you add the two words "and cheese' in that prayer, I'll write you out another additional check for \$25,000."

Now the minister stood tall, strong and resolute, and he said, "My son, these are words from God. These are biblical words. I can't change these words."

And finally the lobbyist interrupted him one final time and said, "Reverend, you drive a hard bargain, but if you add those two words, "and cheese,' to your prayer, I will write you out a check for the same thing that the bread people gave you." (Laughter)

Just like that minister, I am so glad that the people in this room stand for something, and you all stand for high quality, affordable health care as a right guaranteed to all-- all three.

What difference does it make? If it were high quality and we offered it to all but it was not affordable, it is merely a tax subsidy for drug companies, insurance companies and HMOs. It would break the bank and it is fiscally irresponsible. Or if we offered it to all, if it was affordable and not high quality, that would lower everybody's health care standards, and that is socially unacceptable. But if it were affordable and high quality, but we didn't offer it to all, that is health care apartheid, and that will break the bank.

In order for this kind of change to happen, we have to build a powerful national network

capable of challenging and wresting political power, and that is where you come in, and that is where USAction will help.

USAction is a bold, national, progressive organization dedicated to winning racial, social, economic and environmental justice.

Make no small plans. They do not exist for men's or women's souls. After two and a half years of reaching out to state-based coalitions and national organizations across the country, in November of 1999 delegates from over 30 states across the country met in Chicago to found USAction. We picked our name on a Monday. We had our founding meeting on a Thursday. We had our first action in the street in front of speaker Dennis Hastert's office-- 300 of us demanding low-cost prescription drugs for our seniors, and we made Time Magazine on a Monday, a two-page spread. Pretty good week. (Applause)

Now we are in 24 states with 37 affiliates, representing three million members in our national list. As President Bahr said, we have SEIU, AFSCME and the Communications Workers of America. Thank you for your generosity and for your support. (Applause)

Hetty Rosenstein, president of the New Jersey locals, sits on our board on your behalf. She meant to be with us here today, but her nephew died unexpectedly over the weekend, and because she is an important member of our family, and I am sure she is an important member of your family, would you all give me a quick moment and send a brief moment of silence and well-wishes her way.

... The delegates paused for a silent tribute for Hetty Rosenstein ...

Thank you for that.

So I won't be guilty of manslaughter this evening, or woman-slaughter, as Mark Twain said, "It's a hell of a death to be talked to death," so I won't be guilty of that. (Laughter) I know this is standing between you and lunch. Let me go quickly and in the next five minutes tell you we are in it to win it. That is the core of my subject.

As organizers, our goal should be to receive just power in our nation, in our world. Power is unjustly distributed among wealth and income, and class along race and gender, sexual preference, language and ethnicity. Thus, we organizers should not be merely seekers, even though our work should be grounded in truth and justice. We should not merely be policy analysts, even though our work must be grounded in sound public policy. We should not be just freedom lovers, even though we love freedom. Our goal should be to secure just relations of power.

We are organizing to give more power to the people, but we must connect our issues to elections and our policies to politics. We know for a fact, if you don't do politics, politics will do you. Elections are the process by which public decisions are made about altering the decisions of power, and although this process is fraught with problems and often more democratic in appearance than in content, elections remain critical because they shape the public debate. They choose the decision-makers and produce real outcomes.

The political process is a reflection of social power. The winners of the election decide who gets how much of five things:

Who gets how much income?

Who gets how much health care?

Who gets how much education?

And, who gets how much justice?

And, to that end, we can no longer be content to elect those people who are only driven by ego and ambition. We cannot be content to choose between tweedle-dum and tweedle-dumber.

We must elect people who want to change people's lives. (Applause)

A tale of two cities in Illinois, just like many other states, it has a budget crisis. Two billion dollars in the hole. We sent the government a balanced budget with very little cuts. He vetoed the budget and sent us back a budget with deep cuts in education, deep cuts in health care, and deep cuts in human services.

Let me point out that these cuts are not just numbers on a page. This is real pain for real people. That is why we must do politics. We are going to turn that real pain into real power and we are going to elect us a governor in November that is going to stand up for working men and working women and their families in Illinois. That is what we are going to do. (Applause)

Now, the tale of another state, New Jersey. New Jersey, similar to Illinois, is a state with a deficit two times as big as Illinois when you compare it to the population, the same kind of population, European and rural and suburban. What makes the difference was not just public policy. The Communications Workers in New Jersey elected a pro-worker New Jersey Governor in Jim McGreevey, who was creative and secured about \$5 billion in tobacco money, no layoffs, no institutional closings, and no privatization. That is what happened when labor put its shoulder to the wheel. Get out in the streets and make a difference on the job, in the community, and in the political arena. (Applause)

The reason we must build a strong national, powerful organization in labor, because as good as you are, as powerful as you are, as successful as you are, you cannot do it by yourselves. Because for every New Jersey there is a right-to-work state. For every New Jersey there is a right-to-work initiative on the ballot. So we need to turn to each other and help each other. Turn to your neighbor and say, "Neighbor, don't be hard headed. Wake up." Turn to your neighbor and say, "Neighbor, this ain't no club. It's a movement."

Let me tell you what I mean by that. We can no longer be content to build these clubs for the like-minded. We are so busy fighting over who has power within the club that we don't spend our time fighting for real power for the people we serve. I have seen the enemy, my brothers and sisters, and it ain't us. It is much bigger than us. So we can link our community-based organizations with state-based coalitions and build a powerful national network together, resisting and challenging political power. And we must do it because, if we don't, the conservative forces in this country will continue to go unchallenged. We cannot allow them to take down institutions that have helped immigrant and low income Americans rise out of poverty. And if they are unopposed, they will continue to propose a selfish agenda, while blaming racism on the victims of racism, or destroying our cities, our families, and our resources.

We must do common work on common issues that reflect our common values. I learned my values in three places. I learned my values in my home. I learned my values in the church. And I learned my values in a public school without even knowing it. They made me put my hand over my heart every day and made me say "one nation under God, indivisible, with liberty and justice," not just for the privileged few, not just for the ones who have the best lobbyists, not just for the ones who are born on the right side of the tracks, not just the ones who are born with a silver spoon in their mouths, but with liberty and justice for all.

... The delegates rose, applauded and cheered ...

So help me. Let me see what we are made of. I am going to send a message. I am going to tell them about the CWA, about the Communications Workers and see what kind of support I have.

Are you all ready? Say "I'm in it to win it."

... The delegates responded, "I'm in it to win it" ...

I'm in it to win it.

... The delegates responded, "I'm in it to win it" ...

Lord, have mercy. It's been a long day, but you know what? We need to believe we can win this thing, and we need to say it like we mean it. I'm going to tell you why.

This ain't no self-aggrandizing personal ego will to win. Say, "I'm in it to win it."

... The delegates responded, "I'm in it to win it" ...

I'm in it to win it.

... The delegates responded, "I'm in it to win it" ...

I'm in it to win it.

... The delegates responded, "I'm in it to win it" ...

I'm so sick and tired of whining progressives I don't know what to do. They say, "Well, it's not whether we win or lose; it's if we fight the good and noble fight." Damn that. We want to win.

And let me tell you why we want to win, because the people we serve - the poor, the powerless, the suffering - they are the ones that are being left behind, locked out, locked up, and left alone. They are the ones bumping their heads against the glass ceiling living from paycheck to paycheck, working from can't see in the morning, to can't see at night. And they are still poor, seeing their income shrinking and their jobs going overseas, one corporate downsizing away from losing everything, one moment away from bankruptcy.

The people we are serving need somebody who will fight just as hard for them as those who are on the other side are fighting against them. That is why I say, if you don't want to win, then get out of the way, because the people on the outside need someone to fight like hell for them to win and not just some loser.

... The delegates rose, applauded and cheered ...

Decide! Decide! You can win and be noble too, just as Senate candidate Ron Kirk and U.S. Senator Kerry, and U.S. Senator Paul Wellstone and all of the progressive brothers and sisters. You can win and be noble too.

This is the best time to be in the social justice movement. I have been all around the country and I have seen some wonderful, terrific grassroots organizations. CWA, I hear you are one of the baddest and the boldest and one of the biggest. I thought I heard somebody say the other day, they said, "The Communications Workers of America is a bad mother." Shut your mouth. (Laughter)

I ask you to be bigger and bolder and badder. It is not always easy to do what we do. It is so much easier to wring your hands and just take what you can get, but when we define the issues, when we fight tenaciously for what we believe in, we can build a powerful, national coalition of activists and allies and advocates. We can change the politics of the past. We can win on our issues and tip the balance of power for the people we serve.

But if you don't take anything else away from here from what I have said, write this down. We must do three things. Number one, we have to organize. Number two, we have to organize. Number three, we have to organize. We've got to organize. There ain't no trick answer to this question. (Applause)

As I leave here to go to the airport, all you have to say is "Yeah," or "Yes" if you are polite. Are you ready?

... The delegates responded "Yes" ...

Are you ready to do this?

... The delegates responded "Yes" ...

Are you ready to go to the union hall?

... The delegates responded "Yes" ...

Are you ready to go to people's homes?

... The delegates responded "Yes" ...

Are you ready to go into the churches?

... The delegates responded "Yes" ...

Are you ready to go into the Rotary Clubs?

... The delegates responded "Yes" ...

Are you ready to go to the women's clubs?

... the delegates responded "Yes" ...

Are you ready to go to the bridge clubs?

... The delegates responded "Yes" ...

Are you ready to go into the buying clubs?

... The delegates responded "Yes" ...

Are you ready to go into the voting booths?

... The delegates responded "Yes" ...

Are you ready to go into the streets?

... The delegates responded "Yes" ...

Well, I don't care what you do, but those who are able, CWA workers, I want you to run to victory. But if you are too tired, too old, and can't run, that's all right. You can walk to victory. And if you have a cane, I want you to limp to victory. And if you are in a wheelchair, some of these brothers and sisters, I want you to roll to victory. And if you ain't got no wheelchair and you ain't got no cane, I want you to crawl to victory. You won't be crawling long because if we see you crawling we are going to pick you up and carry you to victory. (Applause)

Let's vote, and let's vote right on to victory and win. Thank you, CWA. I will see you on the front lines in victory after this wonderful convention. Congratulations on 64 glorious years.

... The delegates arose and extended a prolonged and tremendous ovation to William McNary ...

**PRESIDENT BAHR:** Well, thank you a million. You can bet this group wants to win. We are going to be marching with you. USAction and CWA together will be marching on to victory, Bill. Thanks for being here.

Let me call to your attention, you will notice on the Schedule of Events that it shows this afternoon there is a rally. I neglected yesterday to talk more about it. The Hotel & Restaurant Workers have reached an agreement with 75 percent of the hotels, with more than 10,000 workers holding out. They asked us to help them with a rally. At 4:00 there will be a whole bunch of buses out here. We are not going to march in 110-degree weather. What we do hope is that every bus will be filled and that we will be able to demonstrate our support to assist the union that needs our help at this point.

Now, with that, and with your concurrence, we will recess until 2:00 p.m., and with your concurrence, in order to get our work done, we will forego the recess at 3:15 p.m. We will come back at 2:00 p.m. We are scheduled to recess at 3:15 p.m., but I have asked for the time to get the work done. So with your concurrence that is what we will do this afternoon; and please be on the bus.

Hold it for just an announcement or two from Barbara, and then we will recess.

**SECRETARY-TREASURER EASTERLING:** Mike Jones, President of Local 3108, is 50 today, so please wish him a happy birthday today. (Applause)

... Further convention announcements were read ...

**PRESIDENT BAHR:** We stand in recess until 2:00 p.m.

... The Convention recessed at 12:40 p.m. ...

## **TUESDAY AFTERNOON SESSION** **June 18, 2002**

The Convention reconvened at 2:00 p.m., President Morton Bahr presiding.

**PRESIDENT BAHR:** The Convention will be in order. Please take your seats.

There are few things more important to working families than protecting good jobs with good pay and benefits, and we all know that with a stroke of a politician's pen this can all be taken away. We all understand the importance of negotiating stronger contracts, organizing the unorganized and fighting for legislation that protects our rights as workers. I want to make very clear the importance of CWA's COPE Program and COPE Checkoff.

Yesterday, you heard about new Campaign Finance Reform which will ban most "soft money" made available largely by corporations, unions and very wealthy people. The other problem this presents is that the bill raised "hard money" limits so that individuals will be able to give \$2,000 instead of \$1,000 to each favorite federal candidate in primary and general elections. That is \$4,000 for a husband and wife in the primary, and another \$4,000 for a husband and wife in the general election. I don't think there are too many workers who can afford to give \$4,000 in a primary and a general election to a single candidate, much less multiple candidates.

Now more than ever we will be challenged to raise more money than ever before. After the elections this fall, it all rests on the generosity of your individual contributions.

I will share with you one experience I had several years ago when it looked like the Democrats might take control of the House of Representatives and that Dick Gephardt would be the Speaker. I got a call from Mike Armstrong, the CEO of AT&T, inviting me to a private fundraising dinner he was hosting in New York for Dick Gephardt. See, they play both sides of the aisle. As I said, it was just possible that Dick Gephardt would be Speaker. So I called Gephardt and said, "Armstrong invited me. Do you want me there?"

He said, "By all means."

I was there and so were 28 AT&T managers. By the end of that evening - and Armstrong didn't have to make an appeal - those who were invited knew what was expected of them and each took out his checkbook and wrote a check. On the plane going home, I calculated - at that time it was at \$1,000 - I calculated how many members I would have to talk to, to try and raise the \$28,000 he got by inviting people to dinner. We can raise more than that because we have many more workers than they have managers.

So now more than ever we will be challenged to raise more money than ever before. After the elections this fall, it all rests on the generosity of our members' individual contributions. Without CWA-COPE and COPE dollars, there is no way to make certain that politicians and elected officials will hear our voice. It is our avenue to political justice and we need each and every one of you from this moment forward to commit to making this program a success.

Last year at our convention, September was designated CWA's official month for all-out efforts to focus on and establish an annual COPE Month Checkoff campaign. Yesterday, we passed a resolution for support of CWA's second COPE Month Campaign in 2002. I personally

asked you to all rise to the challenge.

Now, I am proud to report that with your efforts CWA's first grassroots COPE campaign was a huge success. It is with much pride and thanks that at this point in our convention proceedings we acknowledge the 2001 COPE Month Campaign champions. Let's give them in advance a much deserved round of applause.

I am proud to report that in 2001 you enrolled 6,323 new members in the CWA-COPE Program, and raised an extra \$22,396 a month, which totals \$268,749 extra COPE dollars a year. (Applause) That's right, please give yourselves a nice round of applause. You worked very hard and it paid off.

I want to congratulate all the locals and staff who participated in our September COPE Month fundraising efforts in 2001. Without your support and hard work, we wouldn't have as successful a drive.

The list of locals that achieved awards for reaching the highest participation rate and the biggest monetary increase by participation rate in each district was distributed to each district and will be incorporated in the official Convention Proceedings. Congratulations again to the officers and members of these locals for outstanding participation.

### 2002 CWA Convention District COPE Awards

Rate	District	Biggest Participation	Biggest \$ Increase
		Rate Increase	by Participation
	District 1	1009	1009
	District 2	2107	2252
	District 3	3201	3719
	District 4	4310	4310
	District 6	6201	6201
	District 7	7219	7026
	District 9	9573	9426
	District 13	13000	13000
	IUE-CWA	81255	84981

**PRESIDENT BAHR:** The first award for September COPE Month goes to the top two districts

and/or sectors that had the highest monetary increases in dollars raised.

I am especially happy to announce that the IUE, our newest addition to the CWA family, had the

biggest monetary increase of \$6,633 for the 2001 September COPE Month Campaign. Congratulations go to Edward Fire. Thank you, Ed. (Applause)

District 9 came in second with an increase of \$5,384. Congratulations go to Tony Bixler. (Applause)

Ed Fire, I think you better come back because IUE has also signed up the most new COPE Checkoff members for September Campaign with 1,105. Congratulations, Ed. (Applause)

Tony, you can come back because District 9 came in second with 965 new members as new COPE Checkoff members for the September Campaign. (Applause)

Now we want to recognize the top four locals that enrolled the most members in the month of September. Would the local presidents of these locals please step up as I call your local number.

Local 9400, District 9, enrolled 676 members. Congratulations to Michael Hartigan. (Applause)

Local 7200, District 7 enrolled 453 members. Congratulations to Kathleen Coleman. (Applause)

Local 2101 enrolled 280 members. Congratulations to Maria Bury. (Applause)

Local 1118 enrolled 260 members. Congratulations to Jim O'Hare. (Applause)

Now, someone had to take the responsibility to ask the rank-and-file to contribute their hard earned money, and we all know the task is not easy. These local activists worked very hard, and I would like to acknowledge them for their success. The individual who enrolled the most members overall is Don Brewer, IUE District 7, Local 755. Don by himself enrolled 225 new members. Please come up, Don. (Presentation - Applause)

Focus is on participation rate, and the next several awards for special focus are presented to the local that had the biggest participation rate increase for the time period of the COPE Month Campaign. And that local is Local 1009 in New Jersey. Would Local President Daphne Clark please accept this award. (Presentation - Applause)

Would Vice President Larry Mancino and L/P Coordinator Bob Master please step forward and receive your award for support in this campaign. (Presentation - Applause)

Please come back, because Local 1009 also had the biggest money increase by participation rate as well. So please accept this award too. (Presentation - Applause)

Next, we are happy to present in the spirit of competition a Special District Award for the district that had the biggest participation rate increase, and the biggest money increase by participation rate. Those two awards are traveling trophies that will be used from year to year.

There is nothing like a friendly round of competition. The first award will go to the district that had the overall biggest participation rate increase for the COPE Month Campaign. This year the traveling trophy goes to District 2. Congratulations Vice President Pete Catucci and Barbara Shiller. (Presentation - Applause)

The next award goes to the district that had the biggest money increase by participation rate. This year, this traveling trophy goes to District 6. Congratulations, Andy Milburn. (Presentation - Applause)

It is now my pleasure to turn the podium over to Barbara Easterling for the other COPE awards.

**SECRETARY-TREASURER EASTERLING:** Thank you, Morty. Today we honor all the locals that achieved 100 percent or more of their CWA-COPE quota in 2001. Let's give them a much deserved round of applause. (Applause)

As we are well aware, the immediate weeks and months ahead are going to be crucial in our fight to turn the tide against those who want to turn the clock back. We are confronted with a President, an Administration, and a Republican leadership in Congress who are steadfast in their disdain for the rights of workers and the unions. It is against this backdrop that we head into this year's crucial mid-term elections. As we meet here today, we are less than five months away from Election Day on November 5.

As you have already heard from this podium, the stakes are indeed high this year. The

stakes are hard-won victories achieved over the past 70 years. And given the opportunity, which means the votes in Congress, Bush and company will move quickly to strip away the rights of workers, one by one.

As we look to this challenging political landscape, one of our strongest tools to fight the forces who want to turn back the clock is a strong CWA-COPE. By contributing generously to CWA-COPE we have the power to make the difference by helping to elect candidates who will support working families' agenda.

As we prepare to honor our CWA locals that achieved 100 percent or more of their COPE Quota in 2001, I want to ask each of you to strongly consider increasing your contribution to CWA-COPE. I can assure you this: In your contribution to CWA-COPE, you will be making the best investment you will ever make.

In the spirit of Making a Difference, let us now honor the CWA-COPE Award Winners for 2001. I am proud to report that in 2001, with the IUE merger, you raised \$2,644,784.35. A great job. (Applause)

We must always remember that the best way to raise CWA-COPE dollars is to use the tools and the training you receive through our political and mobilization programs. We have the materials necessary to enable you to talk to your coworkers about CWA-COPE and be able to convince them that this program is vital to the well-being of themselves and their families. 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.

An essential part of our CWA-COPE fundraising program is the 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. Use them. As I have said many times before, they are our greatest resource.

During the 2001 calendar year, a record number of 58 retiree clubs met their COPE quota of \$1.00 per member per year. (Applause) At this time, I request that a list of those clubs be placed in the convention record. 2001 Retired Members Clubs COPE Program

LOCAL	PRESIDENT
1103	Pamela Harrison
1104	Leo Dick
1106	Edward Creegan
1122	Thomas McMullen
1123	Arthur Hess
1126	Thomas Appler
1150	Marie Jordan-Givens
1301	Charles Daly
1365	Susan Congo
2101	Michael Vivirito
2105	Vernon Trumpower
2107	Thomas Golden
2201	Patricia Kirby
2202	Richard Stacy

3060	Bobby Sparks
3104	Barbara D. McCoy
3109	John W. Haber
3111	Louise Yung
3204	James H. Starr, Sr.
3220	F.P. Neidlinger
3603	Irene Hargett
3802	Elaine W. Huff
3805	Myrtle Porter
3902	Jean Bennett
4302	Edith Brunnett
4320	Marvel Wright
4322	Annie Flack
4340	Anne Variano Macko
4603	Julian Modjeski
LOCAL	PRESIDENT
4640	Joan Jensen
4690	Roger Cotts
4900	Art Koebel
6118	Herman Tidwell
6132	T.O. Parsons
6143	Paul Bissing
6201	Bobby Brown
6222	Lura Lynn
6290	J.M. McKinley
6301	Louise Grissom
6314	Virgil Koechner
6320	Bud Brinkman
7011	Lorraine Miller
7200	Ann Cummings
7505	Pat Fyler
7777	Dorothy Cosgrove
9400	Richard Bepler
9410	Becky Richardson
9423	Lorraine Wetle

9503	Ramon Miranda - ACTI
9509	Naomi Mount
9510	Ron Renish
9586	Frank Berumen
13000	Jack Caldwell
13031	Anthony Conte
13500	Pat Kasunic
13501	Carol Coultas
14170	Mel Manheimer
14827	James Lowen

**SECRETARY-TREASURER EASTERLING:** I want to congratulate all the locals and staff who participated in our COPE fundraising efforts in 2001. Without your support and hard work, we would not have had such a successful CWA-COPE program as we have today. The list of locals that achieved 100 percent of their CWA-COPE quota in 2001 was distributed this morning and will be incorporated in the official Convention Proceedings. Congratulations again to the officers and members of the 100 percent locals for an outstanding performance. (Applause)

LOCAL PRESIDENT

1001	Mary Quirk
1002	Dorothy V. Roskelly
1006	Carolyn L. Freeland
1009	Daphne Clark
1010	Michael Massoni
1013	Delores Brown
1020	Dick Kennedy
1022	Patricia A. Chronic
1034	Carla Katz
1040	Carolyn Wade
1051	Gary Allen
1060	James J. Costigan
1061	Bruce G. Fabian
1062	Brian P. Reilly
1069	Leah Y. Agress
1071	Domenica Stabp
1076	Jeffrey Nadler
1078	Mary Ann F. Brown
1079	Ronald E. Judge

1080 Gail Mason-Massey  
1082 Linda Bailey  
1083 Mary E. Harrington  
1084 Doris Walker-Rice  
1085 Richard A. Dann  
1086 Judith Champion  
1087 Margaret Caldwell-Wilson  
1088 Sherellyn E. Lambert  
1089 Ronda Wilson  
1100 Gail Murcott  
1101 Joseph F. Connolly  
1102 Ronald J. Statile  
1103 Robert McCracken  
1105 Keith Edwards  
1106 Anthony W. Caudullo  
1107 Anthony Caprara  
1108 George C. Welker  
1109 Anthony Matarazzo  
1110 G. Finnigan-Einterz  
1111 Fritz J. Clark  
1114 Mark S. Becker  
1115 Michael J. Williams  
1117 Roger L. Chenez  
1118 James P. O'Hare  
1120 Glenn A. Carter  
1122 Donald J. Loretto  
1124 Lyle Decillis  
1127 Michael G. Bain  
1128 Thomas Allen  
1129 Warren Adams  
1141 Lori Diveglia  
LOCAL PRESIDENT  
1150 Laura Unger  
1152 Mary Mazzeo  
1168 Patty DeVinney

1177 John J. Blasi  
1180 Arthur Cheliotas  
1183 Richard Wagner  
1250 Dane Deleppo  
1290 Fred C. Parlato  
1298 Paul J. Hongo, Jr.  
1301 George R. Alcott, III  
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 Melissa Waller  
2107 Patricia E. Bowers  
2108 Robert W. Campbell  
2109 Charles F. Fouts, Jr.  
2110 Barbara Jefferson  
2150 Elaine Wolf  
2201 Thomas E. Moss, Jr.  
2202 Louis J. Scinaldi  
2203 Chareatha L. Patton  
2204 David V. Layman  
2205 Jerry Rogers  
2206 Eugene C. Bloxom  
2222 James Hilleary  
2252 Sean Linehan  
2272 Charles R. Sell  
2275 Linwood M. Grimes

2276 Harold E. Leedy  
2277 Russell S. Wells  
2300 Daisy Brown  
2336 James G. Pappas  
2382 Eural Davis  
2385 Michael Hurley  
2390 Jon J. Nairns  
3101 Michael R. Amos  
3102 Thomas V. O'Hern  
3103 David Kinsey  
3104 James M. Donohue  
3105 Susan G. Crews  
LOCAL PRESIDENT  
3106 William Lyn DeLoach  
3108 Michael D. Jones  
3109 Christina B. Smith  
3110 John J. Holdsworth  
3111 Peggy C. Ward  
3112 C. E. Ryan  
3113 Robert P. Headrick  
3114 Michaela K. Burch  
3115 Samuel J. Bake  
3120 William J. Tracy  
3121 Dudley C. Staley, III  
3122 Tony Dorado  
3140 Glenn R. Johnson  
3151 Kathleen R. Mills  
3176 Robert B. Campbell  
3177 W. Osterhoudt, Jr.  
3179 Stephen C. Sarnoff  
3190 Augusto DeBarros  
3201 Roger L. Todd  
3203 Marvin Banks  
3204 Walter D. Andrews  
3205 Terri Wilkins

3207 W. H. Wilson  
3209 Danny O. Harvey  
3212 L. N. Wofford  
3215 R.G. Allan  
3217 Carolyn E. Brown  
3218 J. R. Thackston  
3220 John M. McInnis  
3250 R. A. Ouellette  
3263 Eddie Christian  
3301 Chad Howard  
3304 Thomasson Smith  
3305 Jeff Wolfe  
3309 Steven N. Miller  
3310 Joanne Smith  
3312 James T. Griffey  
3314 Richard Long  
3315 Rhonda Jennett  
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 Elizabeth H. Verret  
3410 Michael Fahrenholt  
3411 Donald Floyd  
LOCAL PRESIDENT  
3412 Danny C. Naquin  
3414 Jon G. Bartlett  
3450 Roy E. Jones, Jr.  
3490 George Mayl  
3504 Danny Smith  
3509 Alvin Gamble

3510 E. D. Chisolm  
3511 Kim K. Sadler  
3513 David M. Wicker  
3514 Larry Dearing  
3516 Carl Madden  
3517 Ray Oliver  
3518 Oscar Denton  
3519 Richard Scruggs  
3601 Carol Calloway  
3603 Carolyn Overman  
3605 Mark DeMaegd  
3607 J.M. King  
3609 Larry A Townsend  
3610 Ricky Wike  
3611 Paul C. Jones  
3613 Don Harris  
3615 Kathleen Hess  
3616 George Melton, Jr.  
3617 William Alan Thames  
3650 R. R. Bartlett  
3673 Thomas Pool  
3681 Ronald X. Knight  
3682 Alton Hanford  
3683 David Burleson  
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 Paula E. McLeroy  
3716 M. D. Genoble  
3719 F. B. McKerley, Jr.  
3802 David C. Grow

3803 A. D. Greene  
3804 Charles Johnson  
3805 Charlotte McNutt  
3806 K. A. Scott  
3808 Richard S. Feinstein  
3871 Eddie Hicks  
3901 H. T. Carter  
3902 Sonja N. Abbott  
3903 Gregory S. McAfee  
LOCAL PRESIDENT  
3904 W. H. Walker, Jr.  
3905 Mary Layton  
3906 J. M. Hughes  
3907 Carl Adams  
3908 Robert L. Cotter  
3909 Faucher Norris  
3910 L. R. Palmer  
3911 Terry J. Pitts  
3912 Robert Dyl  
3950 A. G. Jones  
3971 Tommy Welch  
3972 Ray J. Richardson  
4004 T. Jackson  
4008 D.J. Wieczorek  
4009 Gregory Streby  
4011 Gloria L. Llamas  
4013 David R. Ormsby  
4017 Gary Odom  
4025 Max Engle  
4034 John J. Egan  
4035 Paul Bush  
4039 Jeffrey Ampey  
4040 Ken Winterstein  
4050 David Skotarczyk  
4090 Michael F. Klein

4100 S. Petties-Howard  
4101 J.S. Boubak  
4103 Richard A. Short  
4107 Janet Rich  
4108 Bill Martin  
4109 Tom Sanderson  
4202 Maureen A. Ehlert  
4209 Marlene George  
4212 Elizabeth Vanderwoude  
4214 Betty J. Moore  
4216 Mabel Huff  
4217 Byron Capper  
4250 Steve Tisza  
4252 Lanell Piercy  
4260 Richard Babic  
4270 Jeffrey Flesner  
4300 S. P. Pagani  
4302 Sherrie Sallaz  
4309 Terez Woods  
4310 Margaret Henderson  
4318 Dane Clark  
4319 Ronald D. Honse  
4320 Jack Huber  
4321 Frank Mathews  
4322 Terry Riddlebarger  
LOCAL PRESIDENT  
4323 William D. Rice  
4325 Mike Gavin  
4340 Edwin Phillips  
4351 Keith Adams  
4352 James E. Corkins  
4354 William Elliott  
4371 Tami Drollinger  
4372 Karl Akers  
4373 Charles Hughes

4375 James Turner  
4377 Ron Smalley  
4378 Curtis Jones  
4385 Vicki L. Kuhns  
4386 Leonard E. Smith  
4390 Arthur L. Wiskoff  
4400 Timothy M. Donoghue  
4401 Alyce E. Davis  
4470 Ella L. Mohr  
4473 Johnnie Kidd  
4474 Gary Fatzinger  
4475 Gerald Calvert  
4485 John Lambdin  
4486 William A. Kirk  
4488 Roger A. Brooks  
4510 Charles Burk  
4527 Richard L. Smathers  
4530 Michael D. Ledford  
4603 George R. Walls  
4611 Michael Goebel  
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  
4730 Elizabeth Teite  
4770 Ronald Anderson  
4773 Edward Lowdenslager  
4780 Roland J. Michael  
LOCAL PRESIDENT  
4790 Peter E. Vukovich  
4795 James Perkins  
4800 Mary A. Decker  
4802 Ann Crump, T-Admin.  
4818 Jane Baxter  
4900 Larry Woods  
4998 Daniel Danaher  
6007 Elvin C. Crites, Jr.  
6009 Jerry Butler  
6012 Bob McClanahan  
6015 Bill H. Torbett, Jr.  
6016 Barry Gardner  
6050 Ralph L. Jeffrey  
6101 Wallace Franklin  
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 Sylvia Felter  
6143 Ralph Cortez  
6150 Larry E. Ihfe  
6151 Billie Gavin  
6171 Michael Simmons  
6174 Glenda G. Turnbo  
6178 Brenda S. Malone

6182 Elva Cardenas  
6200 Angela Guillory  
6201 Denny Kramer  
6202 Alice Andrade  
6203 Jack Maxey  
6206 James Hosch  
6210 Mark J. Ewig  
6214 Glynne R. Stanley  
6215 Joseph D. Williams  
6218 Bobby Rodgers  
6222 Claude Cummings  
6225 Stephen A. Williams  
6228 Ronnie Gray  
6229 Mary C. Martinez  
6260 R. Anderson  
6290 Lawson L. Wooten  
6301 Sandra L. Grogan  
6310 Tony Ellebracht  
6311 Tim K. Skinner  
6312 Tim Schieffer  
6313 Steve R. Wood  
6314 Steve White  
LOCAL PRESIDENT  
6316 Lynnette Jenkins  
6320 Michael Neumann  
6325 Gary Hough  
6326 Nancy V. Snow  
6327 Barbara J. Leuty  
6333 David A. Litzenberger  
6350 Robert K. Huss  
6372 Isaac Witherspoon  
6373 Michael Johnson  
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 Kandace Lehmann  
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 Koller  
6505 E. H. Strange  
6507 Nancy Baker  
6508 Emily Wiggs  
6733 Sidney E. Searcy  
7001 John Keogh  
7009 Tom Conner  
7011 Jude McMullan  
7019 Joseph A. Gosiger  
7026 John Clark  
7032 Lawrence D. Shelton  
7037 Robin A. Gould  
7050 Annie A. Rogers  
7055 Lawrence G. Sandoval, Chair  
7060 Ellen A. Rojas  
7070 Mike Hernandez  
7072 Estella Madrid  
7090 Dennis E. Aycock  
7096 Edward Johnson  
7101 Burnell Frieden  
7102 Stephen C. Penland  
7103 Kenneth J. Mertes

7107 William C. Mayland  
7108 Steven P. Abbott  
7109 Gayle G. Tellin  
LOCAL PRESIDENT  
7110 Francis J. Giunta, II  
7115 John K. Graham, Jr.  
7117 Anita K. Purcell  
7150 Frederick Shannon  
7170 Yvonne Winther  
7171 Dennis Dunbar  
7172 William Zeigler  
7173 John Nedved  
7175 Carolyn Sallis  
7181 Nancy Moser  
7200 Kathleen Coleman  
7202 Harry J. Smith  
7203 Gerald J. Finn  
7205 Anthony Schmitz  
7206 David Stoltman  
7212 Dave J. Clement  
7213 Phyllis J. Weathers  
7214 Terri L. Newman  
7219 Daryl Lund  
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 Linda L. Hemmerling  
7401 Alan R. Ogg  
7470 Dennis Martin  
7471 Brad L. Fisher

7500 David A. Clauson  
7503 Richard Prostrollo  
7504 Robert Kroell  
7505 Sandra L. Glover  
7506 Larry D. Peterson  
7601 Michael Rea  
7603 David B. Duvall  
7610 David Bybee  
7621 Lynn L. Muehlfeit  
7670 David S. Moore  
7704 Linda L. Johnson  
7705 Lee B. Linford  
7708 Larry Rogers  
7716 Larry P. McCormick  
7717 Eldon E. Hesselius  
7743 Dohn W. Ross  
7750 Julie Burrows  
7755 Ruth Stevens, Chair  
7777 Sharon Cordova  
LOCAL PRESIDENT  
7790 Charles L. Mitchell  
7800 Sherri L. Steen  
7803 Ken Horn  
7804 Clayton R. Bowlby  
7810 Bill D. Jenkins  
7812 Ken Harding  
7814 Newell Binde  
7816 Ronald Gause  
7818 Edward W. Wood, Jr.  
7904 Rodger E. Bauer  
7906 Kenneth Saether, Sr.  
7908 Marty Hickman  
7955 Linda Rasmussen, Chair  
7970 Alvin L. Still, Jr.  
9000 Stu Tropp

9400 Michael J. Hartigan  
9404 Carol Whichard  
9407 Richard Becker  
9408 Nadine Cox  
9412 Cookie Cameron  
9413 R.L. Wolcott  
9414 Mitch Crooks  
9415 Kathleen Kinchius  
9416 Joanie Johnson  
9417 Barbara J. Spradlin  
9418 Edna Johnson  
9419 Jimmy D. Frederickson  
9421 Greg C. Ball  
9423 Louie H. Rocha, Jr.  
9426 Linder Bolden  
9430 Ellie Benner  
9431 Thomas C. Teachout  
9432 Richard W. Morris  
9490 Terrance Staples  
9503 Ramon Miranda  
9504 Bob Laroche  
9505 Mary Hicks  
9509 Judith L. Beal  
9510 Nita Moreno  
9511 Kenneth R. Crafts  
9573 Sue Gallegos  
9575 Janine Munson  
9576 Shirley K. Ofria  
9586 Yvonne F. Wheeler  
9587 Claudia McGonigal  
9588 Mike Crowell  
13000 Edward T. Carr  
13100 Patrice Mears-Swift  
13101 W. Speakman, IV  
13500 Sandra Kmetyk

LOCAL PRESIDENT

13550 Karen Gatto  
13552 R. J. Wolesslagle  
13570 Steven Corbisiero  
13571 Richard Evanoski  
13572 Steven R. Wise  
13573 David G. Miller  
13574 Jeffrey Glackin  
13585 Verden Latchford, Jr.  
13591 Joseph J. Nowark  
14106 Lawrence D. Edwards  
14119 William Shaughnessy  
14122 Stanley Swenson  
14156 Arthur Deianni  
14170 Wayne Mitchell  
14320 C.M. Harrelson  
14330 William D. Weaver, III  
14341 Richard Davis  
14351 Joseph Thomas  
14404 Joan Forman  
14406 Kevin Hamrick  
14427 C. L. Thompson  
14430 Robert C. Maida  
14431 Michael Phelan  
14434 Joseph A. Kelly  
14440 Trina Marquis  
14446 James R. Fisher  
14449 Henry Olgus  
14514 Thomas Cowman  
14516 Douglas Willis  
14549 Robert A. Santner  
14551 Michael Miller  
14600 Arthur E. McDonald, Jr.

LOCAL PRESIDENT

14616 John J. Ebeling

14620 David Griffith  
14705 Lester E. Stevens  
14709 Randy Conner  
14710 Mary Teitzel  
14719 Douglas Yarrington  
14734 Ronald Black  
14737 James K. Griggs  
14740 Tim Lindeborg  
14745 Robert Espinosa  
14752 John C. Mullen  
14754 Carl Clemens  
14803 Gary Knauff  
14813 Edward Hess, Jr.  
14816 Danny Tessler  
14817 Michael Dodds  
14830 Clifford W. Hillberg  
14831 Joseph E. Collins  
14834 Raymond W. Corl  
14836 Stanley Mounts  
14840 Eric Evans  
14842 Daniel Zorich  
14900 Ernest Knox  
14904 Howard Dudley  
14921 Jerry K. Ahue  
33229 Bruce Engle  
34009 Robert Driehaus  
51016 Anthony Capitano  
54412 Linda K. Dielman  
57407 Andrew Jaramillo  
59057 Gena Stinnett

**SECRETARY-TREASURER EASTERLING:** 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 complete.

The first award is presented to the local that contributed the most CWA dollars last year. We are happy to present this Special Local Award to Local 1034, which contributed \$112,883.34. (Applause) Will Carla Katz, the president of Local 1034, please come up?

(Presentation - Applause)

The next award goes to the local that contributed the highest percentage of its CWA-COPE quota in 2001. We are delighted to present this award to Local 1301, which raised 12,316.9 percent of its quota. The president of Local 1301 is George Alcott. Congratulations to George and to the members of 1301. (Presentation - Applause)

The next award is the District Sweepstakes Award which is presented to the district that raised the highest percentage of its quota by the end of calendar year 2001. The winner of the 2001 Sweepstakes Award is District 6. (Applause and cheers) District 6 raised 308.1 percent of its quota in 2001. Congratulations to Vice President Andy Milburn, the District 6 staff, and all the locals. (Presentation - Applause)

The next award is presented to the local that achieved the highest percentage of membership participation in the CWA-COPE PCC checkoff program in 2001. And this special Local Checkoff Achievement Award is presented at this convention to Local 7072, which achieved 100 percent of membership participation in the 2001 CWA-COPE PCC checkoff program. Congratulations Estella Madrid, the president of Local 7072. (Presentation - Applause)

The next award goes to the local that had the largest number of members signed up on CWA-COPE PCC checkoff during the year. We are happy to present this award to Local 6320, which had 2,362 members. Congratulations to President Michael Neumann and the officers and members of Local 6320. (Presentation - 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 in 2001. It is a pleasure to present this President's Award to Local 1301, which raised 12,316.93 percent of its COPE quota. Congratulations to President George Alcott and the other officers and members of the local. (Presentation - 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 which raised \$67,496.80 - all voluntary dollars. (Presentation - Applause)

We will now present two CWA-COPE Quorum Achievement Awards for 2001. The first award goes to the local that had the most members in the CWA-COPE Quorum in 2001. It is a pleasure to present this award to Local 3212 with 139 members.

Will the president of Local 3212, L.N. Wofford, please come up. (Presentation - Applause)

The second Quorum Award is presented to the district that had the most members in the CWA-COPE Quorum in 2001. And we are proud to present this award to District 3 with 914 members. Vice President Jimmy Smith will accept the award. (Presentation - 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 programs. We are delighted to present this award to District 6 again this year with 16.3 percent of its membership on checkoff. Vice President Andy Milburn will accept this award. (Presentation - Applause)

The second Annual Achievement Award goes to the district that raised the most CWA-COPE dollars last year. We are proud to present this award to District 1 which raised the grand total of \$561,900.39. Vice President Larry Mancino will please accept the award. (Presentation - 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 2001. We are pleased to present this PQ award to Local 6222 which had 95 members at the end of 2001. Will Claude Cummings, President, please accept your award? (Presentation - Applause)

The second Platinum Quorum award is presented to the district that had the most PQ

members in the year. We are proud to present this Platinum Quorum award to District 6, which had 461 members. Vice President Andy Milburn. (Presentation - Applause)

It gives me a great deal of pleasure to now present the Special State Awards, and these awards go to the states in which all locals are 100 percent in CWA-COPE. They are: the State of Arizona. The staff are Larry Larson and Gail Metcalf. Mary Taylor will accept the award. (Presentation - Applause)

Arkansas, Bill Wildoner. Rita Voorheis will accept. (Presentation - Applause)

Idaho, Reed Roberts is accepting. (Presentation - Applause)

Montana, Al Piker. Mary Taylor is accepting. (Presentation - Applause)

North Dakota, Al Piker, and Mary Taylor will accept that award. (Presentation - Applause)

South Carolina, Jerry Keen. Jerry will accept his award. (Presentation - Applause)

South Dakota, Mary Kay Pence. Ken Rains will accept that award. (Presentation - Applause)

We will now present our two Triple Quorum Awards. The first award goes to the local that had the most Triple Quorum members last year. With 141 members in the Triple Quorum, I am pleased to present the award to Local 1301. George Alcott is the president. One of his officers will accept the award. (Presentation - Applause)

The second Triple Quorum Award is presented to the district that had the most Triple Quorum members in 2001. We are pleased to present this award to District 6 which had 303 members. Andy Milburn will accept the award. (Presentation - Applause)

Now let me recap the contributions of the Districts and what their performance was in 2001. District 6 is first by raising 308.1 percent of its quota. (Applause) District 3 came in second with 251.8 percent of its quota. District 1 came in third with 205.7 percent of its quota. District 2 is fourth with 205.1 percent of its quota. (Applause) District 4 came in fifth with 196.9 percent. They are followed by District 7 with 193.5 percent. District 9 came in seventh with 156.7 percent. And District 13 finished with 143.7 percent and was last. So I am proud to report that every single district increased their percentage of quota over the year 2000. (Applause)

In recognition of their commitment to COPE, the 400-Plus and 500-Plus Clubs were created, and to reward those CWA officers and staff for contributing over \$400 and \$500 a year to CWA-COPE, a club pin was created as an emblem of their generosity.

In 1998, those clubs were opened up to the rank-and-file CWA members, and I am happy to report that today we have 147 400-Plus Club members and 127 500-Plus Club members, which is a 121 member increase. With the exception of those who have previously received a pin, contributors will receive their pin in the mail. So when you see someone with a 400- or 500-Plus pin on, be sure to tell them how proud we are of them.

Thank you very much. (Applause)

**PRESIDENT BAHR:** Thank you very much, Barbara, and congratulations to all.

The Chair now recognizes Executive Vice President Larry Cohen for the purpose of making an introduction.

**EXECUTIVE VICE PRESIDENT LARRY COHEN:** Philip Jennings became General Secretary of the world's newest global union federation, Union Network International, UNI, in January of 2000. UNI was created on January 1, 2000, following a merger of four internationals: the International Federation of Commercial, Clerical, Professional and Technical Employees, FIET; the Communications International, CI; the International Graphical Federation, IGF; and the Media and Entertainment International, MEI.

UNI has 15 million members from 900 affiliates in 150 countries. Four hundred thousand of

those members are CWA members.

The creation of UNI is in response to globalization, and the need to build stronger global links between affiliates. Under Philip's leadership, UNI is now developing new union policies for the emerging new economy which cover convergence, business concentration, regulation, employment policy, new rights for working people, and how to bridge the digital divide.

Philip's mission is to make local unions global players by focusing on global agreements with multi-national corporations and other strategies to focus on multi-national organizing and practicing international solidarity. We understand that is the cornerstone of his approach.

Three weeks ago, UNI led an international wireless organizing week. Unions from the U.S. to Europe to Australia to Africa all focused on organizing wireless workers throughout the world. Morty Bahr, Barbara, and I all worked closely with Philip. But if it was up to Philip, his introduction would just be, we welcome a Welshman, but I, in fact, am proud to introduce one of the great leaders of the international trade union movement, Philip Jennings. (Applause)

**PHILIP JENNINGS (General Secretary, Union Network International):** Yes, I am a Welshman, but more of that later.

President, brothers and sisters, good afternoon, everybody. Thank you for those generous words of introduction. It is indeed a privilege and an honor to be with you today.

First, let me congratulate you, Morty, and Barbara and Larry and all of the Executive Board members on your brilliant election. I wish you all the luck, Godspeed, and we look forward to working with you once again in the future. This is a brilliant leadership team, a world-class team, a team of leaders that has an internationalism that goes to their very core.

Morty is a vice president of UNI, Barbara is the chair of our Equality Committee, and Larry is the newly-elected chair of the UNI Telecom Committee at a world level. I think they deserve a round of applause. (Applause)

This is a sign of confidence by working people around the world. I thank you for your wisdom, for your solidarity, for your wise counsel, and for your advice. Now as Larry mentioned, I am, in fact, from Wales in Great Britain. Many of you may be familiar with my country through the film, "How Green Was My Valley." When that film was made in 1941, there were 400,000 coal miners. Today there are 2,000.

I want to tell you that Wales is a union country, and that we still have the highest organizing rate in Great Britain. (Applause) Yes, that's worth an applause. Thank you.

The union movement runs through our blood and we all know that the houses that we lived in, the schools that we attended, and the hospitals that took care of us were provided by the union and the broader labor movement. And what's more, even though Margaret Thatcher tried to break the back of our movement, I am happy to say that she failed. (Applause)

Now, I think I am not the only Welshman in town this week. Tom Jones from Wales is performing over at the MGM. Now Morty and Barbara and Larry were looking for me last night, and I am very sorry to say that I went AWOL. I went to see my fellow countryman perform last night.

It was fun because it was just me and about a thousand women in the audience. (Laughter) I saw something quite special. He's still got a good voice, but I have never seen a case where dozens of American women were going to the stage and throwing items of apparel at Tom Jones. They came in all shapes and sizes. (Laughter) They tended to be very flimsy, often made of silk, and not the thing to be taking home to mama. (Laughter)

Now, I just want to make something clear. Morty, the fact that I am Welsh doesn't mean to say that I expect members of this audience of either sex to start showering me with items of apparel, whether they are made of cotton or silk. So I ask you if you can, resist the temptation (laughter), and that includes Morty, too.

Now, one of Tom Jones' great songs was "It's Not Unusual." I don't know the words. "The Green, Green Grass of Home," is all I can handle. Anyway, one of his songs was "It's Not Unusual," and I have some unusual but great news for you. The USA football team, or as you say soccer team, has made it to the quarter finals of the World Cup. (Applause)

This is a magnificent achievement when you consider that I spend most of my time trying to explain the rules of soccer to many of your officers. On Friday they play Germany and I hope that the USA wins the match. They are just two games away from the final and then maybe the men of America will equal the achievement of the women of America who today are the current world champions. The best of luck. (Applause)

So it's an honor for me to be with you today. I speak on behalf of Union Network International and I bring each and every one of you and your families greetings of solidarity from union members from 150 nations and from 15 million union members.

The CWA and UNI - two organizations for the information age, two organizations fighting for jobs and justice all over this planet. Our aim is to make union members global players.

Before I talk about our dreams and achievements, let me on this occasion express my profound sadness and condolences on behalf of our global union family for all those who tragically lost their lives on the 11th of September. I know there were many CWA victims that day. People from 80 nations cut down by a savage act of terrorism. We once again send our sympathy to all families, to friends and loved ones that lost someone that day.

Workers all over the world sent messages, stood in silence, stopped work in memory of all of those that fell. Let me on behalf of UNI pay tribute to the CWA and all members for their magnificent support of people during this time of trial.

My brother-in-law is a member of the U.S. Air Force. He is not an officer, but my sister tells me he is a real gentleman. He is a veteran of Desert Storm. In September, he sent me a message and a T-shirt with the American flag saying, "Philip, United We Stand." (Applause)

Well, CWA, united we stand against terrorism. United we stand in our condemnation of terrorism. United we stand in our defense of democracy. United we stand to build a world of freedom where we provide no economical or social ground for acts of desperation. Friends, this was not a clash of civilizations. It was a war against civilization. We were united by our grief. Let us now have the vision and the craft to build a better world for working people. (Applause)

We live in the globalization era: global finance, global trade, global business, global technology. That is why we created a new global union which is UNI. Business is globalized and we have to globalize our unions. We have to globalize our organizing, globalize our bargaining and globalize our struggle for social justice. My question to you as CWA, are you with us? (Applause)

UNI is a result of a four-way merger bringing together internationals from unions organizing in services, for technology, telecoms, media, entertainment, graphic and postal services. Our creation is faced with noble challenges and changes that are ending distinctions between sectors. As unions, we need to be stronger, to face the globalizers, to build a global union response.

Globalization is not working for working people. There are 2.8 billion people who survive on less than two dollars a day. There are over 270 million children under the age of 14 at work. There is a huge gap between rich and poor nations and people and it is growing. There are millions without adequate shelter, water, education, and health care. Union leaders are murdered, tens of thousands harassed, arrested or dismissed because they stood up to be union.

CWA, neither you nor I must tolerate this slaughter. Our message to the world is that you must respect those people that get up, that stand up, that stand up for their rights. (Applause) The world is speeded up and so must our solidarity. We made a promise on the creation of UNI that we would respond to any call for help within 24 hours.

Yesterday, I heard the story of the Chinese Daily News, a newspaper owned in Taiwan. I would just like to report that since listening to those statements yesterday, we have informed our 900 unions around the world of the problems. We have been in touch with our office in Singapore and they are now talking to our affiliates in Taiwan to ensure that the rights of the people at the Chinese Daily News are respected.

... The delegates rose and applauded ...

I know I am an international guest, but just a few comments on your domestic political scene, if I may with your permission, please. I am beginning to see things clearer now that I am here and I have been with you. Yes, there is a battle against terrorism but listening to you and these speeches from the members, from your leaders and from the politicians, I now realize that your president is waging a war against working people and their unions and we don't like it one little bit. (Applause)

We read the press and we read about patriotism. There is nothing wrong with patriotism. You ought to see me when Wales is playing England in rugby. Here in this hall, in these days in Las Vegas, I am listening to a very different American story. I just say "Hallelujah," that the union movement and the politicians I have listened to have not given up their right to express their criticism of this government, that you are enjoying the freedom to dissent, and that you are hellbent on presenting an alternative, and how you need an alternative, to this Administration. (Applause)

Now, I ask you this question: Can we really trust our civil liberties to Mr. Ashcroft?

... Cries of "No" ...

I don't know about you, but he's got something of the night about him.

I just tell you, this Administration is taking its anti-union message not just here but abroad. Mr. Bush, my message to you is that each measure you take against workers and their unions is weakening democracy. (Applause) You strangle workers' rights. You are taking the oxygen out of democracy. Stop the hypocrisy of celebrating American workers one day and denying them social justice the next. I just don't get it. (Applause)

You know, you are living in one of the toughest countries to organize. I respect and admire all of you. And the message and the story goes on. There is a U.K. supermarket known as Sainsbury's which recognizes unions in the U.K. We negotiate wages and conditions. They own a supermarket known as Shaw's in the U.S. Last week, the President of the AFL-CIO and the President of the UFCW, John Sweeney and Doug Doherty, were arrested on a picket line because they were distributing union literature. What is happening in this country? We don't tolerate multinational companies doing one thing at home and doing something else abroad. (Applause)

Friends, we have seen a process of business concentration from media to telecommunications that has put power in the hands of the few, power with which they cannot be trusted, power to abuse the poor and the weak, and, as we have recently seen, power with no modesty, power with no ethics. Well, it is up to the CWA and UNI to stand up to the giants.

I am so proud that we defeated one of the largest corporate mergers that was ever to take place on this planet. Two years ago, working together, we defeated the MCI-WorldCom-Sprint merger in Washington and in Brussels. (Applause) So we can do it. And we will continue to do it.

I am not shedding any tears for Mr. Bernie Ebbers, the former corporate superstar kicked out of his position and now wondering how is he going to pay back the \$300 million that he borrowed from the company that nobody knew about. He put his own greed first. And there are too many CEOs here and abroad that are putting their own greed first. (Applause)

I say to the CWA, it is time to put people first in this global economy of ours. (Applause) I was moved by the story which we learned at school of Rosa Parks. Rosa Parks, who refused to

sit in the back of the bus. Rosa Parks said that the color of her skin should not deny her a seat at the front of the bus. Her sense of dignity and oceans of courage brought the demand for a seat at the front of the bus. Well, CWA, the UNI message, our message, is that in this time of globalization we not only want a seat at the front of the bus, but we want to change the driver, and we want to change direction. (Applause and cheers)

But there is a way. There is a way to get there with global union action on trade, organizing and multinationals.

My sentiments toward trade agreements that have no social clauses, that have no way of ensuring fair wages, the right to organize, the right to negotiate, are like the dog to a lamp post or street light, as you call them. Please forgive my Welsh sense of humor. (Laughter)

We have led the protest against the Free Trade Area of the Americas. We say no to fast track. (Applause) We say no to backdoor deregulation. We say no to any trade agreement that does not include the respect for the right to organize, the right to bargain, the right to eliminate child labor, to be free of discrimination. Can you support us? (Applause)

Just look at the evidence all around us. Look at the mess in global telecoms since a global trade deal to liberalize was struck at the World Trade Organization a number of years ago: 500,000 jobs lost in two years; balance sheets with record debts; less, not more, competition; and CEOs - I just don't know how they sleep at night - who reward themselves massive compensation come rain or shine, if the business fails or succeeds. (Applause)

Deregulation has been a disaster for telecoms and other sectors, and I would say in any new legislative program, we have to find new ways to reregulate the regulators.

We have to recruit and organize. We have much to learn from you. We admire your commitment to organizing. Innovation to organize in the IT sector from WashTech to the Alliance at IBM. Your breakthroughs in wireless, exemplified by the work at Cingular. The efforts to organize women and professionals. Yet, more must be done.

To the CWA, organizing does not end at the state line. So it is UNI's mission that organizing has to touch all lines of longitude and latitude on this earth.

Not so long ago, telecom companies were domestic companies. Today, their networks, offices, investments, and staff span the globe. Global presence here and abroad. And any international company that has a market presence here must respect local union rights. If they do it at home, they must do it abroad. Wherever they are, unions must be. Companies, these global giants, have to feel the organizing heat. We have no choice as Larry Cohen, who is the president of UNI Telecom, well knows.

In May, UNI Telecom organized a week of action in wireless companies. Unions on all continents took organizing initiatives. New members signed on - an illustration that global cooperation works. CWA took action at Verizon Wireless, handing out thousands of flyers at stores.

UNI Telecom has embarked on a new project: UNI Virtual Telecom Committees, we call them. These are designed to help workers wherever they are at multinational companies in which the company operates to share experiences and information on company policies through the Internet. Cheap, effective and bonding people together.

We have committees for SBC and for Vodafone. We have more in the pipeline. The CWA is fully supportive of these new Virtual Committees and I'd like to thank Seth Rosen of District 4 and the CWA, who is the real secretary of the Virtual Committee for SBC. (Applause)

We now produce an annual global organizing report. That means that all parts of the organization have to report on what they are contributing to the organizing struggle. We have organizing projects in 75 countries. Our aim is to bring in more young people, more professionals, to bring more women into membership. We have a global equality project which aims to organize

more women and to ensure they become leaders of their unions.

Thank you, Barbara, for leading the women of UNI, and I am sure with your efforts that in the very near future the majority of UNI members will be women. (Applause)

Our aim is to organize Silicon Valleys everywhere. The dot.com collapse has shown everyone that even in the new economy there is no charmed life and that stock options are no real alternative to a decent contract. Unions in UNI are making unprecedented efforts to organize in the IT sector.

India, for example, is a huge IT market, tens of thousands of IT staff. Just over a year ago there was no union presence in the IT sector. There is now because UNI has planted an organizing flag there, and in just over a year we have organized, with local people, several thousand IT specialists. We now aim to start in the Philippines, and this will join our efforts in Europe and the Americas.

I would like to thank the CWA and its locals for the solidarity you so generously devote to unions throughout the world through the Eduardo Diaz Union-to-Union Program. We all suffer and mourn the loss of our brilliant brother Eduardo Diaz. How wonderful and noble it is of this union to dedicate a fund in his name. A fund aimed to equip and promote union organization in some of the poorest nations on this earth. I thank everyone for their generous support to make international solidarity tangible.

And I do thank you for your work against HIV AIDS. You know, during the course of the last decade all but 100 nations have rejected single party rule and have chosen the democratic path. In the bulk of those nations, the union movement has to be rebuilt. They need help, from Russia to Indonesia to South Africa to Colombia.

In many places, they don't have a laptop, they don't have a mobile phone, they don't have a fax. There is a digital divide in the union movement, and I would like to thank you once again, CWA and the locals, for helping to bridge this digital divide.

The efforts to provide computers to our telecom unions in Africa will make participation in UNI easier for those unions and their leaders. But, above all, in this era of globalization, global business structures mean that we have to build on the agreements that we have with companies nationally.

Our aim is to have global agreements with companies. Our approach? That every UNI member in a multinational company should have the right to a seat at the global table. The purpose is to mainstream respect for basic union rights and labor standards on employment, on training, and discrimination.

Globalization has brought a massive concentration of wealth. In telecoms, there is talk of just 10 companies dominating global markets. In media, there are just a half a dozen. Vertical and horizontal integration is the technical jargon.

You know, we have to reflect on these developments, and we have to raise the questions about how "free" our freedom of expression has become, and why is it that these media moguls are so anti-union?

We have to make sure at the workplace that we accept no gagging orders. And if they are intolerant of basic rights, how tolerant will they be of those who question corporate strategy? If the union face does not fit, what about independent thinking and action?

Our aim then is to build global agreements with these giant companies. We need to improve our batting average. We have two global agreements, one with Telefonica of Spain; another with OTE of Greece. We are in negotiations with Vivendi-Universal. I would like to have a global agreement with a U.S.-based company, and I am sure that you can help us get this. (Applause)

My final point, friends, is to declare that there is some cleaning up to do in the corporate yard of business America. It looks like Enron and Arthur Andersen were just at the bottom of a

stinking garbage pile. (Applause)

There is a new toxic cloud polluting the USA: corrupt business leaders, corrupt business practices. Fortune magazine writes this month about "System Failure" in U.S. companies. The Economist writes about the wickedness of Wall Street. No one can trust the accountants. No one can trust the auditors. The Board of Directors is asleep at the wheel.

Investment banks tell lies about the stocks where they have an interest and take the rest of us for suckers, advising buy, buy, when they knew it means die, die, die.

Even that American icon of good home-style cooking, of happiness and apple pie - I don't mean George Foreman, I mean Martha Stewart - is suspected of insider trading. Martha, what have you been cooking? (Laughter)

The SEC prevaricates and talks of informal checks and balances. Congress doesn't seem to move. If we are not careful, it will again be corrupt business as usual. People are stealing. People are lying, and they are trying to shred the evidence along with it. The American worker deserves better than this. (Applause)

My hunch is that if we could put our union people on the board, elected by the union members in the company concerned or the staff, then I think we would get more honesty or more transparency.

And I am so glad to see that unions around the world and yourselves are now taking the message to annual general meetings of shareholders, as you have done with GE, AT&T, IBM, and Sprint, with a message to investors that if a company is not respecting workers' rights, they can't be trusted in any other part of their business. (Applause) And, friends, I understand your time is precious. I thank you for providing me with this opportunity. I thank you for your solidarity.

I have noted, along with all of you, that elections are approaching in November. Now I am sorry to say my intelligence is not good enough, I'm not sure if there are to be elections in Florida. Are there elections in Florida this year? (Laughter)

Where are the people from Florida in this room?

There is only one. I hope you are registered to vote. (Laughter) Maybe it's too hot for them here. All I can say is to the CWA and to you in Florida is to make sure that the electoral lists are in order; that the machines work; that voters, whatever their race or neighborhood they live in, are allowed to vote.

And, forgive me, but I have been wanting to say this since the U.S. election: I just can't understand how Al Gore, who won a half a million votes more than George Bush, was declared the loser. (Applause)

So all I can say to CWA, and to all of the American people, is don't let this happen again. I hope that you make gains in November, and that in 2004 we have a Democrat back in the White House. (Applause)

In 2005 UNI is bringing its union global family to the United States of America, to Chicago, to hold its World Congress. We would like a democratic president of the U.S.A. to open that Congress. (Applause)

When I return home to Europe tomorrow, unions will ask me how is the CWA? I've already told them I am looking forward to a walk in the rain without a coat and umbrella.

I will say that the CWA has a good heart; that this is a CWA convention meeting in a spirit of solidarity; that the CWA has a real union soul; that the CWA is courageous; that the CWA fights for equality; that the CWA fights racism and discrimination; that the CWA defends the rights of migrant workers; that the CWA fights for freedom of expression; that the CWA, against all the odds, is organizing the unorganized.

In short, sisters and brothers, this world is a much better place with a strong CWA.  
(Applause)

Let us never forget that we live in one world. We speak with one voice. Solidarity.

Thank you and God bless you all.

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

**PRESIDENT BAHR:** Thank you, Philip, for bringing us this inspiring message. We look forward to working with you in the future in our constant quest for global justice. Thank you for being with us today. (Prolonged applause)

We now come to the point of the Convention proceedings where we take a few minutes out for our Memorial Service.

... "Taps" was sounded ...

**PRESIDENT BAHR:** Assembled here in Las Vegas, Nevada, for the 64th 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 MILBURN:** ALBERT BOWLES - Albert Bowles, a CWA veteran whose union career spanned more than 50 years, loved his work so much that he didn't retire until age 75. Even then, he continued to be active in CWA retiree groups and Texas politics. As a friend said, "He never laid down the sword." While still a teenager, Albert fudged his age to join the U.S. Navy and fought in the Pacific during the World War II. He went to work as an installer/plant assigner for Southwestern Bell in Dallas and soon joined CWA Local 6215, becoming its secretary-treasurer. CWA hired him as a temporary organizer in Buffalo in 1956 and two years later he was hired as a CWA representative in Dallas. He rose to be the administrative assistant to then-District 12 Vice President Paul Gray in 1974. In charge of CWA-COPE in the district, Albert was a skilled and enthusiastic fundraiser who helped many pro-worker candidates seek and stay in office. Among his many labor and political positions, Albert was a longtime Vice President of the Texas AFL-CIO and Vice President of the South Austin Democrats. He was 79 when he died last January in Austin. We will never forget his lifetime of dedication to the fight for workers' rights.

**IUE-CWA DISTRICT 8 PRESIDENT VAN ESS:** DICK R. BRIDGER - Dick Bridger went to work as a die-cast operator for General Electric in Jonesboro, Arkansas, in 1955. He soon became an active member of IUE Local 747, served as vice president from 1962 to 1965 and then was elected president. He served in that role until 1971, when he was named a field representative for IUE District 11. He is remembered for years of hard work and dedication to improving the living and working conditions of IUE members. Dick retired in 1985 and died last September. His service and devotion to the cause of workers' rights is a legacy we will always honor.

**VICE PRESIDENT BOARMAN:** RICHARD BROWN - Richard Brown, an International Typographical Union representative for 25 years, was a union activist through and through. He began his printing career in 1947 after wartime Army service, apprenticing at the Elizabeth Journal in New Jersey. As a journeyman, he transferred to the Jersey City Typographical Union where he was an active organizer and later, local president. In 1962, he joined the staff of the ITU, now the CWA Printing Sector. An exceptional bargainer, Richard was on a first-name basis with newspaper publishers across the country who respected his skill, manners and integrity. He was a tremendous storyteller who captivated friends with his union anecdotes. Health problems forced him to retire in 1988, but his love for the union remained strong. He died in May at the age of 73. Richard spent his final weeks in a place that he loved, the Union Printers Home in Colorado Springs and was proud to know that he would be buried in a cemetery alongside

hundreds of other dedicated union members.

**IUE-CWA DISTRICT 7 PRESIDENT BINDAS:** CHARLES COPELAND - Charles Copeland was a founding member of IUE and a career union activist. He served as business agent and president of what was at the time an enormous Pittsburgh local that represented workers at Westinghouse. In 1953, Charlie was elected secretary-treasurer of IUE District 6, and six years later became president. Later, he moved to Texas to serve as the administrator for IUE District 10, and from 1965 until his retirement in 1975, he served as an international representative. He died in April 2002. Charlie is remembered as a solid trade unionist who gave a lifetime of service to the labor movement.

**NABET-CWA VICE PRESIDENT CLARK:** WALTER J. "JOE" DONAHOE - Joe Donahoe began his broadcasting career as an NBC overnight switchboard operator the day FDR was inaugurated as President of the United States in 1945. Joe's career spanned 44 years in NBC radio and television as a cameraman, projectionist and lighting technician, among other work in the network's engineering department. Notably, he was the audio technician for "Meet the Press." Joe joined NABET in 1949, served as a shop steward, and was elected president of NABET Local 31 in 1956. From 1961 until 1968, Joe served as NABET's Region 3 vice president. He returned to the local and served as vice president from 1978 to 1984. Joe retired in 1988 but continued to hold an active membership with NABET-CWA for many years. He loved the union and often dropped by the NABET office for visits during his retirement. Joe was 75 when he died in February. He will be greatly missed.

**IUE-CWA DISTRICT 3 PRESIDENT INGRASSIA:** WALTER D. FRENCH - Walter was a solid trade unionist who dedicated his working life to improving job conditions. Employed at the New England Carbide Tool Co. in Cambridge, Massachusetts, Walter was elected president of IUE Local 234 and he served as president and business agent until 1961. In 1966, Walt was named the On-the-Job Training Coordinator for IUE District 2 and served as senior coordinator from 1971 to 1982. He retired as an IUE international representative in 1982. A native of Brooklyn, New York, Walter served his country in the U.S. Army. He was a proud member of the Coalition of Labor Union Women, a City of Hope Patron of Research and a Disabled American Veteran. Above all, he was a union man. Walter died in November 2001 at the age of 84. He was buried wearing his IUE pin.

**IUE-CWA PRESIDENT FIRE:** LOUIS GINSBURG - Lou Ginsburg was an IUE pioneer who served working people well through his union and his work in state government, especially in the area of job safety and health. Lou began work at age 19 as a machine operator at the Philadelphia Insulated Wire Company in Moorestown, New Jersey in 1930. In 1944, he was elected president of IUE Local 118 and went on to serve 25 years in that post. During that period, Lou also served as a trustee and executive board member for IUE District One and represented the IUE as a vice president of the Pennsylvania State CIO Council. His government duties began in 1958 when Lou became the deputy secretary of labor for the State of Pennsylvania, a post he held for five years. In 1963, Lou was named an IUE staff representative and served the union until he retired in 1981. Lou also was appointed to the Pennsylvania Occupational Safety Advisory Committee in 1968 and served 22 year. Lou died in October 2001 at the age of 90.

**VICE PRESIDENT THOMPSON:** JERALD "J.R." GARRISON - J.R. Garrison was known for his clever one-liners, his love of labor songs, and his dedication to the union he loved. J.R. began his telephone career as a lineman with Lincoln Telephone and Telegraph Company in Nebraska in 1956. He served Local 7470 first as a steward, then as local president for six years. In 1990, he became a CWA representative, working in Washington State. In the year 2000, he transferred to CWA's Omaha office, and retired from CWA in October 2001. He was 66 when he died last March. J.R. brought effective, progressive leadership to his CWA local and in his efforts on behalf of working people. He was a registered lobbyist in Nebraska and a delegate to the State AFL-CIO. J.R. supported the community through his service on the board of the United Way of Lincoln and on other public commissions. J.R. loved his union and devoted a lifetime to working for CWA members.

**VICE PRESIDENT THOMPSON: D.K. "JIM" GORDON** - Jim Gordon was elected the director of District 7 in 1957 and he was so popular and skilled at his job that he was reelected five more times to the top district post. During his tenure, the job title of director changed to district vice president. Following high school in Logan, Iowa, Jim served in the South Pacific with the Navy Seabees during World War II. After the war he went to work on a line crew for Northwestern Bell in Iowa and became active in CWA Local 7112, now part of CWA 7117, and was elected local president. Under Jim's leadership as district vice president, his Northwestern Bell unit was often used as the "pattern-setter" in the days before national bargaining with AT&T. His bargaining team was the first to gain 50 percent company-paid health care -- a huge breakthrough -- and later 100 percent coverage, paving the way for the rest of the union. He is remembered as a consummate unionist, fiercely dedicated to the labor movement. He was 92 when he died in May. Jim was a true union pioneer and we will miss him dearly.

**VICE PRESIDENT THOMPSON: FLORINE KOOLE** - Florine Koole, one of CWA's early female staff representatives and an influential political and women's rights activist, was assistant to the executive vice president when she retired in 1987. Florine started her career as an operator for Northwestern Bell in Des Moines, Iowa, in 1941 and immediately became active as a steward. She served Local 7102 as steward, chief steward, secretary and vice president. Then her legendary leadership skills brought her to the CWA staff in 1958. Her daughter, Joanne Leiman, recalls that summers growing up often meant long trips through the back roads of Minnesota, where Florine was organizing phone workers and firefighters. She was named assistant to District 7 Vice President E.J. Follis in 1974. Six years later she moved to Washington, D.C. as the top aide to the late Executive Vice President John C. Carroll. Among many honors, Florine was named "Woman of the Year" in 1978 by the Omaha Women's Political Caucus, and that year she also chaired the Nebraska Democratic Convention. She served in the Carter administration as a member of the President's Advisory Committee on Women. Florine died in May at age 79. We will never forget her great spirit and her many accomplishments.

**NABET-CWA VICE PRESIDENT CLARK: ROBERT LIND** - Robert Lind was always on the job for his union, the National Association of Broadcast Employees and Technicians. A call for assistance, even on a Saturday night, didn't get an answering machine; it got Bob. His expertise in financial recordkeeping was put to good use, first as a bookkeeper for NABET, then as international secretary-treasurer. Bob was elected to that office in 1982 and served two terms until his retirement in 1991. He died in October 2001 at age 75. Bob grew up in Chicago and found his way to NABET after serving in the U.S. Navy during World War II. He was known as a gentle and kind man, one who took special interest in helping local officers solve their computer problems and improve service to NABET members. During his tenure, Bob brought the NABET secretary-treasurer's office online and was responsible for new materials and manuals for local officers. Bob will be remembered by all of us at NABET-CWA.

**VICE PRESIDENT MILBURN: LUTHER DALE MAGEE** - Dale Magee, who retired as District 6 vice president in 1988, never missed a chance to walk precincts, work the polls and pass out literature for Democratic candidates in his native Texas. And he was always willing to talk to students about issues, such as "What's wrong with right-to-work?" Dale remained politically active in retirement. His wife of 52 years, Norma Magee, said that when George W. Bush was elected, "We nearly had to pick him up off the floor." Dale joined CWA as soon as he hired on with Southwestern Bell in 1951. He served as steward, chief steward and president of Local 6203, as well as president of the CWA North Texas Area Council and the Lubbock Central Labor Council, and later vice president of the Texas AFL-CIO. Dale joined the CWA staff in 1971 and was elected to lead District 6 in 1983. Dale was 73 when he died in May in Arlington, Texas. One of his closest friends said it best: "Dale was an all-around good guy, a good Democrat, and a good union man."

**IUE-CWA DISTRICT 8 PRESIDENT VAN ESS: RICHARD A. NOLLI** - Richard Noll served his union well. A longtime chief shop steward for IUE Local 255 in Pittsfield, Massachusetts, Richard was known throughout the region for his effectiveness in representing his members. While serving as chief steward from 1971 to 1987, Richard took on additional responsibilities. He

was elected to Local 255's executive board in 1973 and served in that post for 15 years. He was a member of IUE District 2's executive board and served as trustee chairman from 1980 to 1987. In 1988, Richard was named an international representative for IUE District 2, responsible for serving local unions in western Massachusetts and Vermont. He retired in 1995 and passed away in February 2002. All of us in the IUE-CWA family are grateful for his service to our union.

**IUE-CWA DISTRICT 3 PRESIDENT INGRASSIA: JOSEPH PUZO** - Joseph Puzo was a big believer in education. A longtime member and officer of IUE Local 447, prior to joining the international staff, Joe first joined IUE Local 410 when he signed on to work at Westinghouse in Bloomfield, New Jersey, in 1950. He became a shop steward for the local a year later, then served as chief steward for Local 447 from 1951 to 1957. Joseph served on the local's grievance, political action and constitution committees from the early 1950s through 1957 and chaired the education committee for three years. His abilities were recognized in 1955 when he won the IUE Rutgers Labor Scholarship. Joe taught special instructors training courses at Rutgers and Cornell University from 1953 to 1955 and was honored by the Rutgers Instructors Conference when it selected him as best instructor in 1960. He served as president of IUE Local 447 for four years before being named an international representative in 1961. Joe retired in December 1988 and passed away in August 2001. He is missed by all of us in the IUE-CWA family.

**IUE-CWA DISTRICT 7 PRESIDENT BINDAS: MAURICE M. VENERI** - Maurice Veneri served the labor movement he loved for more than 40 years. Elected president of IUE Local 426 in Newark, New Jersey, in 1942, he spent the next 23 years representing his members at Westinghouse. Maurice's commitment to his community led him to serve as labor chairman of the United Appeals of Greater Newark for more than a decade, and his work on behalf of the Boy's Club of America was recognized by a presidential citation. While serving as a member of the IUE International Executive Board in 1965, Maurice was appointed assistant to the president of IUE District 3. He also served as a vice president of that district. In 1968, Maurice was elected president of the New Jersey State Industrial Union Council, representing the state's 200,000 workers. Maurice's work included service as commissioner of the New Jersey Public Broadcasting Authority, an appointment made by the governor in 1969. Maurice retired in 1978 and died in July 2001. He is missed by his friends and colleagues.

**EXECUTIVE VICE PRESIDENT COHEN: TED J. WATKINS** - Ted Watkins will be remembered as one of CWA's most dedicated and effective union builders. He came to CWA in 1946, following wartime service, when he went to work for Southwestern Bell in Kansas City. He became active in Local 6324 and went on to serve as local president for 14 years before joining the union staff in 1965. Ted soon transferred to District 1 in New York City where he quickly won a reputation as an exceptional organizer. He was instrumental in organizing CWA's first public workers unit - what is today Local 1180, representing 8,000 workers throughout the city. In 1971, Ted was named administrative assistant to District 1 Vice President Morton Bahr. Then in 1981, after his tremendous work in the successful New Jersey state worker drive, Ted became full assistant to the vice president. When Morty was elected president of CWA in 1985, Ted followed him to Washington to become his executive assistant. Morty noted recently, "I couldn't imagine coming to D.C. without Ted." Ted served in that capacity until his retirement in 1991, and he died this past March at age 82. Ted loved CWA and he was devoted to its members all of his life. As Morty commented after the passing of his good friend and colleague, "We are all so much better off because Ted Watkins came our way."

**PRESIDENT BAHR:** Let us now pause to remember those CWA Local Officers who have passed from our midst since our last convention:

Norman Leavens, Local 1040, Founding President.

Randal C. Rhodes, Local 1088, Treasurer.

Robert "Robbie" Roberson, Local 1107, Vice President.

Philip Perkins, Local 6139, President.

Ron Cawdrey, Local 9400, Vice President.

George Epple, Local 14802, Secretary-Treasurer.

Marjorie Fenley, Local 14900, Secretary-Treasurer.

For all those who have passed from us during the past year, we now offer our solemn prayers of love. We shall never forget their loyalty, their courage, their ideals. Each created a legacy that will forever bring us closer together, a legacy of devotion to CWA and to the men and women whom we represent.

They have provided us with examples that light the path toward human dignity. We pledge to follow their examples and to carry the high standards that they exemplified.

We call upon the members of the Communications Workers of America to symbolically join us in heart and mind as we pay homage to Albert Bowles, Dick Bridger, Richard Brown, Charles Copeland, Walter Donahoe, Walter French, Lou Ginsburg, J.R. Garrison, D.K. "Jim" Gordon, Florine Koole, Robert Lind, Dale Magee, Richard Noll, Joseph Puzo, Marty Veneri, Ted Watkins, 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 sounded ...

**PRESIDENT BAHR:** We usually take a half hour recess and I can see why we do it.

On May 14, our union began an exciting new tradition that I want to tell you about. The Newspaper Guild for many years has presented an award for outstanding journalism in the name of Heywood Broun, one of the co-founders of the union. CWA is proud to be a part of that tradition. In fact, one of the first things we did when TNG merged with CWA was to increase the financial prize of the Broun Award to the same as the Pulitzer Awards.

Last fall, Herbert L. Block, one of the world's most famous cartoonists, died. The readers of The Washington Post knew him as Herblock. He also was the Guild's longest-tenured member. As a tribute to his ideals, we established The Newspaper Guild Freedom Award Fund which is funded in part with an endowment from his estate.

In addition, TNG awards a scholarship each year to an outstanding high school and college journalist. The scholarships are named after David S. Barr who was the Guild's attorney and in many ways a mentor for more than 25 years. On May 14, we held the first Newspaper Guild Freedom Award Fund Banquet in Washington. The purpose of our new tradition is to honor the memories and contributions of each of these individuals who in their own ways made substantial contributions to The Newspaper Guild-CWA and journalism.

We had an outstanding evening. Bob Edwards, the longtime voice of the Morning Edition on NPR, served as the host. Many other top journalists, labor representatives and publishers participated. We intend to sponsor the Guild Awards Banquet as an annual event that I am certain will grow in importance in the future.

We have a short video to share some of the evening's highlights with you. And the first person you will see in the video was our host for the evening, Bob Edwards.

... A video was shown to the delegates concerning the first ever Newspaper Guild Freedom Awards Banquet. Various portions of the festivities were shown, including the award winners who accepted their awards and responded to the people in attendance ...

**PRESIDENT BAHR:** I ask that Vice Presidents Linda Foley and John Thompson please come forward to introduce some special guests. (Applause)

**TNG-CWA VICE PRESIDENT LINDA FOLEY:** Good afternoon. I am joined here by Vice President John Thompson, Vice President of District 7. Thank you for joining me here for this

special presentation, John.

In CWA, we talk a lot about what we call the "C" word: convergence. Well, the First Annual Newspaper Guild-CWA Freedom Awards Banquet was about a different kind of convergence. On May 14, we celebrated a convergence of values, the values of social justice, compassion for the disadvantaged, support for free speech and free press, and distrust of unbridled power. The May 14 event demonstrated the power of what can be accomplished when you combine free, independent and professional journalism with a strong, free and independent union like CWA. Now let me tell you the story of how this celebration came about.

Herbert L. Block, known as editorial cartoonist Herblock to millions of Washington Post readers, died last year with numerous accomplishments to his credit, including several Pulitzer prizes. But no matter how lofty his career ascent, Herblock never stopped being a Guild member. He carried his union card for 67 years, longer than any other member of TNG-CWA.

Even in death, Herblock was not finished supporting his union. In his will, he bequeathed \$50,000 to The Newspaper Guild-CWA and another \$50,000 to his local union, TNG-CWA Local 32035.

With that endowment as seed money, we established the Freedom Award Fund in his honor. This annual award recognizes an individual who exemplifies Herblock's devotion to free speech and assembly, his compassion for the weak and disadvantaged, his distrust of unbridled power, and his defense of a vigorous free press.

We awarded the first Herbert Block Freedom Award to freelance journalist Vanessa Leggett of Houston, Texas. We did so to salute her courageous stance for First Amendment rights after she went to jail for 168 days rather than surrender her reporter's notes and interviews to a federal court.

We also used the May 14 banquet to salute other journalists whose work exemplifies the values we all hold dear. Jesus Gonzalez, the 17-year-old high school winner of the David S. Barr Award that highlights issues of social justice, did a comprehensive report on the availability of guns among the youth in his Bushwick neighborhood in Brooklyn. And Megan Lynn Matucci, 22, of Suffolk University received the Barr College Journalism Award for an article detailing the exploitive treatment of adjunct professors on her college's campus and at others throughout the country.

But we in CWA, especially John and I, are most proud of the winners of this year's Heywood Broun Award for Journalistic Excellence. This award, established in 1941, honors the founder of the Newspaper Guild-CWA Columnist Heywood Broun. This prestigious journalism award, which is the only major award bestowed by working journalists on their peers, has, over the years, honored the work of many distinguished writers, reporters and other journalists, many of whom went on to win other awards, including several Pulitzers. Those journalists include Don Bartlett and James Steele of the Philadelphia Inquirer; Anthony Lewis, New York Times; Mike Royko of the Chicago Daily News; Bob Woodward and Carl Bernstein of The Washington Post; and Herbert Block, the only cartoonist to ever win the Heywood Broun Award.

It was a newspaper column written by Heywood Broun that appeared on August 7, 1933, that galvanized journalists to form their own union. At the time, Broun was the highest paid newspaper columnist in the United States. Originally a sports writer, Broun was better known for his reporting on social issues, a fact he wore as a badge of honor. He wrote, "When a man has a conviction, great or small, about eggs or eternity, he must wear it always in plain sight, pulled down tight upon his forehead." As we would say today, Heywood Broun talked the talk and he walked the walk. So I know that Heywood Broun would be especially proud of this year's winners of the award that bears his name and honors his legacy.

David Heath and Duff Wilson are investigative reporters for the Seattle Times. Their series entitled "Uninformed Consent" explored the unethical manner in which clinical trials were conducted at the Fred Hutchinson Cancer Research Center, resulting in the questionable deaths

of patients who were inadequately informed of the risks they were facing, or that the doctors conducting the trials had a financial stake in the experimental drugs that were being used.

It was a fine piece of investigative journalism and has been recognized by many others as one of the year's best newspaper series. It went on to win such awards as the Polk Award, the Goldsmith Award from Harvard, the Associated Press Magazine Editors Public Service Award, the National Headliner, and was a finalist for the Pulitzer Prize.

But the story behind the story is what makes us in CWA most proud of these two professional reporters. Let me read a portion of a letter nominating Wilson and Heath for the Broun Award. It was written by Ron Judd, another Seattle Times reporter. Ron said more than 700 members of the Pacific Northwest Newspaper Guild walked picket lines outside the Seattle Times from November 21, 2000, to January 9, 2001.

Two of the strikers had something else at stake in the bitter 49-day work stoppage. Reporters Duff Wilson and David Heath had invested more than a year investigating premature patient deaths in experimental protocols at the Fred Hutchinson Research Center.

Their series was 90 percent complete when they walked, leaving their files inside the fenced-in garden Times Building. Both were prominent on the picket lines and at the Seattle Union Record, the strike newspaper, supported by CWA and both spent Christmas Eve mulling management letters saying they would be permanently replaced if they stayed out on strike. Both stood firm. (Applause)

When the strike was settled with honor, Wilson and Heath returned to work and finished their series of articles. Published two months later, the passionate investigative effort was lauded by workers and management alike for helping to pull the newsroom back together and restoring pride in quality journalism at the Seattle Times.

I would like to use another "C" word to describe these reporters and that is courageous. One of these courageous reporters who just like Heywood Broun talks the talk and walks the walk is here with us today I'm proud to say.

So please join me and John Thompson in welcoming Heywood Broun Award winner Duff Wilson of the Seattle Times and a member of TNG/CWA Local 37082, and the delegation from Local 37082.

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

**DUFF WILSON (Local 37082):** Thank you. Thanks, everyone. On behalf of my reporting partner, David Heath, and everyone at the Seattle Times and in The Newspaper Guild who supported our strike, I would like to thank you for this honor for a work of journalism.

Investigating medicine is a great assignment for an investigative reporter because it affects us all. We all have stories about doctors. There is the one about the time a newspaper editor went to see his doctor and was told - they ran a lot of tests - he was told, "Well, I have some bad news for you. You have cancer and Alzheimer's disease." The editor said, "Well, at least I don't have cancer." (Laughter)

But the Fred Hutchinson Center was no joke in this series of clinical trials that we investigated for the articles that we did. The Fred Hutchinson Center is the leading bone marrow transplant center in the nation, in the world. It has helped cure over 20,000 people of leukemia and is the home to two Nobel Prize winners.

It was with great care that we set out at the Seattle Times to investigate a very serious complaint at the Hutch. Our story started with a letter from a doctor at the Hutch who was low on the totem pole and outraged about a leukemia experiment there in which some of his patients had died. He felt they hadn't been told the truth about the risks of the clinical trials or the alternatives to them. Certainly they hadn't been told that doctors running the trials had an undisclosed financial interest in the outcome of the experiments.

They held stock, founders stock in a company that held the rights to the drugs being tested. This doctor turned to the Seattle Times when he couldn't be helped anywhere else. And this became the most challenging and difficult story I have ever worked on in twenty years as a journalist as a Guild member. The Hutch was the prime rib of sacred cows in Seattle. We had to understand, as simple working journalists, the medicine, the science, the money and the law in this long series of cancer experiments.

We had to meticulously document every fact to write a fair and accurate story. It was also hard to do emotionally because we had to talk to other families who hadn't known what had gone wrong in the cancer treatment of a loved one that they lost.

There was a drugstore owner in Alabama named Pete Wright. He had tried to get the best care in the world for his wife Becky. When I read a draft of the first story to Pete, he actually broke down and cried. I could do nothing but sit there in silence and grieve with him. This scene was repeated with a number of the other family members of the people affected by this experiment.

Over time, we learned that over 20 people had died prematurely in cancer trials in which they weren't given full information on the risks, alternatives or financial conflicts. The doctors involved made over 10 million dollars from their stock that they acquired in this company. In the end, the experiment was tried on 82 people and 80 of them are dead today. This was mostly in the 1980s, but still a large number of them ought to have lived with the conventional treatment.

Now, the Hutch did not like this reporting, as you could imagine. They tried to stop us at every turn. That is why the Heywood Brown Award means so much to us and the others that worked with us on this story like my editor David Boardman and my publisher Frank Blethen.

We had a rough year in Seattle about this time. We found out our publisher could be just as stubborn in fighting us in a labor situation as he was backing us as investigative reporters against an adversary like Hutch.

The Newspaper Guild went on strike at the Seattle Times a year ago last Thanksgiving and our investigative work was 90 percent complete at the time. Our editor had a nightmare that there would be leukemia patients outside on the sidewalks of Seattle Times with posters complaining about our reporting at the same time as the Newspaper Guild was out there with the strike posters.

When David Heath and I walked out with the Guild, we did not know what would happen to this story or to our careers there. Personally, we had been treated well at the paper, but we believed in collective bargaining and the importance of helping our family of fellow workers who were not treated as well. Basically we believed in union rights and responsibilities.

We walked the picket lines, had our pictures taken by the security guards behind the chainlink fences. We ate those delicious cheese sandwiches and drank that bad coffee out on the sidewalks.

We worked for the Seattle Union Record. We walked around in the freezing rains of Seattle during November and December. I think I might have rather spent a hundred days in jail in Texas. David worked on the unfair labor practice complaints and I helped the fence sitters, also known as the new "Wobblies," to stay out during the strike. I even brought my kids out on the picket line. We had a great time, although it was a difficult time.

Around that same time, we got letters which said we would be replaced if we didn't come back to work immediately. Again, we didn't know what would happen, but luckily, we had enough trust in our editor and he in us to weather the storm. We stayed out till the strike was settled honorably after 49 days (applause), with a lot of help from Morty and Linda and Senator Patty Murray and, ultimately, our publisher Frank Blethen also. Then we went back to work.

Two months after the strike, we published "Uninformed Consent" in the Seattle Times. We think it helped rebuild a sense of pride and normalcy at the newspaper after a difficult reentry period. It helped restore the newspaper's standing in the community and the nation.

That also reminded me of the Seattle Times reporter who had to go to the Hutch for a diagnosis during this difficult period. The doctor told him he had some bad news for him, that he didn't have long to live. He said, "Well, how long do I have?"

"You have ten."

The reporter said, "Ten what? Weeks, months, years?"

The doctor said, "Ten, nine, eight, seven, six. . ." (Laughter)

The series resulted in the Hutch adopting the strongest conflict-of-interest policy of any research center in the country and a dozen of those families who had lost loved ones had sued the Fred Hutchinson Center, which naturally doesn't please the Hutch. The Hutch ran a series of full-page advertisements in the newspaper saying they do good work on cancer experiments which they normally do. So this was the first year and a half investigation that was completely paid for by the target of the investigation in their newspaper ads. (Applause)

We are proud of our work. We are proud to be at work and we thank you for this tremendous honor today. Thank you.

... The delegates rose and applauded ...

**VICE PRESIDENT FOLEY:** Thank you, Duff. You and your colleagues are a living example of how good journalism and how good are the foundations of our democracy. You have to stand up for yourselves before you can stand up for others. Thank you.

**PRESIDENT BAHR:** Thank you very much. I can attest to the rain and the cold or the cold rain because I visited the picket line one time at midnight. It was raining and cold and I was very impressed to see how strong that picket line was being maintained at that hour.

Now, he mentioned assistance from Senator Patty Murray. I think, particularly for our delegates from the state of Washington, you should know, and I will be brief, the role that Senator Murray played. We didn't have anyone in the White House to call. We didn't have anyone in the Department of Labor to call for assistance. We asked Patty Murray to see if she would summon the publisher and me to her office and she agreed to do that. The publisher agreed.

We each had our bargaining committee with us in another room. Linda was there with our committee. The chairman of the Federal Mediation Service was present. I was so impressed with Patty because I didn't brief her. She got us in her office in Washington and she said to the publisher, "I am a resident and I don't want Seattle to become a one-newspaper city. If you want to rebuild the circulation after the strike and if you want the support of the political community to help you rebuild it, you have to get rid of the permanent replacements." (Applause)

That is the way the whole conversation began. That was at 2:00 in the afternoon and we reached an agreement in her office at 3:00 in the morning.

Just as an aside, because she is a great lady, before we left at 3:00 or 3:30 a.m., obviously I thanked her very much and I made the statement that oftentimes we will ask a politician to get involved in a strike. They will say, "Hey, I'm really willing to," but privately they whisper in your ear, "If I do, how would I look?"

Well, I said that before I left. I went home, went to bed, and when I got up I sent her a bouquet of flowers from our members at the Seattle Times with a note of thanks. She called me up to thank me for the flowers and she said, "You know what you said before we broke up about 'How will I look?'" She said, "Well, I didn't know I was supposed to ask you that question."

So it was just a great effort on her part. She proved that she had such great instincts. I would venture to say that without her personal intervention at that critical point in time, we could not predict what would have happened and how long that strike would have lasted. I hope all of you from the state of Washington remember that when she comes up for reelection. (Applause)

Our next speaker is one of the bright stars in Nevada politics, Dario Herrera, Democratic candidate for the U.S. House of Representatives from the Third Congressional District, which includes Las Vegas. He currently serves as chairman of the Board of County Commissioners for one of the fastest growing communities in the nation.

Ever since he moved to Nevada in 1991 to attend the University of Nevada-Las Vegas, Chairman Herrera has been on the fast track. He graduated Summa Cum Laude with a bachelor's degree in political science. In 1996, he was elected to the Nevada State Assembly at the age of 23, one of the youngest state officials in Nevada's history. At the age of 25, Chairman Herrera captured the Clark County Commissioner District G post, making him the youngest person and only the second Hispanic to hold the prestigious seat.

In January 2000, he was elected chairman of the Board, a key position that has the responsibility of managing the Board's agenda and setting the vision and priorities of the Board.

He is a strong supporter of a comprehensive Patient's Bill of Rights and has a deep commitment to other health care issues. He was also instrumental in passing an historic school construction bill that provides financing for new school construction over the next decade in Southern Nevada.

We believe that Chairman Herrera will be a powerful voice for working families both today and in the future. Please welcome Dario Herrera, Chairman of the Board of County Commissioners and candidate for the U.S. House of Representatives from the Third Congressional District. (Applause)

**DARIO HERRERA (County Commissioner, Candidate for U.S. Congress, D-NV):** Thank you, Morty. That was a wonderful introduction. He said I could get away with calling him Morty.

I would like to give a special thanks to, of course, Barbara Easterling, who has been the Secretary-Treasurer of the CWA since 1992. I believe she is the first woman to hold this prestigious and high position and I salute you very sincerely. (Applause)

You know, I am sincerely and deeply honored and humbled to be here before you today. Many of you don't know me, but this is a special honor for me because of my background - that not only was I a union organizer for SEIU, but I have been a member of the union family for some time. In fact, the union family has been the backbone of my family since my mother came to this country many years ago.

My mom worked two shifts as a hostess and as a maid for 18 years to put food on the table for her three children and to make a better life for all of us. She did that as a proud member of H.E.R.E. (Applause)

I can honestly say that without the support of the union family, I could not be where I am today. I want to take a special moment to recognize a dear friend of mine, Glen Arnardo, who is a political organizer for the Culinary Union. I know that all of you will be invited to attend the rally in support of Culinary, and let me tell you that no one bore the burden of responding to 9/11 more in this community than the workers of the Culinary Union. I am honored to support them.

I told Glen that if it came to a strike, that I would be the first one walking the streets with them to support them in their fight against these folks. (Applause)

What is great about my family story is that it's not just my family story. It's the story of millions of hard working American families - mothers and fathers all over the country working day after day to make a better life for their children. And I am proud to be chairman in a county that has one of the highest per capita union memberships in the entire United States of America. But that's what we are about. That's what we do. We work hard to provide for our families. We work hard to protect our families, and we stand together as union families.

Last September in America, we stood together in solidarity. We stood together in support of the fellow men and women who were victimized by those awful terrorist attacks. We stood

together in support of the men and women who went to the Iraqi hills of Afghanistan to crush the Taliban. We stood together as a nation just as unions stand together as workers every day. We said united we stand, just as unions stand united every day.

There is no question that the working family is the backbone of this country, the lifeline of our economy. I look out on this crowd and see more than just union members. I see a brother or a sister, a mother or father, a son or daughter. There should be no question that the union family is America's family, and union values are the best of American values. (Applause)

Union members were the first to respond to the scene of the World Trade Center on September 11 and help save hundreds of lives. Union members were on the job afterward searching through the rubble for survivors. Union members answered the call, and we need to answer the call when they need us.

I promise to answer that call. I will always fight against the wealthy, powerful special interests who only care about costs, profits, and getting fat cat executives bonuses. The big insurance companies, the big drug companies, the big energy companies don't care how you are going to pay for your kids' doctor bills. They don't care how you are going to survive on that wage they pay you. These big corporations care about one thing and one thing alone, and that is increasing their bottom line to increase their executive salaries.

But unions are about people. Unions are about people. That's our bottom line. Unions are representing all their families, not just a select few. And that's why we are here today, aren't we? To show those big corporations that there is more to America, there is more to people than big corporate profits, that people are more important than fat cat executive bonuses. (Applause)

Our country needs leaders committed to standing up to those big corporations who trade away your hard earned pensions and retirement savings for their big bonuses, and right now the balance of this Congress is against us.

We have an anti-Nevada, anti-labor, anti-working family House Republican leadership setting the agenda. These are the same people that have been working against the union family for years, the same people who have fought against every increase in the minimum wage.

We need a majority in Congress that will support working families and organized labor, a Democratic majority that will protect Nevada working families and our nation's working families and fight every day to create more good paying jobs and improve access to good quality, affordable health care. We need Congress to strengthen Social Security, protect your pensions, and hold these corporations accountable for their irresponsible acts.

I have said this more than one time and I will say it to the day I die. No more corporate welfare for those corporate, greedy CEOs trying to bail themselves out for their irresponsible decisions. (Applause)

We need a Congress that will prioritize the federal budget and give us back what we put in.

When elected to United States Congress on November 5, I promise you today that I will protect your fundamental rights as U.S. citizens, as taxpayers, and as union members. That includes your right to a safe workplace. That includes your right to good quality, affordable health care. That includes your right to good paying jobs.

Now, my congressional race is going to be a close one and powerful interests will attack me at every turn, because they know, they know that I will stand up to them. They know I will cut their corporate welfare. They know I have always put American working families first. And you know what else? They know I am on your side; on the family side. (Applause)

So it's up to them. If you want to attack me, fine, attack me all you want, because I'm a member of the union family, and nothing is ever going to change that. (Applause)

You know, the Nevada State motto is "Battle Born." Our state was born out of a fight, and it's going to take a fight to carry us as working men and women through the 21<sup>st</sup> Century. I promise

you I will fight for you so long as it takes, as hard as it takes, and I will never, never back down. I will never warm the bench and I will never sit on the sidelines while a tough battle needs to be fought. Nevada's battle will be born on November 5. We are all going to show the U.S. Congress just why that is.

Thank you, CWA. Thank you to my union family. God bless you, and have a great convention.

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

**PRESIDENT BAHR:** We look forward to working with you up until November 5 and then in Washington, D.C., thereafter. Thank you for being with us. (Prolonged applause)

Before we get into the last piece of business, to tell you about the rally, let me first thank today's Platform Observers. And tomorrow's Platform Observers are: George Melton, Jr., President, Local 3616, and Nancy Hall, Secretary, Local 6215. They should report to the platform at 8:30 tomorrow morning.

The names of all the members of the various escort committees are:

For Ron Kirk: Becky Moeller, President, Local 6137; Ralph Cortez, President, Local 6143; J. D. Williams, President, Local 6215; Claude Cummings, President, Local 6222.

For Senator John Kerry: Colin Pomroy, Vice President, Local 1301; Robert Jordon, President, Local 31245; Donna Marks, Treasurer, Local 31246; Jeff Crosby, President, IUE-CWA Local 81201.

For Dario Herrera: Elizabeth Sorenson, Vice President, Local 9413; Rose Wolcott, President, Local 9413; Gregory Ball, President, Local 9421; Thomas Ramirez, President, Local 9421.

Let me now introduce the Secretary-Treasurer for some announcements, and I will give you the information about the rally.

... Convention announcements were read by Secretary-Treasurer Easterling ...

**SECRETARY-TRESURER EASTERLING:** The winner of the drawing for the TV/VCR combo by Frontline Group is Helen Gaughan of Local 1091. She can pick up that prize at the booth.

The awards - the T-shirt booth announces that Lanell Piercy won the blanket and M. Jenkins won the chair. You can pick them up there also.

... Further convention announcements were made by Secretary-Treasurer Easterling ...

**SECRETARY-TREASURER EASTERLING:** You received today - it was placed on your tables - a notice dealing with immigration laws. We ask you to sign that and put it back in at the information booth. The information booth is right in the back and, on your way out, if you would just fill that out and drop it in there today. Thank you.

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

Here with us today is Glen Arnardo. Glen is the Political Director of the Culinary Workers, 226, right here in Las Vegas. Glen would like to say a few words about the ongoing struggle of our sisters and brothers in the Culinary Workers. Please welcome Glen. (Applause)

**BROTHER GLEN ARNARDO (Culinary Workers, Local 226):** President Bahr, Officers, Sisters and Brothers: First of all, will you help us elect Brother Dario Herrera to Congress? (Applause and cheers) We are going to need it. Thank you.

On behalf of the almost 50,000 members of the Culinary Workers and Bartenders Unions here in Las Vegas, we want to welcome you. Our members are the ones who cook your food, serve your food, wash your dishes, clean your rooms and make your drinks; not that anybody at

this convention drinks, I am sure. (Laughter)

But we also know how to fight. Las Vegas, as many of you know, is a union town. Many of you have marched with us during our six-year, four-month and ten-day victorious strike at the Frontier Hotel, and we want to thank you for that. (Applause and cheers)

But as working people, we know that the struggle is never over. Recently, about a month ago, we had a massive strike vote here in Las Vegas. More than 22,000 of our members turned out in a strike vote meeting. Ninety-eight percent of them voted to strike, and that resulted in a new five-year contract for most workers up and down the Las Vegas Strip, and we are happy we got that. However, we really cannot celebrate because we cannot define strike victory by the first contract. We define a strike victory by getting the last contract, and we still have 6,000 sisters and brothers who have yet to get new contracts and we have a July 1 strike date looming ahead of us.

Most of the hotels that have not settled with us are in downtown Las Vegas. You may have visited there along the Fremont Street Experience. These owners seem to want a strike, and if a strike is what they want, we are not afraid to give them one. (Applause)

They are demanding that workers be taken out of the union health care plan. They want unlimited use of part-time workers. They are demanding no guaranteed hours of work. And last but not least, they want the right to subcontract at will.

You are going to help us send a message today to these downtown owners that says that if they decide to take on the Culinary Workers Union, they are taking on the CWA, and they had better watch out. (Applause and cheers)

As you leave the convention hall today, we have 35 buses waiting for you outside to take you downtown. Each bus will have a picket captain on it who will, once you get downtown, take you to the hotel you are going to picket. We are picketing seven different hotels, all within shouting distance of one another on the Fremont Street Experience.

I am told by the convention people that you can leave personal belongings here. Obviously, you do that at your own risk. I would not leave a purse or anything like that, but convention packets and other such things you can leave here. You won't necessarily get on the same bus back that you were on on the way down there. So anything you could leave here, I would suggest your doing that.

Again, when you go outside, we will get you on the buses and get you downtown. I know we are leaving a little bit late. We are going to picket for about an hour and get you back here as close to 6:00 p.m. as possible. Thank you very much. (Applause)

**PRESIDENT BAHR:** All right, that's it. I know when you hear the issues, they oftentimes sound like our own issues. So we are not strangers to this kind of fight. Thank you very much.

When you exit, get on the buses. They will get us back here by 6:00 p.m.. We will recess until 9:00 tomorrow morning.

... The convention recessed at 4:32 p.m. in order to assist the Culinary Workers in their struggle against nonunion hotels on Fremont Street in downtown Las Vegas ...

## **WEDNESDAY MORNING SESSION** **June 19, 2002**

The Convention reconvened at 9:00 a.m., President Morton Bahr presiding.

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

Good morning, everyone.

... The delegates responded "Good morning" ...

**PRESIDENT BAHR:** Please welcome Reverend Jerome Blankinship of Sunrise Hospital and Medical Center here in Las Vegas to lead us in prayer this morning.

**REVEREND JEROME BLANKINSHIP (Sunrise Hospital and Medical Center):** Thank you.

Good morning.

Let us center our spirits as we begin this day. God of truth and God of beauty, God of the city and God of the village, God of the deserts and God of the oceans, God of dignity and fairness. You have created us a little lower than the angels, and yet why do we do such crazy things? Create in us a new spirit, O Lord, that we may bring faith, hope and love to all we do and to all we are.

In this time of war, show us the paths of peace and remind us that the spirits of the holy comes alive when we seek to serve others. We remember this morning those who grieve, those who are sick in mind, body or spirit and those who suffer and those in crisis.

Bless the Communications Workers union with wisdom and focus the deliberations on those issues that will make a difference in how we live.

Surround us with a sense of your presence and let us celebrate your great affirmation of life and freedom this day and in all the days before us.

Hear now our prayer and celebrate this day. Amen.

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

I want to relate to you from the Hotel and Restaurant workers, the Culinary workers, their deep gratitude for the participation in yesterday's event. You have made our entire union proud. You made me proud. But even more than that, we hope that we made some difference in the ability of the Culinary union to get contracts in the unsigned hotels, so thank you all. (Applause)

I might also add that a question came up about the buses. You know, the city buses are on strike. The buses you rode on were not city buses; they were driven by union bus drivers under contract. (Applause)

Now, we have a real special guest this morning. His union represents a special brand of worker. Harold Schaitberger is the international president of the International Association of Fire Fighters.

The entire world was reminded on September 11 of the dangers that firefighters face every day and the incredible sense of duty that they bring to their profession. We in CWA felt enormous pain over the 12 members of the CWA family, so it is almost incomprehensible to imagine the impact of the loss of well more than 300 firefighters on the International Association of Fire Fighters and their leadership and members. What a terrible loss to suffer.

Unfortunately, there are some in our government who are so blinded by their hatred of unions that they malign the memory of all those who died as well as insulted all of the fire fighters who each day risk their lives to save others. Before I ask Harold to come up to the podium, I want to share with you an incident that you will find hard to believe.

In November, Senate Majority Leader Tom Daschle and Senators Edward Kennedy and Judd Gregg, a Republican, were moving a bill that would grant collective bargaining rights to firefighters and police personnel in the 22 states where they now do not have collective bargaining. Senator Larry Craig, a Republican from Idaho who also is Chair of the Senate Republican Policy Conference, sent a letter to all Republican Senators just days before the scheduled November 6 Senate floor vote urging a "no" vote.

This is the letter, and the headline on top says, "A clear and avoidable danger. Daschle

amendment could lead to fire fighter and police strikes during a terrorist attack."

It goes on to say, "The prospect of being without police, firefighters or emergency medical personnel during a terrorist attack is almost too frightening to contemplate, and the Daschle amendment increases the odds of a police, firefighters and paramedic strike during a terrorist attack." What could be more outrageous, particularly from these hypocrites who couldn't wait to get down to Ground Zero to put their arm around a firefighter and send that picture back home? (Applause)

But by demonizing the firefighters and law enforcement personnel, the Democrats were unable to get 60 votes to break the Republican filibuster, and thus the Republicans killed the bill. Only five Republicans joined with all of the Democrats voting for the bill. What an insult to those fallen heroes.

The firefighters are back with another collective bargaining bill, and I am confident that under Harold's leadership they will be successful. I know I speak for you when I say that CWA will do everything we can to lend our full support to that bill. (Applause)

President Schaitberger was testifying on some other bill that was connected to this, and Senator Craig had received so much heat from back home that he publicly apologized for his remarks, whereupon President Schaitberger said, "Does that mean you now support collective bargaining?" And of course, he doesn't.

Now, since his election as head of the IAFF in 2000, Harold has emerged as one of the most effective leaders of a new generation of union presidents who will lead our movement in this 21<sup>st</sup> Century. His leadership, his extraordinary dignity throughout this past year, and his steadfast courage helped the wounded union and our nation restore its spirit and strength in those terrible days following September 11. As he did so, he reminded all of us about the true meaning of courage, sacrifice and heroism.

So, brothers and sisters, please welcome the President of the International Association of Fire Fighters, Harold Schaitberger.

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

**HAROLD SCHAITBERGER (President, International Association of Fire Fighters):** Morty, what can I say? Such a generous introduction, an introduction coming from someone who is really one of this nation's great labor leaders.

I want you to know, and I want you to know, Barbara and Larry, I want all of you to know, all the Executive Board members, district councils, local union leaders, delegates, brothers and sisters across the CWA, just how privileged I feel to have the opportunity to be here today and to speak with you. It was a personal honor to receive your invitation, Morty, to be here with you, and I am very grateful for that opportunity.

I want to tell you something about your leader, a man whom I not only admire greatly, but someone who has taken the time to be a mentor to me, to help guide a new, young general president through some of the hurdles, some of the issues, and helping me better understand the federation and how to utilize whatever skills God gave me to try to make the lives of my members just a little bit better. He is a lion of labor. He is one of the forward thinkers of our great movement.

Morty has done more than just look into the future. He has worked hard to bring your union there, and he has succeeded. He has done so with a strong team, Barbara, Larry, Brother Ed Fire, leaders like my personal friend for over 20 years, Bill Boarman, an effective Executive Board, and a committed membership.

Every member in CWA should be proud of the progress your union has made under President Bahr's leadership. You should be proud of the growth and diversity of your members, your union's solid commitment to human rights, its fight for equality for all workers, and dedication

to advancing the growth of manufacturing and technological jobs across America.

I congratulate you, Morty and Barbara and Larry, and all of your team on your reelection. I could only hope that during the time that I am privileged to lead my union, that I can do so as effectively, as aggressively and as successfully as you have led yours. (Applause)

The fact is that the letters CWA stand for many things that are good: principles like justice, the information age, aggressive and effective organizing and representation, strong political action, and a keen understanding of how to get things done for the benefit of workers and for all of society. All of these values are synonymous with CWA.

Yes, brothers and sisters, just as you are rightfully proud to be a part of your great union, I am proud to be here with you. I am proud to bring you the greetings from my 255,000 union firefighters, who wish you the best for a successful convention.

In trying to share some remarks this morning, it is still really impossible for me to offer any insight or vision or views without reflecting on last September 11. On that beautiful morning, all of us suffered a terrible, terrible tragedy when those terrorists, who were nothing but cowards, attacked our nation, hijacking airplanes, turning them into missiles of death, and causing unfathomable anguish at the World Trade Center, the Pentagon, and in a rural field in Pennsylvania.

Like my union, like other unions, you too lost brothers and sisters at the hands of those bastards. I, too, have a heart that breaks, a heart that brings you the condolences of a quarter of a million of my members to the families, the loved ones, the friends of those CWA members who lost their lives that fateful day.

CWA members like Mike Roberts who five years ago left the phone company to become a New York Fire Fighter and on 9/11 he died a hero, a member of the CWA and the IAFF; transmitter engineers like Don DeFranco and Bill Steckman; Port Authority employees like Deborah Merrick who fought death for 50 days before her serious burns took her from you and her family; and CWA-Guild member Daniel Pearl who died a hero in Pakistan at the hands of barbarians.

It is true that my firefighters suffered staggering losses on 9/11 and that grief has permeated our union and our suffering families with 600 children left without fathers. We have been grieving in the long months since. But firefighters also understand that any death - whether it's 343 of my members or a dozen of yours - the death of a single worker is no less important than another. (Applause)

For each of my families, for each of yours, and for all of those who lost a loved one, it is an intensely personal tragedy and a burden that they will bear for the rest of their lives. As Morty Bahr understands, as I understand, and as members of both of our great unions understand so well, we must support the families of our fallen heroes however we can, as long as it takes. That is what we are going to do. And like my union, like other unions in our great federation, you too responded to this horrific catastrophe with compassion, strength and determination.

It was the job of my members to rescue everyone they could at the Pentagon and in those Twin Towers until the countless tons of superheated steel and concrete crumbled around them and buried them in a gruesome grave. In the days, weeks and months that followed in New York and in Washington, it was the job of my firefighters to crawl into the voids under the debris, to claw through the steaming rubble, to recover the bodies and body parts of their brothers, your brothers and sisters, and the other victims of this attack. My members were driven in their efforts to return the remains of the victims to their families so that every family could hopefully have a chance for some closure.

But it wasn't just the Fire Fighters. It was other workers. It was union workers. It was Ironworkers, Operating Engineers, Laborers, and other members of the Building Trades, rigging and cutting the bent and broken steel over my members' heads, moving the rubble so they could gain access to the voids in an attempt to make one more rescue.

It was the members of the CWA, risking their own lives and their own health, from the very first minutes under the worst of conditions to restore vital communications links for the emergency workers, for city government, and for all of lower Manhattan. It was members of the Newspaper Guild and NABET who covered the unfolding story with compassion and respect, and kept a nation informed of the horror we were all facing.

It was union workers volunteering their time to feed and minister to those conducting the recovery operations. And it was our brothers and sisters across the United States and Canada who sent money, needed provisions, and their love to those working at Ground Zero.

I bring you the admiration of all of my members, and I bring you our recognition, our respect, and our thanks for the support your union gave us in our time of need and tragedy. The Fire Fighters will be forever proud to call you our union brothers and sisters. (Applause)

I can tell you unequivocally that there is no way we could have done our grim but necessary job at that site without union members from so many professions and trades. Nine and a half months after that dreadful day, you don't need me to tell you that September 11 was one of the most tragic moments in our nation's history. It was a catastrophic loss for thousands of innocent Americans, for more than 600 of our union members, and it was unquestionably the very darkest day for my union and our profession.

Fire fighting is a dangerous profession. Losing one of our own goes, unfortunately, with the job. One or two of my members are killed nearly every week, and sometimes they are killed in fours, fives, sixes, and more, like they were in terrible multiple tragedies over the last few years in places like Worcester, Houston, Kansas City, Memphis, Los Angeles, Pittsburgh, Seattle, Syracuse, or Keokuk, Iowa; and the three members we lost Monday in the Colorado wildfires. But in one day, on that ill-fated Tuesday morning in September, my union lost more firefighters than we normally lose in three or four years.

And I, for one, will never forget the first time I walked onto Ground Zero 24 hours after those towers collapsed. I have been in my profession for 36 years. I have seen the aftermath of a lot of tragedy and trauma: earthquakes, hurricanes, plane crashes, the bombing of the Oklahoma City federal building, and a number of high-rise collapses. But I have never seen anything like the World Trade Center attack, and I hope and pray that none of us ever will again.

I was stunned by what I saw. Like your members who were there in those first hours, in those first hours - in those first few days, the scene of such total devastation and destruction overwhelmed me. I just couldn't believe it. A 16-acre footprint 12 stories high, of nothing but rubble. It was a chilling site. It was like looking at an old black and white movie. It was a place devoid of color, devoid of life, except for one thing: my firefighters and other union members, grim faced, covered in gray dust, angry, hurting, still in disbelief at the incident they were facing, but working at a feverish pitch, and doing it together, arm-in-arm, shoulder-to-shoulder, as trade union members. (Applause)

I will never forget the stench in the air or the taste of pulverized concrete in my mouth. And I will never forget the pain and sorrow I saw on the faces of my members and so many other union members. As hard hats and fire helmets were removed in respect, dead silence would prevail over the site for a moment while we would bring out yet another victim from that hellish mass grave.

But I also saw the faces of tough, tired, strong-willed trade unionists working with single-minded determination to do whatever was necessary to get the job done.

It was a sad place, a terrible place, and in many ways a place created by evil. But for all the evil we witnessed on that ominous day, for all of the pain and all of the sorrow, we also saw the strength, the courage, the commitment. We saw what is best about our country and our society, the sense of duty that bonds us together as Americans and as union brothers and sisters.

None of us were prepared for a tragedy of such epic proportions. But union members from across our spectrum of professions and trades responded as they were trained to respond, with

the skills they learned as union workers. Trade unionists, patriots, all working together, working harder than they ever worked to get the job done. I was so proud at that moment of horrible grief to witness Ground Zero and all of lower Manhattan as one huge union job after that attack. We showed New York and the nation just how union skills, union jobs, and union work can make the difference. (Applause)

Who else but members of the CWA could have restored the complex communications systems needed to get the New York Stock Exchange, one of the critical engines of our nation's economy, back up and running in six short days? Watching your workers rewiring, pulling cable up that Horizon Building right at Ground Zero, was an unbelievable sight.

So I say to you, brothers and sisters, let's not allow America, or our decision-makers to forget that kind of duty, and to get that kind of work and that kind of dedication. Let's not forget that their work and service and commitment on 9-11 hasn't come without a price, both emotional and physical. Many of our union members have received counseling and many more still need it to put those haunting experiences behind them, to try to heal some of those horrible scars that have been left.

Hundreds more are now suffering from coughs, asthma-like symptoms and ill effects of noxious fumes, the asbestos, the mercury, and other toxic agents at the World Trade Center site that all of our people were exposed to.

The fact is that many from our unions who have been at Ground Zero are likely going to be suffering future health problems. They are not going to be apparent right away. They are going to come to the forefront, unfortunately, at least years down the road. That is why we must stand together to ensure that our people receive the medical monitoring and the medical treatment that they need and they deserve. (Applause)

We must stand together to make sure that they are provided with the benefits that they are entitled to in order to deal with these future health problems. Despite these health dangers, did anyone see any of our members hesitate to do their work? You can bet your ass no one did because my members and CWA members and union members and building trade members never stopped their job on that site, not until it was done. (Applause)

Your members continue to work night and day to rebuild New York's communications infrastructure. They are working at Ground Zero, the place that my members called "the dig," the pile that epitomizes what is good about this great country of ours and what our union movement is really all about.

I believe the public developed a greater appreciation for unions and union workers for what we have all done in New York. The valiant efforts of our members at Ground Zero have given new strength and have given new meaning to the word solidarity. Even the most anti-union politicians have to acknowledge that.

I want to tell you in the weeks and months since September 11 we have heard a lot about heroes and patriotism from politicians. I'm here to tell you that there is no greater group of American heroes or patriots than the union members in New York and the members in this convention hall. We and you are the true patriots in this country and our patriotism has been epitomized very simply in the photo of my three firefighters raising the flag at Ground Zero. It's also in the banner hung nearby your local union in a mangled Verizon cable vault where the letters CWA simply spelled, "Can't Whip America." That is patriotism. (Applause)

All of our members, all of our brothers and sisters have shown the world, have shown those terrorist sons of bitches what patriotism is all about, what bravery is all about, what heroism is all about. They have us to deal with, and I'm proud of the work that you and our people have done. (Applause and cheers and whistles)

So I say to you that we must use this newfound recognition to work together as never before, to galvanize and reenergize our union movement; to recommit to our individual and mutual goals, and to advance the interest of America's labor movement for all workers.

The politicians who exert so much control over our jobs and our lives have been singing your praises, have been singing our praises for the last nine months. They are calling my people heroes, the fiber of their community, the backbone of the neighborhood. Well, I know all too well just how short a memory too many politicians have, and as far as I'm concerned I am prepared to tell them I don't want any more of their praise, and I don't need any more of their plaudits. I don't need their homilies and I don't need their prayers, and I sure as hell don't need their lip service. But I'll tell you what I do need, and what we all need. We need to demand that those elected officials understand that it is time for them to give our people what they deserve. (Applause)

They need to support our initiatives to protect the health and safety of our members. They need to promote, not restrict, your efforts to increase competition and bring high-tech broadband Internet communications networks to more Americans. We need politicians that are going to help us create good union jobs for your members and my members, and not expand phony tax breaks for corporations and businesses, for those that are building on our retirement plans. (Applause)

Politicians need to fight with us against the efforts to lower skill standards in your professions and in mine, and they need to join with us in ensuring that men and women of all races and all creeds have an equal opportunity in the workplace.

And Larry Craig, well, I'm going to tell you about Larry Craig. He is up for reelection, and I am going to use the political will and the political money against any member who the political plaudits say can't be touched. I can promise you this: In Idaho this fall he's going to be sick of seeing me and my political action in Idaho, because we are going after him and we are going to kick his ass if we can. (Applause and cheers)

We need to let the politicians know that your union and my union are serious about what we have been preaching for some time. They are either with us or they are against us. (Applause) There is no in-between as far as I am concerned. And we are prepared to stand with those that are with us, incumbents and challengers alike. If they play ball with us, we will play ball with them. If they stand up for America's working families, we will stand with them.

We are also going to make sure they know that not only are we going to turn our backs on our enemies, we will use our combined power, all our might, all we can to send those who are not with us back home to stay. We can't let ourselves be divided. We can't let them pit men against women and women against women. We can't let them pit black and brown against white. We can't let them pit the trades against industrials, the public sector against the private sector, the white collar against the blue collar.

We are all trade unionists. We are all working in solidarity together. We have to always focus on the same guiding mission and goal. I am confident that we are going to prevail because of our strength, because of our dedication, because of our commitment to our members, because of our duty to our nation, and because we are right.

CWA members and all union members stood by my fire fighters at Ground Zero every day. I thank you. I thank you from the bottom of my heart for that. But saying thank you, no matter how many times, I don't think is good enough. So I pledge to all of you today, I pledge to you, Brother Bahr, and I pledge to your officers that this nation's union firefighters, my members, are going to stand with you come hell or high water. (Applause)

Fire Fighters received a lion's share of recognition for what they did on 9-11, but we know and I know that there were many heroes that day and in the days and months that followed. I salute your heroes. I salute your members, and I promise you that we will be there for you. Whenever and wherever you need us, you call and we are going to respond to you just like you and the rest of the labor movement responded to us. (Applause) The Fire Fighters are never going to forget it and I will never forget it. (Applause)

Let me close with one last thought. There are going to be a number of beautiful memorials and tributes that are going to be built and erected to honor those that we have all lost. Their names are going to be etched in magnificent marble and limestone walls. There are going to be

beautiful bronze statues that are going to be put in place to immortalize the names of our fallen. But I think we need to do a lot more than just build physical remembrances and physical memorials. I think we need to build a living memorial, one that will see the issues of our members advanced.

Everyone in this room, every single one of us, through election or appointment, has been given an awesome responsibility by our members really to just do a few fundamental things for them, the reason we all exist: better their lives and livelihoods; advance them up the economic ladder; make their jobs safer; provide them with the care to allow them to enjoy good health; make sure that their retirements are generous, sound and secure. To succeed in these goals will be a living memorial, one that will really withstand the test of time. It will honor those who have passed on. It will lift those who are working today, and it will create a brighter future for those generations that will follow all of us.

We can build this living memorial, but only if we unify, only if in solidarity we really work together to keep our eyes on the ball, working to build this great labor movement even greater than it is today. And I believe we can do it. We are going to do it, and we are going to do it together.

May God bless our families who have lost their loved ones and give them strength. May God bless each and every one of you, and may God bless America. Thank you.

... The delegates stood and applauded at length, after which an emotional film entitled "We Shall Never Forget," about the horrendous attack by terrorists on September 11, was shown to the delegates. It listed the names and pictures of CWA members who died in the attack that day. The delegation was then led in singing a very moving rendition of "America the Beautiful" led by CWA staffer Debbie Thomas. The delegates joined hands swaying in rhythm to the music as they sang with her ...

**SECRETARY-TREASURER EASTERLING:** On behalf of all of us, we want to present to President Schaitberger a symbol of freedom with the inscription, "Honor and Courage. CWA salutes our Fire Fighter brothers and sisters whose courage and heroism have inspired all Americans. Presented to Harold Schaitberger at this 64<sup>th</sup> CWA Convention." (Presentation - Applause)

**PRESIDENT BAHR:** I think you all will agree with me that our labor movement is in good shape and in good hands with leaders like Harold Schaitberger, and we are so grateful that he took time out of his schedule to spend this morning with us. And I know I speak for you when I reciprocate what he said to us, that anyplace, any nation, wherever there are Fire Fighters in need, CWA members will be there to help. Thank you, Harold. (Applause)

Would the Appeals Committee please come to the platform. Oh, you guys snuck up on me!

The Appeals Committee members are:

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

Paula Lopez, Executive Vice President, CWA Local 1105; Ray J. Flores, President, CWA Local 6132; Linda Hemmerling, President, CWA Local 7400; Fred T. Garrity, Jr., President, IUE-CWA Local 81244; Rick Short, President, CWA Local 4103, Chair.

The Chair recognizes the Committee.

**DELEGATE RICK SHORT (Local 4103, Chair, Appeals Committee):** The Appeals Committee convened June 13 through June 16 at the Las Vegas Hilton Hotel in Las Vegas, Nevada, for the purpose of receiving and disposing of appeals in accordance with the CWA Constitution and the Internal Appeals Procedures of the union as established by prior convention and the Executive Board.

The Committee was available to meet with interested parties on June 16 and June 17

between the hours of 2:00 p.m. and 6:00 p.m. Outside of these hours, the Committee was available by appointment.

I would like to thank Committee members Ray Flores, President of Local 6132; Fred Garrity, Jr., President of Local 81244; Linda Hemmering, President of Local 7400; and Paula Lopez, Executive Vice President of Local 1105, for all of their hard work in reviewing these appeals. The Committee gives special thanks to Doug Thompson, Administrative Assistant to the District 2 Vice President, for his patience, assistance and hard work.

At this time, Committee member Ray Flores will read Appeal No. 1.

**DELEGATE RAY J. FLORES (Local 6132):**

## **APPEAL 1**

On November 25, 2001, John H. Black, vice president of Local 1103, appealed the decision of the CWA Executive Board not to arbitrate Grievance G00-005961. The appeal was filed on behalf of member Charles Dinegar, who was terminated May 2000.

The grievant, Charles Dinegar, was employed by Bell Atlantic (Verizon) as a field technician and had approximately 10 years and four months of service at the time of his termination. The company's reason for termination was "establishing fraudulent telephone service" in violation of the Code of Business Conduct.

The file indicates a customer complaint was the result of a security investigation of C. Dinegar. The grievant, C. Dinegar, resided at 656 Courtland Ave., Bridgeport, Connecticut, in the Bassick High School area. The grievant's daughter was to have lived at a friend's residence so that she could attend school in the Greenwich High School area. The grievant claims he secured the residence owner's permission to provide telephone service to his daughter under his name at 11 High Street, Greenwich, Connecticut. The grievant got a service order issued for the residence, initiated the connecting service, collected the bills at the residence in question, and paid the bills for such service. The file clearly indicates that C. Dinegar did not reside at this location and the owner of the residence states that the grievant did not have her permission to install service at the same location. When the owner of the residence was aware of the grievant's actions, she demanded that the service be disconnected, which was not done in a timely manner.

Because of the facts involved, the Committee agrees with the Executive Board in that the grievant's actions created a false entry in the company's records, which established a fraudulent service. Therefore, the Appeals Committee recommends the decision of the CWA Executive Board be upheld and the appeal be denied.

... The motion was duly seconded ...

**PRESIDENT BAHR:** You heard the motion seconded. There is no delegate at a mike. All those in favor of the Committee's recommendation, indicate by raising your hands. Down hands. Opposed by like sign. The motion is adopted.

The Committee.

**CHAIR SHORT:** Committee Member Garrity.

**DELEGATE FRED GARRITY, JR. (Local 81244):**

## **APPEAL 2**

On November 25, 2001, John Black, vice president of Local 1103, appealed the decision of the CWA Executive Board not to arbitrate Grievance G00-005961, the dismissal of Ron Hanlon. The grievant had been an employee of Bell Atlantic (Verizon) for 19 years when he was dismissed for theft.

By Hanlon's own accounting, he did report to his first work assignment of the day, and subsequently, after being paged by a non-Bell subcontractor, he went miles out of his way from his next assignment. Hanlon was observed at this location by a Bell Atlantic foreman who proceeded to enter the home and witnessed Hanlon splicing Bell Atlantic-owned wires for the subcontractor.

Upon being discovered by the foreman, Hanlon requested leniency. He was suspended pending review, and was subsequently terminated.

The company provided samples of wire from the actual site and eyewitness testimony to the work performed. Evidence was presented that Hanlon owned his own alarm installation company outside of his Bell Atlantic (Verizon) employment. Multiple witnesses viewed Hanlon taking non-company tools and material from out of his company truck upon termination.

Upon careful review of the facts, the Appeals Committee sees no reason to overturn the Executive Board's decision not to arbitrate. The Appeals Committee therefore recommends the appeal of John Black be denied and the decision of the CWA Executive Board be upheld.

... The motion was duly seconded ...

**PRESIDENT BAHR:** You heard the recommendation. There is no one at a microphone. All those in favor of the Committee's recommendation on Appeal 2, indicate by raising your hands. Down hands. Opposed by like sign. The Committee's recommendation is adopted.

The Chair recognizes the Chair of the Committee.

**CHAIR SHORT:** Committee Member Flores.

**DELEGATE FLORES:**

### **APPEAL 3**

On March 21, 2002, Frederica Rollins, a member of Local 1105, appealed the decision of the CWA Executive Board not to arbitrate Grievance E-01-0218.

Rollins, the grievant, is employed as a special assistant by Verizon and has more than 20 years of service. The grievant formerly worked as a representative. The grievant was demoted from the representative title to the present job title on December 30, 2000, due to a medical restriction wherein the grievant was unable to perform the work of a representative. The Health Impairment Committee policy allows an employee with medical restrictions to be considered for a lateral transfer or a downgrade within 90 days. The grievant claims that:

1. Other employees were not downgraded immediately upon expiration of their 90-day period to find another job as the grievant was, and
2. The grievant was not reasonably accommodated.

The grievant claims that she was being racially discriminated against because the other employees who were not immediately downgraded after the expiration of their 90-day search for another job were white. When the grievant brought the preferential treatment to the attention of the Human Rights Commission, the white employees were downgraded, thus the issue became moot.

Furthermore, in Rollins' appeal letter to President Bahr, dated October 17, 2001, she stated that Keith Edwards, president of Local 1105, advised her that the company was willing to resolve her grievance by offering her a representative position, which would have restored her to her previous title and pay. Rollins refused to accept that settlement offer.

Because of the facts involved in this case, the Committee agrees with the CWA Executive Board and recommends that this appeal be denied and the decision of the Executive Board be upheld.

... The motion was duly seconded ...

**PRESIDENT BAHR:** You heard the Committee's recommendation. On Microphone Nb. 5, Delegate Burcham.

**DELEGATE THOMAS O. BURCHAM (Local 84840):** I have a question about Appeal 1 and Appeal 2. It seems they have the same grievance number. I just want to know if that is a typo or--

**PRESIDENT BAHR:** The Committee will check it. If it's a typo, they will correct the record.

**DELEGATE BURCHAM:** All right. Thanks, Morty.

**PRESIDENT BAHR:** Microphone No. 5, Delegate Jones.

**DELEGATE DIANE JONES (Local 4309):** On Appeal No. 3, it is unclear to me as to what the grievant would be satisfied with or what she is requesting.

**DELEGATE FLORES:** The grievant was requesting that she be restarted at her old position without any loss of pay.

**PRESIDENT BAHR:** You are entitled to a second question.

**DELEGATE JONES:** That's okay.

**PRESIDENT BAHR:** No one else cares to speak. All those in favor of the Committee's recommendation, indicate by raising your hands. Down hands. Opposed by like sign. The Committee's recommendation is upheld.

**CHAIR SHORT:** Committee Member Hemmerling.

**LINDA HEMMERLING (Local 7400):** Keith Edwards, President of CWA Local 1105, has notified the Appeals Committee that this grievance has been withdrawn.

**PRESIDENT BAHR:** Okay, go ahead.

**DELEGATE HEMMERLING:**

## **APPEAL 5**

On July 9, 2001, Kay L. Young, a member of Local 2222, appealed the decision of the Executive Board not to arbitrate several grievances from 1996 and 1997.

In May 1996, Young was suspended for five days for unauthorized overtime and insubordination. The union agreed to arbitrate this grievance. In December 2000, a settlement was reached short of arbitration to make Young whole but not to clear the record of her suspension. Young appealed the decision to settle the grievance.

On May 24, 1997, Young received a 10-day suspension and two warnings, which she grieved.

Young had a long history of misconduct and an excessively poor attendance record. She was at step six of the attendance policy. She was given numerous warnings and several suspensions, and did not grieve any of these.

While on suspension, she entered the company's premises at 3:30 a.m. without permission and left a check written to the company on her supervisor's desk. The bank returned the check for insufficient funds. She was terminated for passing a bad check. This was the second time she had repaid the company with a bad check. Young grieved the termination. Young had far exceeded the company's absence rules and she has never repaid the loan as directed.

In April 2000, Vice President Pete Catucci denied her grievance for arbitration. No appeal of this decision was filed within the period set out in the Constitution, or at any time until March 2001, some 10 months later. President Bahr and the Executive Board ruled that her appeal was

untimely and not properly before them. The Appeals Committee agrees that this appeal was untimely.

The Appeals Committee also agrees with President Bahr and the Executive Board, that Young's appeal of the 1996 suspension is moot, in light of the favorable settlement which was reached.

After careful review and consideration, the Appeals Committee recommends the appeal of Kay L. Young be denied and the decision of the Executive Board be upheld.

... The motion was duly seconded ...

**PRESIDENT BAHR:** You have the Committee's recommendation on Appeal 5. There is no delegate on the mike. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. The Committee's recommendation is adopted.

**CHAIR SHORT:** Committee Member Lopez.

**DELEGATE PAULA LOPEZ (Local 1105):**

## APPEAL 6

On November 6, 2001, Michael Johnson and Donald Balsinger, members of Local 7901, appealed the CWA Executive Board's decision not to arbitrate their promotion bypass grievances.

Both grievants are employed by Qwest Communications as assignment consultants and were not selected for a facility specialist position. District Vice President Thompson denied their appeal on March 1, 2001. An e-mail message appealing Vice President Thompson's decision to President Bahr was sent on April 12, 2001. Letters of appeal followed on April 27, 2001, and May 1, 2001. President Bahr denied the appeal as untimely according to the Internal Appeals Procedures of the CWA Constitution. The Executive Board agreed that the appeal was untimely.

After careful review of all documents, the Appeals Committee recommends that the decision of the CWA Executive Board be upheld and the appeal of Michael Johnson and Donald Balsinger be denied.

... The motion was duly seconded ...

**PRESIDENT BAHR:** You have the Committee's recommendation on Appeal 6. No delegate at a microphone. All those in favor of the recommendation indicate by raising your hands. Down hands. Opposed by like sign. The Committee's recommendation is adopted.

The Committee.

**CHAIR SHORT:** Committee Member Hemmerling.

**DELEGATE LINDA HEMMERLING (Local 7400):**

## APPEAL 7

On July 16, 2001, member Melvin McConaughy of CWA Local 13302 appealed the decision of the CWA Executive Board that the actions of Local 13302 were in compliance with the CWA Constitution.

The complaint centers around whether two groups of US Airways employees, the Baggage Call Center Agents and the Dividend Miles Service Representatives, are covered under the existing CWA/US Airways collective bargaining agreement.

The initial representation election of US Airways was held in 1996. The National Mediation Board ordered US Airways to provide a list of eligible employees. The list provided by US Airways excluded the Dividend Miles Service Representatives group, claiming that theirs did not meet the

test to be included under bargaining unit work. The Baggage Call Center employees would not be formed as a work group until 1997.

CWA was forced to have three representation elections. The same list which excluded these two groups was used in all three of those elections. CWA won the final election in August of 1999.

When it came to CWA's attention that US Airways had wrongly excluded these two groups, CWA petitioned the National Mediation Board to include these groups in the bargaining unit. In December 1999, the National Mediation Board ruled that these groups are covered by CWA's certification and had only been excluded during the election process by US Airways' wrongful actions.

After the findings of the National Mediation Board, US Airways refused to recognize or include these groups within the contract without a letter of agreement from CWA specifically covering these units and bringing them under the contract. McConaughy's protest is this letter of agreement.

McConaughy's issues were:

1. The employees' start dates with the company became their seniority dates under the contract, and

2. The decision by Local 13302 to allow them to vote on its bylaws before US Airways recognized these two units as having the full protection of the contract.

In a letter to Mr. McConaughy, President Bahr explained that these employees were always part of the group. They were wrongly excluded from the list by US Airways. President Bahr also explained that the vote on the bylaw change was held in May of 2000, long after the National Mediation Board ruling.

After careful review of the file, the Appeals Committee recommends the appeal of Melvin McConaughy be denied and the decision of the Executive Board be upheld.

... The motion was duly seconded ...

**PRESIDENT BAHR:** You have the Committee's recommendation on Appeal 7. No delegate cares to speak. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. The Committee's recommendation is upheld.

**CHAIR SHORT:** Committee Member Lopez.

**DELEGATE PAULA LOPEZ (Local 1105):**

## **APPEAL 8**

Bertram Powers, appellant and former president of Local 14156, appealed the May 23, 2002, decision of the CWA Executive Board denying his appeal and upholding President Bahr's decision.

Powers argues that the Local 14156 elections should be rerun because he and other retirees who did not pay the CWA per capita nor the Sector Mortuary Fund dues were not allowed to vote or run for office.

Appeals and complaints against a CWA Local are covered by the CWA Constitution Internal Appeals Procedure. Only members in good standing in the union are eligible to file appeals or complaints.

Powers has not paid dues to the Sector local or CWA since he left office in 1998. The local makes payments for the mortuary benefit on his behalf. The central issue in this appeal is whether Powers is eligible for membership in the local or CWA.

President Bahr wrote a letter on October 18, 1993, to all Sector local presidents and

secretary-treasurers advising them of the Executive Board's interpretation of the merger agreement between ITU and CWA in 1987 on the long-standing practice of the former ITU that permitted locals to pay retirees' dues out of local union treasuries. President Bahr's letter stated in part:

"This letter is to advise all Sector locals that effective January 1, 1994 Sector retirees must pay the \$1 per month Mortuary Fund payments themselves if they wish to continue to vote and participate in local union matters. If after January 1, 1994, locals wish to continue to pay the retirees Mortuary Fund payment, they may do so; however, the retirees can no longer vote or participate in local union matters.

"Further, effective January 1, 1994, Sector locals can no longer pay the additional \$1 payment to CWA from the local union treasury. Sector retirees who wish to remain full members of CWA must also pay the additional \$1 per month themselves."

President Bahr's letter was published in the local newspaper, the Bulletin, in the spring 1994 issue. There was no challenge to the 1993 Executive Board interpretation and it is binding on all Printing, Publishing and Media Workers Sector Locals of the Merger Agreement.

After careful review, the Appeals Committee recommends that the CWA Executive Board's decision be upheld and the appeal be denied.

... The motion was duly seconded ...

**PRESIDENT BAHR:** You heard the Committee's recommendation on Appeal 8. There is no delegate at a microphone. All those in favor indicated by raising your hands. Down hands. Opposed by like sign. The Committee's recommendation is adopted.

The Committee.

**CHAIR SHORT:** Committee Member Garrity.

**DELEGATE FRED T. GARRITY, JR. (Local 81244):**

## **APPEAL 9**

On June 18, 2002, Steve Butcher, a member of Local 4818, appealed the Executive Board's decision not to arbitrate his dismissal grievance.

After reviewing the evidence, the following was determined: On October 3, 2001, the grievant was involved in a scuffle with a fellow employee that escalated when two supervisors attempted to address the situation. Butcher grabbed one supervisor and slapped a second supervisor in the face. (Applause and cheers) Butcher had 19 months of service when he was terminated for multiple violations of the Ameritech Code of Conduct.

Upon careful review of the evidence presented, the Appeals Committee finds no reason to overturn the Executive Board's decision. Therefore, we recommend that the appeal be denied and the decision of the Executive Board upheld.

... The motion was duly seconded ...

**PRESIDENT BAHR:** I agree with the applause, but unfortunately the arbitrator would not. (Laughter)

You heard the Committee's recommendation. There is no one at a microphone. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. The Committee's recommendation is adopted.

Please join me in thanking the Committee for their hard work in dealing with all of these appeals. (Applause)

Would the Resolutions Committee return to the platform, please.

The Secretary-Treasurer will make some announcements first.

**SECRETARY-TREASURER EASTERLING:** There will not be an SBC caucus after the convention. There will be a meeting of ALLTEL delegates 15 minutes after adjournment in Pavilion 11. That would be at the Hilton Hotel.

I wanted to recognize especially the NABET people, of course, that put together the Memorial, but especially Don Jernigan, who spent a great deal of time doing that, and also to recognize Debbie Thomas, who led us in the song. (Applause)

We are following two bills that are moving in Congress, and I wanted to report them to you briefly, on Social Security.

This morning, Democrats held a press conference led by Representatives Gephardt, Pelosi, Matsui, and Frost relating to Social Security. At the conclusion of the press conference, members proceeded to the Capitol to sign a discharge petition so that debate can begin on Social Security, with a particular focus on the report filed by President Bush's Commission on Social Security. Democrats are concerned about the issue of privatization, and they hope to begin debate on that issue before the November elections.

If you need any additional information on this, you can stop by the Secretary-Treasurer's booth for it.

The other issue is on pension reform. On the heels of the Arthur Andersen debacle, yesterday the Senate Committee on Banking, Housing and Urban Affairs, chaired by Democratic Senator Paul Sarbanes, successfully reported out a bill on auditor accountability. This bill is aimed at investment firms that consult for public companies. It is called the Public Company Accounting Reform and Investor Protection Act of 2002, and it will establish new accountability procedures to protect investors who invest funds with publicly traded companies. To help ensure further accountability, the bill recommends the creation of the Public Accounting Regulatory Board that would provide additional industry, public and federal oversight.

In talks with the AFL-CIO, CWA made clear that it supported Mr. Sarbanes' bill, and the vote was 17 to 4 for a substituted bill that was negotiated Monday evening with the help of organized labor.

You should know that all committee Democrats voted for the bill, and, in addition, Republican Senators Enzi, Shelby, Bennett, Allard, Hagel, and Bunning also signed on with the Democrats. Voting against the bill were the following Senators: Gramm, Santorum, Crapo and Ensign.

If you need additional information on those bills, you can talk with the legislative staff.

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

The Chair recognizes the Resolutions Committee.

**CHAIR ISABEL PIETRI:** Thank you, Mr. President.

The Chair recognizes Sean Linehan.

**DELEGATE SEAN G. LINEHAN (Local 2252):** Would the delegates please turn to page 6 of the Resolutions Committee Report.

## **Resolution 64A-02-4** **CWA Supports Health Care Solutions**

As every labor union that has bargained this year knows, health care costs are rising. A recent national survey pegged health insurance premium increases at more than 20 percent on average for 2003. Previous surveys have not clocked such a rapid pace, but they found health care costs rising at double-digit rates nonetheless. Rapidly increasing drug spending accounted

for more than a quarter of the total growth in health spending between 1999 and 2000 and now accounts for more than 10 percent of total health spending. In part, costs are rising because the savings generated by discounts under managed care programs have pushed hospitals and other health care providers to the limit. Providers are now resisting the deep discounts in order to improve revenue flow. These trends are having a negative impact on the access to health care and the quality of health care.

This year the number of uninsured Americans stands at about 37 million. Rapidly rising health costs are expected to put access to health insurance coverage out of the reach of millions more. At the bargaining table, employers this year are aggressively demanding benefit concessions from both active and retired workers. If these employers are successful, coverage may not be totally eliminated for these workers, but it will certainly deteriorate. Federal programs are also being squeezed. Medicare, which provides health care coverage beginning at age 65, is facing a major overhaul as Congress attempts to establish a new drug program for seniors while improving reimbursement rates for health care providers. The Bush Administration has admonished Congress that any increase in Medicare payments to fund a prescription drug plan must be offset by cuts in payments to other providers.

Medicare's past reimbursement cuts and managed care's discount pricing have hit health care providers hard. Hospitals in particular who cite lagging revenues have opted to cut labor costs by reorganizing health care work and relying on reduced staffing levels to create economies. But these are false economies. A recent study published in the New England Journal of Medicine documents that in hospitals with low numbers of registered nurses, patients are more likely to suffer complications like urinary infections and pneumonia, to stay in the hospital longer and to die from treatable conditions like shock or gastrointestinal bleeding. Shortages of nurses and other health care workers laid off or fleeing professions that have become less attractive have jeopardized the quality of U.S. health care.

Rising drug costs have created a new tourist market as buses of seniors and others in need of affordable prescription drugs hop buses to Canada or Mexico to take advantage of lower prices in those countries. Private sector drug prices in the United States are 30 percent to 70 percent more than in our neighboring countries and about twice what the federal government pays for the same drugs under the federal supply schedule. Some of the increase can be attributed to higher utilization rates as more drugs are made available and more patients use drug therapies. Some of the increase is due to over-reliance by patients on brand name versus generic drugs or other lower-priced alternatives. A portion of the rapid rise in prescription drug spending can be attributed to the huge amounts spent on marketing and advertising as well as the enormous profits raked in by the pharmaceutical companies. Large drug manufacturers have marked net profits of about 20 percent between four and five times the median profits for the average Fortune 500 company.

Other inequities persist within our health care system. For example, more than half of insurance plans don't cover prescription birth control, even when they cover other prescription drugs. In a recent court decision, the judge ordered the company-sponsored health plan to cover contraceptives on the same terms that it covers other drugs and preventive care for employees. As a matter of fact, the added cost to employers for providing such benefits has been calculated to be less than \$1.50 per month, since covering contraception can help reduce absenteeism and other medical costs related to unwanted pregnancies.

**RESOLVED:** The Communications Workers of America will work to enact a Medicare drug benefit that is adequately financed, comprehensive in coverage, and affordable and voluntary for all Medicare beneficiaries. Such a benefit must be offered through the Medicare program, and not through a private sector plan. In addition, the Communications Workers of America will support aggressive initiatives designed to rein in the cost of prescription drugs for everyone by closing loopholes that block generic competition and setting prices for drugs purchased in the United States in line with prices available in other countries.

RESOLVED: The Communications Workers of America will work to assure adequate funding for Medicare so that hospitals and other health care providers are not burdened further by cost restraints that threaten quality care. To secure the goal of improved quality of health care, the Communications Workers of America will further press for worker protections and quality care standards. The Communications Workers of America will work with other health care worker organizations to encourage legislation and public policy that will redirect health care environments and promote effective strategies to attract and retain workers to essential health care professions.

RESOLVED: The Communications Workers of America will work with the AFL-CIO and other advocacy groups to support legislation that will make coverage for contraception available under health care plans on the same terms as other prescription drugs, devices and preventive care.

RESOLVED: The Communications Workers of America remain committed to the principle of Health Care for All and participate with other coalitions and organizations committed to enacting universal health care coverage on the state or federal level. Such participation will include support of labor struggles to protect health coverage for workers and their families, support of health care worker efforts to organize and support of campaigns to protect communities access to health care.

Mr. President, the Resolutions Committee moves adoption of Resolution 64A-02-04, CWA Supports Healthcare Solutions.

**PRESIDENT BAHR:** The Committee's recommendation for adoption is in front of the convention. On Mike 3, Delegate Newman.

**DELEGATE TERRY NEWMAN (Local 7214):** President Bahr, fellow delegates and guests, I rise in support of Resolution 64A-02-4, CWA Supports Healthcare Solutions.

I would like to specifically address the inequity that now exists in providing contraceptives for our members. While most employment related insurance policies in the U.S. do cover prescription drugs in general, the vast majority do not include equitable coverage for prescription contraceptive drugs and devices.

Similarly, while most policies cover outpatient medical services in general, they often exclude contraceptive service from that coverage. This is not only costly and unfair, but sisters and brothers, it is now against the law. (Applause)

Based on an EEOC decision in 2000 and a Washington Federal District Court Decision in 2001, an employer's failure to provide insurance coverage for prescription contraceptives when it covers other prescription drug devices and preventative care constitutes unlawful sex discrimination under Title VII of the Civil Rights Act of 1964 as amended by the Pregnancy Discrimination Act of 1998.

The national AFL-CIO, at its most recent convention in December 2001, adopted a policy which promotes contraceptive coverage in all union health care plans. Experience shows that covering contraception does not raise health care costs.

As union leaders, we have the responsibility to make certain that women in CWA and the wives of our male members have the best health benefits possible including comprehensive contraceptive coverage.

I urge you to support this resolution. (Applause)

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

**DELEGATE GAIL EVANS (Local 2100):** Thank you, President Bahr.

I rise in support of Resolution 64A-02-4, CWA Supports Healthcare Solutions. As a member

of a union-negotiated joint healthcare committee in the Verizon Bargaining Unit, I have seen firsthand the negative impact the blocking of generic drug competition can create for both our active and retired CWA members.

Frequently, our members request and are prescribed by their physician brand name prescription drugs rather than the lower-priced generic alternatives. This happens because of advertising by drug manufacturing companies. Our members are inundated with brand name drug advertisements both in the print media as well as television.

When our members are diagnosed with chronic conditions that are treatable by drug therapy, our members request and their doctors are recommending and prescribing the name brand drugs they have learned about often through advertising. Higher usage combined with the high cost of those brand name drugs has stressed our contracts with prescription drug plan administrators. These increasing costs will only continue to jeopardize our prescription drug coverage.

This is only one of the reasons we must support aggressive initiatives that will slow the rising cost of prescription drugs for all CWA members. We must work to close those loopholes that prevent generic drug competition.

Fellow delegates, I urge your support of Resolution 64A-02-4. Thank you. (Applause)

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

**DELEGATE PATTY DeVINNEY (Local 1168):** I am president of the Nurses United Local 1168 in Buffalo, New York, a local of 5,000 health care workers. I am also vice chair of the New York HealthCare Coordinating Council, a council of New York healthcare locals. I stand in support of this resolution.

Please take the time to read this resolution. It is well written and accurately depicts many of the issues we all face in our work and in our personal lives.

Two years ago, I stood before this body and spoke about the disaster in health care. I am here today to tell you that the black hole has no bottom. Quality continues to decline, workers want out and recruitment efforts to these shortages will ultimately fail unless there is fundamental change in how we finance healthcare.

Every other industrialized nation has figured out a national health plan for its people. Some are more successful than others. Every other country has figured out how to regulate prescription drug costs. Only our country has a cockamamie proposal to re-import prescription drugs. This is ridiculous.

Democracy necessitates hard work and grassroots efforts. There is no magic in this reform. There is no legislator who will save us. Band-Aid solutions, one-shot gimmicks played for power and politics always come back to haunt the healthcare worker.

It is very important to understand that no one group has all the answers. We must make a concerted and cooperative effort to work with labor, the health care community and our community activists.

I am proud that last summer we in western New York participated with CWA and Jobs with Justice community activists from Los Angeles as a delegation to study the U.S. and Canadian health systems. Breaking down the myths on both sides of the border is incredibly important.

In addition, we will never see fundamental health care reform until true campaign finance reform, public financing of, is passed. (Applause)

And finally, I call upon the CWA and AFL-CIO to develop and participate in educational grassroots programs to facilitate healthcare issues from the bottom up.

Support this resolution for yourself, for your local membership and for your communities.

Thank you from the bottom of my heart. (Applause)

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

No other delegate has asked to speak. Before the convention is adoption of Resolution 4. All those in favor indicate by raising their hands. Down hands. Opposed by like sign. It is adopted unanimously.

The Chair recognizes the Committee.

**CHAIR PIETRI:** The Chair recognizes Sean Linehan.

**DELEGATE SEAN LINEHAN (Local 2252):** Would the delegates please turn to page 9 of the Resolutions Committee Report, as well as the inside cover of the Supplemental Resolutions report. I will read the Resolveds of Resolution 64A-02-5:

### **Resolution 64A-02-5 Immigration Policies**

At the 63<sup>rd</sup> Convention of the Communications Workers of America, the membership set our course on the issue of Human Rights and Immigration. We committed to support the efforts of the Hispanic Caucus of the U.S. House of Representatives, the Democratic congressional leadership, faith-based communities, immigrants rights groups, and unions of the AFL-CIO to find a viable new form of immigration legalization. Over the past year we have made progress on our agenda. It is now clearer what we should support and what we should oppose.

H-1B allows U.S. employers to bring in highly skilled foreign workers for domestic jobs where qualified American workers are allegedly in short supply. CWA has opposed the legislation that created H-1B. We were then, and continue to be, committed to training workers in the United States as the primary method of meeting the skill needs of our economy. When it became clear that the legislation would pass, we supported provisions that created a technical skills grant program as part of the legislation. Congress imposed on employers a "user" fee for each guest worker visa issued to them. Of the funds generated, 55 percent are allocated to the Department of Labor (DOL) for job training grants for technical skills training programs. The bulk of the remaining monies are dedicated to scholarship assistance in IT and other related disciplines. The fee is now \$1,000 per visa.

This H-1B program has proven to be abusive of domestic workers in several ways:

- The increase in the number of visas now is higher than any defensible level of shortages of skilled workers;
- H-1B visa holders are often paid less than other workers doing similar jobs;
- High-tech companies have pushed legislation to raise H1-B limits while they fought legal attempts to support basic labor law in regard to the use of perma-temps;
- This industry activity has occurred even while more than 200,000 high-tech workers lost their jobs in 2001 and more in 2002 in the United States; and
- This industry activity appears to be an attempt to lower local wages, make bigger profits for corporations at the expense of local communities, to break existing unions by using H-1B visa holders during strikes, and to prevent high-tech unions from forming in the first place.

To add insult to injury, President Bush's budget proposal for FY 2003 calls for the total elimination of the technical skills training program. Specifically, the administration wants to shift some \$138 million out of the current H-1B visa-generated training account and dedicate it and all future funds to faster processing of permanent foreign labor certifications. In other words, over the next several years nearly a half billion dollars earmarked for training would instead be lavished on

the alien labor certification program in order to speed employer access to still more foreign workers. Simply put, at a time of record unemployment in the high-tech industry, this action represents a complete abandonment of an essential bipartisan program to train our workers for many of the higher-skilled jobs in the new American economy-skills that IT leaders insist they currently don't have.

While we strongly oppose these abuses, we continue to support efforts to find a viable new form of immigration legalization. Every day, more than 6 million undocumented men and women - according to estimates from the U.S. Immigration and Nationalization Service - wake up and go to work, pay taxes, support their families, and contribute to their communities. Yet they are forced to live and work in fear because as undocumented immigrants they face the constant threat of harassment, deportation and abuse. Most undocumented workers work in low-wage jobs that do not attract documented workers. These jobs are often the dirtiest, lowest paid and heaviest jobs in the economy. They often do not have the workplace rights and protections all other workers enjoy and they are easy targets for exploitative employers.

In July of last year, the AFL-CIO Executive Council reaffirmed the union movement's commitment to winning justice for immigrant workers by changing immigration laws in four major ways, including permanent legal status for undocumented workers, protection from employer exploitation, family reunifications, and reform of the temporary guest worker program.

As part of that process, a grass roots movement of workers and community activists are collecting a million postcards to be sent to President Bush and the congress. The cards ask the President and the Congress to support immigration policies that reward work by giving hard working, tax paying, immigrants already in the United States the opportunity to earn legal status.

**RESOLVED:** The Communications Workers of America condemns the abuses of the H-1B program and calls for its immediate repeal.

**RESOLVED:** The Communications Workers of America shall adopt a leadership role in the AFL-CIO and American Labor Movement to seek sponsors to introduce legislation to repeal the H-1B Visa Program and oppose increases to yearly H-1B visa statutory caps, and shall educate the membership, the AFL-CIO, and the American public about these issues.

**RESOLVED:** The Communications Workers of America shall forward this resolution to the AFL-CIO for adoption.

**RESOLVED:** The Communications Workers of America opposes the elimination of the technical skills training program and will work to protect this much needed training program.

**RESOLVED:** The Communications Workers of America recommits its support to winning justice for immigrant workers.

Mr. President, the Resolutions Committee moves the adoption of Resolution 64A-02-5, Immigration Policies.

**PRESIDENT BAHR:** The Committee recommendation is for adoption of Resolution 5. At microphone No. 3, Delegate Martinez.

**DELEGATE JAIME MARTINEZ (Local 86780):** Every day millions of working immigrants go to work to support their families. Every day working immigrants are exploited and treated like second-class citizens. Every day working immigrants live in fear and face daily deportation, not knowing whether they will come home at the end of the day to their children and family. Every day immigrant workers make vital contributions to the economy. According to a recent study by UCLA, immigrants contribute more than \$440 billion to our economy. Undocumented immigrants fill scores of vital jobs that would otherwise go vacant.

I stand here in the spirit of Cesar Chavez, in the spirit of Dr. King, in the spirit of Gandhi, all who dedicated their lives for human, social and economic justice and fighting for the rights of all people, because no human being is illegal. (Applause)

I call on this Convention to take action and sign this postcard. In September we are going to take one million postcards to the White House calling on President Bush and Congress to stop giving us rhetoric on immigration and recognize and legalize the millions of hard-working immigrants and their families in America; to recognize and defend the right of the immigrant family, the right to organize, the right to life, liberty and the pursuit of happiness, and for our basic human rights. No human being is a second-class citizen, and no human being is illegal.

Let's fight for justice. Thank you. (Applause)

**PRESIDENT BAHR:** On microphone No. 1, Delegate Wilson.

**DELEGATE ROBERTA WILSON (Local 37083):** I would like to propose a friendly amendment and speak to it. The amendment is: "Resolved, that the Communications Workers of America commence to organize and welcome into our union all immigrants, regardless of citizenship status, to fight together to build power for all working families in the nation." (Applause)

**PRESIDENT BAHR:** Without objection, we'll include that as part of the main motion.

Hearing no objections, it will be so included as a friendly amendment. Thank you.

On microphone No. 3, Delegate West.

**DELEGATE JUANITA WEST (Local 89201):** Good morning. I stand in support of the Resolution 64A-02-5. You have to live where the immigrants are to know how they are treated. I had the opportunity to recently visit a company called Solectron. You can't go to the bathroom unless you ask. They only hire first-generation immigrants because they don't know their rights.

Recently there was a fire, a house fire, in San José, California. When the people started coming out, the firemen could not believe the amount of people that lived in one house. There were 14 children and 10 adults living in one house.

Immigrants need a fair wage just as we do. We like to live well, so we want them to live well also. Therefore, I stand in support of this resolution. (Applause)

**PRESIDENT BAHR:** On microphone No. 1, Delegate Cancelada.

**DELEGATE GREG CANCELADA (Local 36047):** I have a friendly amendment. Let me read it and the people can decide. It's to be inserted after the list of abuses in the resolution on Immigration Policies:

"But the targets of repeal are not the immigrant workers themselves, but the abusive of practices of United States corporations. In fact, the H-1B program has proven to be abusive of foreign workers holding the visas.

"1. Visa holders become captive workers serving at the pleasure of their employers. They face deportation if fired from their jobs.

"2. They become commodities that can be easily discarded. Once an employer decides it no longer needs this worker, the worker must scramble to find a new sponsor or leave the country within 60 days.

"3. Many of these workers have lived in the United States for years and wish to remain in this country, but the H-1B program treats them as non-immigrants. As such, they must apply for permanent residency. This lengthy process is expensive, vulnerable to employers' whims, and may be unsuccessful. Thus, the H-1B program provides inadequate protection for both foreign and domestic workers while creating great uncertainty and an exploitative labor regime for foreign workers."

The next change is to be inserted after the first resolved in Resolution 5, Immigration Policies. "Resolved: Repealing the H-1B program must be done in a manner that treats current visa holders humanely. As part of its legislative efforts, the Communications Workers of America

shall advocate granting permanent residency to these workers."

**PRESIDENT BAHR:** Is there a second to that motion?

... The motion was duly seconded ...

**PRESIDENT BAHR:** Let me put it to the Convention. Do you look at this as a friendly amendment? May I have a show of hands. Down hands. Opposed. We will consider it as a friendly amendment. No further debate is required. It will be incorporated.

**PRESIDENT BAHR:** On microphone No. 3, Delegate Adams.

**DELEGATE KEITH ADAMS (Local 4351):** Brothers and sisters, the issues are simple but profound: national security, homeland security, American jobs, and CWA jobs. The H1B Visa Program places national and homeland security at risk. We have all heard about the espionage activities of foreign nationals at Los Alamos and Lucent Technologies. Now AT&T local officers have uncovered compelling evidence that AT&T is placing national security at great risk. The company either has or is in the process of offshoring the programming and maintenance of the major engineering systems and databases.

Worse, AT&T is training foreign nationals to perform network programming and was training them to do the maintenance work for the 4E and 5E switch networks. The overwhelming majority of U.S. military, financial services, utility and transportation infrastructure, and emergency response long distance voice and data telecommunications run across the AT&T networks.

One disaffected individual, who is not a U.S. citizen, who is not an AT&T employee, and who is not working on U.S. soil, typing on a keyboard, holds countless lives of U.S. soldiers and civilians in his or her fingers. Despite the obvious risks, AT&T pursues this course merely to save money. AT&T CEO Michael Armstrong has a history of placing profits before national security. While CEO of Hughes, Inc., in the mid-1990s, he circumvented State Department regulations to sell missile hardware and technology to China.

In a 1999 report, a House select committee concluded Hughes "skirted American regulations for years in order to land deals in Beijing" and passed sensitive technical information that allowed Chinese engineers to "improve the reliability of rockets for commercial and military purposes." The information sold by Armstrong and Hughes directly aided China's missile program. Hughes and Armstrong are in part responsible for the ICBMs now sitting on China's launchpads pointing at the U.S.

Armstrong left Hughes for AT&T in 1998, just as congressional inquiry into Hughes' missile deals with China began. History may be about to repeat itself. Within the year, Armstrong hopes to complete the merger of ComCast Cable and AT&T Broadband. He will be the CEO of the new firm. As he did at Hughes, he will reap short-term profit at the expense of national security and leave the next AT&T CEO holding the bag.

Of course, when it serves him, Armstrong is a staunch supporter of national security. He is the chairman of the Business Round Table Security Subcommittee. From that platform in late February he received a great deal of credit, including White House kudos, for his proposal to build a CEO wide area hotline network. The network will allow CEOs to contact each other in the event of a terrorist attack. He has yet to explain how his hotline will function if terrorists or even that one disaffected person disables the networks. Can you picture the Fortune 500 CEOs sitting by phones that never ring? Putting Armstrong in charge of security is like putting a monkey in charge of the Federal Banana Bank.

You would think after 9-11 AT&T would be just as concerned about national security as the rest of us. You would think they would want to sit down with Congress and CWA and review the offshored systems and determine whether they pose a threat to security. But, no. Instead, they place every possible roadblock in front of Congress and CWA to prevent any access to this information.

Now they have taken to intimidation. The five locals most involved just this past Friday received a letter from an outside law firm hired by AT&T. The letter accuses us of violations of the Economic Espionage Act, whatever the hell that is. AT&T says we are spies. Get this. We are spies working for national security. Every James Bond movie I ever saw, the spies worked against national security.

Without a doubt, national security is the critical issue. But let me talk about jobs as well. For ten years, U.S. companies have abused the H-1B program to replace thousands of IT professionals and engineers. For ten years, the labor movement has largely ignored H-1B because it was not impacting their members. Not any more. Look at our union. Membership of WashTech, the CWA IT professional affiliate organization, has been decimated. GE Corp. has moved occupational call center work to India, impacting our IUE-CWA brothers and sisters. Qwest and AT&T have replaced thousands of occupational and management workers with H-1B contractors.

Even worse, AT&T prepared to use foreign nationals as replacement scabs had we struck in May. To Armstrong, breaking the union was more important than national security.

These are only the companies we know about. As sure as I am a spy--

**PRESIDENT BAHR:** Your time has run. Thank you. (Applause)

... Delegate Adams submitted the remainder of his remarks to the stenographers for inclusion in the Proceedings, as follows:

**DELEGATE ADAMS:** As sure as I am a spy, I'll bet every telecom company represented in this room has H-1B workers.

I strongly urge every local that when you go home, you get into this issue. Every Bell operating company has national and homeland security responsibilities. Find out if they are putting us at risk. If we don't protect our country and our families, who will? Certainly not the companies. But CWA will. CWA must. Nobody else is in the position to do so.

Brothers and sisters, with this resolution CWA takes the lead in the American Labor Movement to come to the military, homeland and economic defense of our country and our families. Give this resolution your full support. ...

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

**DELEGATE ROBERT CHAMBLISS (Local 9400):** Brothers and sisters, I rise to make a motion to call for the question.

... The motion was duly seconded ...

**PRESIDENT BAHR:** A motion has been made to close debate. It is not debatable. All those in favor indicate by raising your hand. Opposed by like sign. The motion has been adopted.

... The following remarks were submitted to the stenographers for inclusion in the Proceedings, as follows:

**DELEGATE STEVE TISZA (Local 4250):** CWA, the union for the information age, recognizes that the combination of new technologies and a competitive global marketplace bring both new opportunities and new vulnerabilities to our nation's critical communications and information infrastructure. The catastrophic events of September 11, 2001, have exposed serious shortcomings in our homeland security and the sovereignty of America's borders.

The Congress of the United States enacted the H-1B Visa Program and Immigration Act of 1990 with little opposition from American labor organizations. Since passage of this legislation, American and foreign global corporations such as AT&T, Qwest, TATA Consultancy Services and many others have circumvented the intent of Congress by using loopholes in the H-1B Visa Program to replace tens of thousands of American workers.

In January 2002, the Communications & Technologies Bargaining Unit became aware of the fact that an outsourcing firm from India was providing H-1B foreign nationals as contract workers to AT&T in Oakbrook, Illinois. After the initial investigation by Local 4250 and 4998, we discovered that foreign nationals were being trained by AT&T management to be used as replacement workers in the event CWA members were forced to strike against AT&T on May 11, 2002. AT&T's only response to CWA inquiries was that it was an AT&T "contingency plan" in the event CWA/AT&T workers went on strike.

After further investigation, we discovered AT&T was also training H-1B foreign nationals in White Plains, New York, and Pleasanton, California. The work the foreign nationals were being trained to perform required access to every AT&T 4E and 5E switching machine in the United States. Performing our provisioning and maintenance work would give foreign nationals the potential to access our country's military, financial utilities, transportation and emergency services which utilized AT&T's nationwide network.

We have reason to believe AT&T's contingency plan would allow foreign nationals access to its network from offshore work locations, access that could feasibly jeopardize our national and economic security. AT&T has refused to provide any CWA representatives with answers about this contingency plan and its potential threat to our national security.

We tried using the grievance procedure to get answers from AT&T. The only question AT&T answered during the grievance procedure was that the contract workers were being provided by TATA corporation. We lobbied Congress during our annual legislative conference in March 2002 regarding AT&T's training of foreign nationals and its potential threat to our Homeland Security.

Because of AT&T's refusal to answer any questions on this issue, 24,000 AT&T employees and contractors were emailed a letter requesting the information that AT&T had refused to provide. This letter was from myself and Local Presidents Keith Adams, Local 4351; Dan Danaher, Local 4998; Mary Lou Algieri, Local 1153; and Kathy Kinchius, Local 9415.

In late May, AT&T's Vice President of Labor Relations agreed to respond to CWA's concerns and questions in writing. On May 28, 2002, CWA Vice President Ralph Maly wrote a letter requesting the same information our joint letter requested, in addition to several other questions and concerns. On June 14, 2002, Vice President Maly received a condescending and inane reply from Fred Murray, AT&T's Vice President of Labor Relations, and no answers to our questions as he had promised.

Also on June 14, 2002, a Washington, D.C., law firm representing AT&T faxed Keith Adams, Dan Danaher, Mary Lou Algieri, Kathy Kinchius, and me a letter stating that AT&T believes, "Our actions may have violated the Federal Economic Espionage Act which authorizes a fine and imprisonment." And "AT&T demands that you cease and desist immediately from any further effort to solicit AT&T employees and contractors to provide you with the information you have described in your communications."

Sister and brother delegates: We will not cease. We will not desist. We will fight back. ...

**PRESIDENT BAHR:** Before the Convention is Resolution No. 5. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

The Chair recognizes the Committee.

**CHAIR PIETRI:** The Chair recognizes Bud Speakman.

**DELEGATE WALTER "BUD" SPEAKMAN (Local 13101):** Would the delegates please turn to page 10 of the Resolutions Committee report, and I will read the Resolved of Resolution 64A-02-6, Living Wage.

## **Resolution 64A-02-6 Living Wage**

The Communications Workers of America has committed to focus on helping working families attain financial stability through programs and initiatives that lessen the economic impact of rising costs.

There are currently 11.8 million workers earning minimum wage, and of those, two-thirds are women and 40 percent are the sole source of income for their households. With the federally dictated minimum wage set at \$5.15 an hour, most minimum wage workers who put in a full 40 hours a week cannot afford any type of housing in their communities.

Universal Living Wage guidelines are rooted in the concept that a person working a 40-hour week should be able to access basic housing. The living wage is determined by using a formula that is based on two federal guidelines. The first guideline is the HUD standard, which dictates that no more than 30 percent of a person's gross monthly income should be spent on housing. The second guideline is the report for Fair Market Rents (FMRs), which is established and updated annually by HUD throughout the country for each municipality and outlying area. Hence, the living wage for each area is based on the cost of minimum housing (an efficiency apartment) and is subject to change with inflation.

Universal Living Wage formulas can be implemented within current governmental standards without initiating additional studies. Since the living wage formula uses a federal standard for the percentage of income to be spent on housing and is based on the federally adjusted FMRs, the result is a plan that will allow anyone working 40 hours to obtain housing in whatever area their job resides.

The Universal Living Wage formula calls for federal implementation since some smaller municipalities may not have the numbers to successfully push for living wage legislation. With federal implementation, every worker has an opportunity for decent housing regardless of the political influence in their community.

Many cities and counties across the country have embraced the Universal Living Wage concept and have successfully enacted legislation that utilizes the living wage formula to allow honest, hardworking people an opportunity to afford decent housing.

**RESOLVED:** The Communications Workers of America, pursuant to the Economic Policy Resolution of 2001, endorse and fully support the efforts of any organization, such as the Universal Living Wage coalition, whose goal is to adjust the federal minimum wage by way of the Universal Living Wage formula that utilizes the cost of housing in individual areas to achieve a wage which ensures that any minimum wage worker who works 40 hours a week can afford decent housing.

**RESOLVED:** The Communications Workers of America will realize the importance of a wage that varies from area to area-- not only to the degree that basic housing is attainable for minimum wage workers-- and opposes any effort to further the "one size fits all" minimum wage that would leave many full-time minimum wage workers unable to afford housing.

**RESOLVED:** The Communications Workers of America calls on Congress to support the idea of available housing for all workers through implementation of the Universal Living Wage formula in a federal standardized equation.

Mr. President, the Resolutions Committee moves adoption of Resolution 64A-02-6, Living Wage.

... The motion was duly seconded ...

**PRESIDENT BAHR:** You have the Committee's recommendation on Resolution 6. On Microphone No. 3, Delegate Perez.

**DELEGATE JUDITH PEREZ (Local 9400):** Mr. President, Delegates, Alternates and Guests: CWA has a proud motto: "We are union, we are family, we are proud." To practice this motto, it is imperative to pass and work hard to implement this resolution.

Five dollars and fifteen cents an hour equates to \$206 before taxes. The only housing available to someone making this much money is living in a small storage unit. Brothers and sisters, this is a disgrace. Everyone in this room should be standing at this "Yes" mike. We live in a country where 10 percent of the population are the richest in the world, where the middle-class is stagnant, and the poor become poorer. We live in a country where the saying "money talks and bullshit walks" is a true statement. (Applause) We live in a country where Republicans preach against welfare, yet vote against a living wage.

Last year I attended a conference in San Diego, California, conducted by the State Industrial Welfare Commission on this very issue. I learned that 70 percent of people earning minimum wage are heads of households. I can't comprehend how a family of four can survive on this wage.

Shame on all of us. It's all around us, and finally we are addressing it. We must stand tall for the working poor. We must not just pass this resolution, but when we leave this Convention and go home we need to contact our Congresspersons and our Senators and lay it on the line: Either they support a living wage, or we will not support them. (Applause)

I ask for your support on Resolution 64A-02-6. (Applause)

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

**DELEGATE SHELLY M. HARTON (Local 2201):** Mr. President, Fellow Delegates, Alternates and Guests: I rise in support of Resolution 64A-02-6, Living Wage.

My local is in the heart of one of the most conservative right-to-work states in the country. Yet in spite of this, we were able to convince the mayor and the Richmond City Council to adopt a living wage of \$8.25 per hour. Hooray! (Applause)

Our success was based on joining a broad coalition of community activists, religious leaders, academics and other fair-minded citizens. I know that you, too, can repeat this success in your city, especially with the help of a universal living wage formula and a federal standardized equation.

Fellow delegates, I urge adoption of this resolution. (Applause)

**PRESIDENT BAHR:** On Microphone No. 1, Delegate Caldwell-Wilson.

**DELEGATE MARGARET CALDWELL-WILSON (Local 1087):** Mr. President and fellow delegates, I respectfully move to close debate.

... The motion was duly seconded ...

**PRESIDENT BAHR:** The motion has been made to close debate. It is not debatable. All those in favor indicate by raising your hands. Down hands opposed by like sign. Debate is closed.

Before the convention is the Committee's recommendation to adopt Resolution 64A-02-6, Living Wage. All those in favor indicate by raising your hands. Down hands opposed by like sign. It is unanimously adopted. (Applause)

We are going to depart from the resolutions for a few minutes, as our last speaker of this convention has arrived. Would the Escort Committee please bring President Sweeney to the platform.

... The delegates arose and applauded as John Sweeney was escorted to the platform ...

**PRESIDENT BAHR:** It is indeed an honor for me to introduce the president of the AFL-CIO, and a personal friend of mine.

As president of the largest labor federation in the world, he heads an organization representing the interests of 66 International and National Unions with a combined membership of 13 million workers. He does a tremendous job balancing the needs of each union while moving forward an aggressive agenda to meet the many challenges facing our movement today.

We are, for example, in full support of President Sweeney's objectives to strengthen working families by enabling more workers to join together in unions, to build a stronger political voice for working families, and to provide an effective voice for workers in the global economy. CWA shares his total commitment to organizing and political action.

John was elected president of the AFL-CIO at the Federation's convention in October 1995 and has been reelected twice since then. At the time of his election, he was serving his fourth four-year term as president of SEIU, which grew from 625,000 to 1.1 million members under his leadership.

I have known John for many years and admire his leadership, his tenacity, his vision and his inspiration, and I know of no one in the labor movement who works longer hours and harder than John does.

Under his leadership, the AFL-CIO has launched pioneering programs to expand the reach of the labor movement into every community in our nation. Throughout his service as president of the AFL-CIO, he has earned the respect of working families around the world. I am proud to present my good friend, the president of the AFL-CIO, John Sweeney.

... The delegates rose and applauded ...

**AFL-CIO PRESIDENT JOHN SWEENEY:** Thank you very much, Morty. Thank you for those kind words. Congratulations, Morty, on your reelection and the reelection and the election of your great team.

Sisters and brothers, it is great to be here with all of you again. I bring you greetings from my partners, Secretary-Treasurer Rich Trumka, Executive Vice President Linda Chavez-Thompson, and our entire Executive Council. President Bahr, of course, is a member of that Council and he has chaired many of our committees and has focused on so many of the issues that are important to you and important to our labor movement.

In the past, he has focused heavily on education issues and education policy, but at the present time he is chairing our International Affairs Committee. And never was there a time when we have had to have stronger leadership in international affairs. We appreciate your hard work, Morty, and your dedication. There is no one on our Council who is more thoughtful, more diligent, or more concerned about the entire labor movement than Morty Bahr. (Applause)

I don't want to neglect these other two great leaders who are here, Barbara Easterling and Larry Cohen. This spring I had the privilege of helping honor Barbara at a national awards dinner, where we properly recognized her lifetime of fighting for human rights and against bigotry, discrimination and injustice. And I will say it again: She is as caring and compassionate as they come, and as tough and vigilant as they come. (Applause) Yes, go ahead, Barbara deserves a real round of applause. (Applause and cheers)

Larry, I have worked with you for many years, and all I can say is thanks again for teaching us all how to organize, how to organize smarter and bigger, and how to bargain to organize. Larry, you are indeed one of the bright lights of our movement. (Applause) And if you can give us many more years of your high wattage, I think we can shine our way up to a better future.

I also want to thank not only the officers of this great union, but all of you for the support you are giving the programs of the AFL-CIO. You have been terrific in helping us reenergize our movement at the grassroots through "Union Cities," to restructure ourselves through our "New Alliance" initiative, and to focus our efforts to guarantee every American the freedom to choose a Voice@Work by organizing a union. You have been there every time we asked, and I thank you from the bottom of my heart.

Brothers and sisters, it has been almost a year since I spoke at your convention, and I am delighted to be back with you here today. And what a year it has been; a roller coaster of joy and grief, of victories and defeats. Certainly all of you in this union have a great deal to celebrate, and you should. Big bargaining wins like Cincinnati Bell; and that grueling 11-month strike at New Era

Cap Company (applause); great organizing victories in Arizona, Illinois, Maryland, West Virginia, New Jersey, Virginia, and Illinois; and those terrific Cingular campaigns in really tough territory like North Carolina, Tennessee and Oklahoma.

I don't think a week goes by without me getting a personal note, just a three-line note from Morty Bahr with some press clipping or some election results or some success in an organizing drive. And the latest one I got, which I have in my folder here, Morty just writes, "Another win. Morty." And I really appreciate that kind of information. But it also shows his interest and dedication and commitment and making sure that we know all the good work that you are doing. I don't think I have ever seen a better political performance than the one put on by the 40,000 CWA members in New Jersey where we now have a genuine labor governor. (Applause)

Sisters and brothers, this year has also been one filled with sadness and horror. And I want to commend CWA and your President and all your officers for what you did following the terrorist attack on the World Trade Center and the Pentagon. I won't repeat what has already been said, and I know that Harold Schaitberger was with you earlier, and all the special tributes.

But I want to echo the words of Richard Grasso, the CEO of the New York Stock Exchange, who noted that it took more than 100 years to build their complicated communications system and that it was a miracle that the skilled professionals of CWA had it back up and working in six days. You deserve a lot of credit. (Applause) Thank you for that. Thank you for the aid and comfort you provided to the victims' families, and thank you for the tough, dangerous work you did in getting all of New York City back up and wired up.

In the weeks after September 11, all of our unions and all of our members showed what we were made of, and suddenly America couldn't summon up enough tributes for working families. Union members showed America the best of our working families: working class values, rolling up our sleeves, getting the job done, placing our community and country's needs in front of our own.

Then we discovered that while many of our leaders were celebrating workers and wearing hard hats in public, they were padding the profits of their corporate supporters in private. Instead of honoring our heroes, they were pushing policies that make workers' jobs more dangerous, working family pocketbooks more barren, and working family futures more perilous.

They are getting away with it because there is a war going on that is distracting our nation right now and muting public outrage at such manipulative politics. Under the fog of the war against terrorism, President Bush bashed working families with a fast track bill to stretch NAFTA across the entire Western Hemisphere, then handed out billions more in corporate tax breaks in a "relief bill" that left out millions of jobless workers. Yes, the Bush Administration and their big business backers talk the talk of red, white and blue, but it is clear they are blind to all but the color of green. (Applause)

In the months following September 11, we indeed began to see the true colors of the Bush Administration and its supporters in Congress. And one of the things we found out is that they are not as conservative as they claim. Being a conservative used to mean you were big on national security and tough on crime. Now it means giving all the money away in tax breaks for the rich so you have nothing left to properly fund even the FBI, the CIA, the Department of Defense, never mind Social Security, health care and education.

Being a conservative used to mean you believed in a "nation of laws and not of men," and how many times have we heard that down through the years? Today it means ignoring the laws and regulations and constitutional guarantees you don't agree with here at home, and tolerating a global economy where the only law is the law of the jungle.

The truth is, these people really aren't conservatives at all. You could call them "mercantilists," because they favor commerce over labor. Or you could call them "corporatists," because they favor profits over people. I call them thieves (applause and cheers) because they are stealing money from our families, stealing opportunity from our children, and stealing hope from our future.

In reality, the people who are calling the shots in the Bush Administration and for the Administration in Congress can't be dignified by the label "conservative." I am talking about the Cheneys and the Roves, the Armeys and the Delays, the Ashcrofts and the O'Neills-- all the Bushes and all the little "shrubs."

They aren't conservatives; they are puppets of the super rich and the multinational corporations. Whatever the rich and powerful tell them to do, they do it. Two cases in point: prescription drug relief for our elderly, and new regulations to protect stockholders and employees from the crooked accounting practices demonstrated by Arthur Andersen in the Enron debacle.

In every poll taken these days by Republicans as well as Democratic pollsters, the outrageous cost of prescription drugs is listed as one of the top priorities of American voters. But we are not going to get a genuine prescription drug bill out of this Congress or this Administration. Do you know why? It is because there are now more than 400 highly-paid lobbyists working Capitol Hill on behalf of the drug industry.

It is because the drug industry, through a phone-front organization called "United Seniors," is spending \$70 million dollars on television advertising to confuse voters. It is because the drug industry is pouring millions of dollars into the campaign coffers of their supporters. And those supporters are doing what they are being paid to do, and that is to stall and delay and give away the money we need for prescription drug coverage. It is a national disgrace.

What is even more disgraceful is that the Political Action Committee of the so-called "New Democrats" has accepted \$450,000 in drug money in the last 21 months alone. The pharmaceutical industry is a non-partisan polluter of American politics. This is serious business. Many older Americans can no longer afford the drugs they need to survive. And to my mind, that makes the promoters of the drug industry, the opponents of Medicare prescription drug coverage, no better than paid assassins, hired killers. (Applause)

In the eight months since 9-11, we have also gotten a closer look at what big business in our country is all about. We have seen corporate socialism exposed through the whining of the airlines for bailouts, and now their shameless use of our national security crisis to set the stage for concession bargaining.

We have certainly seen corporate greed magnified by what happened at Enron and Tyco. We all know what happened at Enron. A bunch of corporate pirates built a phony company and pumped up the price of its stock by manipulating energy prices and fleecing millions of consumers in states like California. Then the big executives cashed in their stock, deceived their employees and stockholders, and allowed the company to collapse into the biggest bankruptcy in our history. Thousands of employees lost their jobs and their pensions, investors lost billions, including many union and worker pension funds.

The officers and directors of Enron were aided mightily by their accountants, Arthur Andersen & Company, a supposedly reputable firm that helped the company twist and bend the rules, and then shredded much of the evidence. Everybody knows what happened at Enron, and everybody knows what needs to be done. We need to change the rules that govern not just the sale and distribution of energy, but the security of pensions and the governance of corporations and the conduct and the standards of the accounting industry.

We have a bill in the Senate that will do a big piece of just that. It is a bill authored by Senator Paul Sarbanes, the chair of the Senate Banking Committee, which would cut off most lucrative consulting work by accounting firms, set up an independent review board to oversee the profession, and impose new restrictions on stock analysts.

The bill is fighting for its life in Congress. Do you know why? Because the accounting industry has flooded Capitol Hill with more than 300 high-paid lobbyists who are twisting arms and calling in their IOUs. It's because the accounting industry contributes more than \$15 million dollars to the campaigns of its defenders every election cycle. Those defenders are doing what they are being paid to do. They are stalling, and delaying and substituting and amending and

trying to keep the Sarbanes Bill from coming to the floor for a vote.

Some people say the voters don't care one way or the other, but that is not true. In a poll taken in May by Stanley Greenberg, likely voters said that corporate accountability of the kind demanded by Sarbanes is emerging as a central theme in voter attitudes. In that poll, 86 percent of the respondents said they found either a "fair amount" or a "great deal" of truth in a statement that said, "Too many people in powerful positions are acting irresponsibly, hurting ordinary people, and they are not being held accountable for their actions."

Brothers and sisters, before you leave Las Vegas, I hope you will make a telephone call or send an e-mail to your United States Senators and to your House of Representatives member on behalf of ordinary people. Tell them that ordinary people are going to the polls in extraordinary numbers this November and that we are going to hold them accountable on Enron and that we are going to hold them accountable on prescription drugs. (Applause)

I am very encouraged about our prospects in the elections this fall. We have the resources we need, thanks to the support of CWA and President Bahr. We now have a permanent AFL-CIO political fund to help us compete with the corporations and the wealthy. We have a powerful 10-point political program that we are asking every local union to implement. It includes the kind of worksite contact, direct mail, rapid response network and phone calling that maximizes registration, education and mobilization, and we intend to use the program to dominate elections at the grassroots where our adversaries cannot match our people power, as you showed them in New Jersey in the last gubernatorial election.

We have an "AFL-CIO Agenda for All Americans" that calls for investing in our infrastructure and our workforce, keeping and creating good jobs, strengthening pension protections and Social Security, improving and protecting public education, providing health care for all, and holding corporations strictly accountable.

We have public opinion swinging our way. That poll I mentioned earlier concluded that people are demanding a return to the values of responsibility and accountability, and those are our values and they drive our issues. Most of all, we have all of you, and 13 million AFL-CIO union members and 40 million voters living in union households who are taking the hypocritical actions of the Bush Administration and Congress just as personally as we are taking the acts of the terrorists.

We are fed up with politicians who pay attention to the needs of big shots and the wealthy, rather than the needs of working families. I am talking about Democrats as well as Republicans. We are fed up with needy corporations, fed up with greedy billionaires and fed up with seedy politicians. (Applause)

This summer and this fall we are going to recognize the ordinary people who have worked so hard for our nation during this time of crisis by working even harder for them. We are going to register more voters than we ever thought we could register, walk more precincts than we ever thought we could walk, turn out more members than we ever thought we could turn out.

We are going to elect a pro-worker majority in Congress that hears our concerns and works for working families and work as never before through organizing and bargaining to build power for workers. That is the way we restore our nation to a country that respects our values and honors workers. That is the way we put people before profits. That is the way we honor our heroes and the memory of those who died on September 11.

Thank you and God bless all the good work you are doing.

... The delegates stood and applauded at length ...

**PRESIDENT BAHR:** Let me just amplify one part of what President Sweeney talked about with regard to prescription drugs, and the lobbyists up on the Hill. Today's Washington Post reports that the pharmaceutical companies are among 21 donors paying \$250,000 each for red carpet treatment at tonight's Republican fundraising gala, starring President Bush. And this is just

two days after the Republicans introduced their own prescription drug plan.

Are you surprised? Their plan is endorsed by the pharmaceutical companies. So we know darn well it is not good for the seniors.

John, thanks for being here with us. We look forward to carrying on the good fight with you every day, and right through Election Day and thereafter. Thank you so much. (Applause)

The Chair recognizes on Microphone 2, Delegate Flores.

**DELEGATE RAYMOND J. FLORES (Local 6132):** President Bahr, Executive Board, I would like to offer some information on the previous resolution, 64A-02-6. There is a formula that exists on a web page. The web page is [universallivingwages.org](http://universallivingwages.org). On the back are about fifty cities that offer a formula under an efficiency apartment or one-bedroom apartment based on the amount that it costs there, what the living wage formula would be.

An example would be, like for instance, Santa Cruz, California, where, based on the efficiency apartment, the wage would probably be about \$10.48 an hour, where in Clay, West Virginia, based on the efficiency apartment there, it would probably be \$6.40. So it is a really good formula.

Also, I need to add that Senator Paul Wellstone is going to carry this legislation if he gets enough people and organizations to commit to the petition.

So look that web page up and commit yourselves. We worked really hard on this and we are getting there.

I appreciate your time. Thank you. (Applause)

**PRESIDENT BAHR:** Thank you, Ray. I will ask the editor of the CWA News, when they write the story of this Convention and talk about the Living Wage resolution, to be sure that this is highlighted to get into every members' home as well. Thank you for calling it to our attention.

The Chair recognizes the Resolutions Committee.

**CHAIR PIETRI:** Thank you, Mr. President.

The Chair recognizes Rhonda Taylor.

**DELEGATE RHONDA L. TAYLOR (Local 3902):** Would the delegates please turn to page 11 of the Resolutions Committee Report, and I will read the resolved.

## **Resolution 64A-02-7** **The Digital Opportunity Investment Trust**

At critical turning points in our history, America was transformed by three bold public investments in an educated citizenry.

In 1787, the Northwest Ordinance set aside public land to support public schools in every new state. In 1862, in the midst of the Civil War, the Morrill Act led to the establishment of 105 land-grant colleges, which created the preeminent system of higher education and research that has made America's agriculture and industry the most advanced in the world. In 1944, the GI Bill profoundly expanded educational opportunities for the more than 20 million American men and women who fought in World War II.

Each of these public investments changed the quality and character of American life by creating, in the words of historian Stephen Ambrose, "the best-educated country in the world."

As we enter the 21<sup>st</sup> Century, America is faced with another opportunity to take a leap forward with the creation of a multibillion-dollar Digital Opportunity Investment Trust which will advance the great legacy of those earlier initiatives.

The Trust would serve as a venture capital fund for our nation's nonprofit educational and public service institutions. The proposed Trust will be financed by revenues earned from investing \$18 billion received from the mandated FCC auctions of the radio spectrum.

This use of public airways parallels the historic use of revenues from the sale of public lands, which helped finance public education in every new state and created the great system of land-grant colleges voted by Congress and signed by President Lincoln during the darkest days of the Civil War.

Modeled after the National Science Foundation and the National Institutes of Health, the Trust would be dedicated to innovation, experimentation and research in utilizing new telecommunications technologies across the widest possible range of public purposes.

It would invest in new and promising ideas and prototypes that use advanced telecommunications technologies to deliver public information and education in its broadest sense to all Americans throughout their lifetimes.

A major focus of the Trust would be to finance the development and testing of innovative models and materials for job retraining, skills training, and education in the use of new telecommunications and information technologies, an important objective of CWA.

The Trust should commission the development of online courses, training materials, archives, software, civic information, quality arts and cultural programs, and other digital resources and services of the highest standards to meet the needs of all citizens and help them gain access to the best minds and talents in our society.

**RESOLVED:** The 64<sup>th</sup> Convention of the Communications Workers of America endorses the concept of the Digital Opportunity Investment Trust and believes it has the potential to transform education, training and learning in this country. We call on Congress to enact legislation to make the Trust a reality.

The Resolutions Committee moves for adoption of Resolution 64A-02-7, The Digital Opportunity Investment Trust.

... The motion was duly seconded ...

**PRESIDENT BAHR:** You have the Committee's recommendation on Resolution No. 7.

On Microphone No. 3, Delegate Demers.

**DELEGATE WILLIAM DEMERS (Local 9400):** I rise in support of this resolution. Early in this country's history, there was no free public education for the children of working families. Labor was at the forefront of the struggle for free universal education.

The plutocratic elements of our society, then and now, would be happy with a fixed class system where the children of the aristocracy receive a quality education and become the natural heirs to management of industry, education, and government in all branches to lead and serve their own interests, while workers and their children, destined to become workers often while still children, would have no need of education unless it is for job skills that capitalists need in a workforce.

Through labor and other progressive organizations, education and the opportunity to participate at all levels of society was understood to be essential to the concepts of liberty, freedom and democracy itself. For a nation to truly be democratic, it requires an involved, interested and, above all, an educated and informed electorate.

Other speakers and resolutions have touched on the threats that come with a global economy such as corporate rule, the growing divide between the haves and have-nots, the race to the bottom, the convergence of technology, and most threateningly, the monopolization and corporate domination of the media. These issues and resolutions are interrelated.

Education of future generations is everyone's responsibility in a democratic society, not just teachers, not just parents and educators, but every member of society, and not just education in basic skills and disciplines to ensure a labor force for industry, but also a high quality, soft skill, technologically enhanced education for the advancement of a democratic society.

The purpose of this is to form a more perfect union to ensure that the children of working families of every ethnicity and economic background not only have an equitable opportunity to succeed in their personal lives in a new millennium and technologically dominated global society, but that as educated, informed members of a future society without a digital divide, and hopefully a society that values people and nature over profits; one which values democracy on the job; that understands that our Constitution and laws are meant to benefit people first and not corporations first; that values dignity and liberty and economic equity for all people.

We, in CWA, must advocate and ensure that educational funds and tools are available to the children of working families so they may participate in, preserve, and enforce democratic principles as well as adult education for lifelong learning and the same personal and social goals.

I ask your support of this resolution, as it is appropriate that this great union see that the technology that our membership is instrumental in providing is used for the betterment of all. This union truly does make a difference. Thank you. (Applause)

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

**DELEGATE SANDRA A. MARTINEZ (Local 9509):** My brothers and sisters, I rise to speak in support of Resolution 64A-02-7. Our members have reaped the benefits of our skills, training, and retraining classes, such as A-Plus, CCNA, MOUS, and many more, both online and leader led.

We have helped our members, their families, and the community at large to obtain high-paying union jobs by offering them test preparation classes. What a way for the union to have first contact with prospective members. Imagine that we, the union, can give the training that an employee needs. When hired by that employer, it's the union they remember for helping them get that job.

Brothers and sisters, the need for training programs has grown so much that our local has established a training center where all our classes are conducted. Imagine what we, as union leaders, can accomplish if this endeavor existed nationwide. I urge your support of Resolution 64A-02-7. Thank you. (Applause)

**PRESIDENT BAHR:** There are no other delegates desiring to speak on this resolution. Before the convention is the Committee's recommendation to adopt Resolution 7. All those in favor, indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the Committee.

**CHAIR PIETRI:** The Chair recognizes Ellen Rojas.

**DELEGATE ELLEN ROJAS (Local 7060):** Would the delegates please turn to page 12 of the Resolutions Committee's report. I will read the Resolveds of Resolution 64A-02-8.

## **Resolution 64A-02-8**

### **We Stand in Solidarity with Besieged Colombian Trade Unionists and We Shall Not Be Moved**

With \$1.6 billion in aid to "Plan Colombia," supposedly to fight drugs, our government is now involved financially and militarily in a 38-year old conflict that has taken the lives of tens of thousands of people and, according to the CUT (largest Colombia labor federation), since 1985 over 3,800 trade unionists have been killed and in 2001 there were 169 assassinations of union workers, 30 attempted assassinations, 79 unionists disappeared and over 400 reported threats

and intimidations.

Colombia's unions are the nation's leading advocates against transnational corporate (TNC) and International Monetary Fund (IMF) domination, the Free Trade Area of the Americas (FTAA) and for peace, human rights and economic justice, facts which make trade unionists targets for assassination, torture and dismemberment by the rightwing paramilitary AUC (Colombia United Self Defense), often acting in league with TNCs and official government forces and with almost absolute impunity from prosecution or court action according to reports of the U.N. Commission on Human Rights, the Organization of American States Human Rights Commission, Human Rights Watch and U.S. Department of State.

At present in Colombia there are 500 U.S. military "advisors," and in 2002, U.S. aid to Plan Columbia amounts to \$1.5 million per day, most to the military whose personnel and resources are supportive of and sometimes interchangeable with the paramilitaries who terrorize unionists, human rights activists, journalists and campesinos and indigenous groups. As of February 7, 2002, President Bush is asking for \$98 million more for a new initiative to "protect" an oil company pipeline, although this will openly escalate the so-called war on drugs into a counterinsurgency intervention, not unlike the steps which led to the Vietnam war.

The terror used against workers in Colombia coincides with a government/corporate union-busting campaign to break organized labor's unanimous resistance to IMF demands for "structural adjustment," amounting to privatization of public services and industries, cutting the eight-hour day and overtime pay, undercutting the minimum wage, the system of benefits for low income workers and protections against unjust firings and wholesale reductions in public employment and benefits.

The lethal violence against unionists and the impunity of the paramilitary perpetrators denies Colombian workers the right to freely associate, organize and function in unions in violation of internationally recognized standards of the International Labor Organization (ILO).

RESOLVED: The Communications Workers of America calls upon Congress to deny new funds to the Bush Administration for the Colombian military and calls upon Congress and President Bush to stop present funding until the military ceases all ties to the AUC in actual practice at every command level, and until clear progress is made in bringing to justice the paramilitary perpetrators of the thousands of heinous crimes against the people and the trade union movement, and until Colombians freely enjoy the internationally recognized workers' rights spelled out by the ILO and the condition satisfies an ILO Commission of Inquiry.

RESOLVED: The Communications Workers of America will call upon the AFL-CIO to join us in these demands upon Congress and the President as energetically as possible and to use its publications and correspondence to all unions and labor councils to generate a groundswell of action that will inform officials from Washington, D.C., to Bogota, Colombia, that American workers stand in absolute solidarity with our sisters and brothers in Colombia and we shall not be moved.

RESOLVED: The Communications Workers of America urge the AFL-CIO to continue its praiseworthy initiative in offering relief and sanctuary in this country to Colombian trade unionists under imminent threat by paramilitary death squads and to expand the fine work to endorse and call upon all affiliates to support public demonstrations of solidarity with the workers and people of Colombia such as lobbying, vigils and marches in Washington, D.C., and the July 22, 2002, demonstration at Coca-Cola headquarters in Atlanta, Georgia, in support of the human rights lawsuit against Coca-Cola brought by the United Steel Workers of America in conjunction with the besieged Colombian unionists who work for the giant transnational corporation.

Mr. President, the Resolutions Committee moves adoptions of Resolution 64A-02-8, We Stand in Solidarity with Besieged Colombian Trade Unionists and We Shall Not be Moved. (Applause)

... The motion was duly seconded ...

**PRESIDENT BAHR:** You have the recommendation from the Committee on Resolution 8.

It is my pleasure to recognize as the first speaker on this, the author of this resolution, and before he even speaks, I want to tell him in my capacity as the Chair of the AFL-CIO International Affairs Committee, this will be on our agenda.

I recognize Delegate Louie Rocha.

**DELEGATE LOUIE H. ROCHA (Local 9423):** I rise in support of the Resolution 64A-02-8, "We Stand in Solidarity with Besieged Colombian Trade Unionists and We Shall Not Be Moved." CWA Local 9423 submitted this resolution for consideration by this Convention after we became aware of the immense tragedy afflicting trade unionists in Colombia.

Since 1985, over 3,800 trade unionists have been killed, and in 2001 there were 169 assassinations of union workers, 30 attempted assassinations, 79 unionists disappeared, and over 400 reported threats and intimidation. In fact, three out of five trade unionists killed in the world are in Colombia. This is a horrible statistic that we should all be outraged about.

We should be outraged because the Bush Administration is escalating our involvement, supposedly to fight drugs. The U.S. government is now involved financially and militarily. Our government is now openly involved with a government that does not respect human rights. Also, currently the Colombian government is investigating 60 police officers in the disappearance of \$2 million in U.S. funds.

The terror used against workers in Colombia coincides with a government and corporate union-busting campaign to break Colombia's organized labor's unanimous resistance to the International Monetary Fund's demands for structural adjustments amounting to privatization of public services and industries, cutting the eight-hour day and overtime pay, undercutting the minimum wage and more.

Sisters and brothers, the lethal violence against unionists and the impunity of the paramilitary denies the Colombian workers the right to freely associate, the right to organize and to function in unions in violation of internationally recognized standards of the International Labor Organization.

Lastly, this resolution is submitted in memory of Rafael Jaimes Torra and his 16-year-old nephew, German Augusto Corzo García. They were both shot and killed on March 20 in Barrancabermeja by paramilitaries.

The killings of union leaders and others must be stopped. We also must demand that Gilberto Torres Martínez, general secretary of the Unión Sindical Obrera, be located and his life saved.

Any government qualifying for our tax money must certainly be able to stand up for the human rights of its citizens and the labor rights of its workers. Compañeras y compañeros, I urge you to support this resolution. Obreros unidos jamás serán vencidos. Workers united will never be defeated. (Applause)

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

**DELEGATE WILLIAM HENNING, JR. (Local 1180):** I rise in support of this resolution calling for solidarity with our brother and sister Colombian trade unionists. According to a news account just yesterday, the International Confederation of Free Trade Unions reported 201 trade unionists killed last year. Ninety percent of those assassinations occurred in Colombia, and most of them were in the public sector.

Colombian trade unionists operate under very different conditions than those we may be accustomed to in this country. Here are a couple of examples. There is the case of leaders of the mine workers union, employed by the Alabama-based Drummond Coal Company. Having been threatened by paramilitaries, the union leaders asked permission to sleep in the plant. That permission was denied. Later while riding on the company bus, those leaders were pulled off that

bus and shot.

Then there is the case of the Coca-Cola workers who lost six leaders to assassination. Paramilitaries entered the plant and passed out forms to the workers, resigning them from the union. They said they would be back at four o'clock to pick them up.

Of the hundreds of trade unionists murdered last year in Colombia, there have been no trials, no convictions. So Colombian trade unionists operate under very different conditions.

But despite those different conditions, we share much with our Colombian brothers and sisters. At their core, they are about what we are about: representing the interests of workers. Their fights are our fights: against globalization; against the FTAA, the Free Trade Area of the Americas; against privatization. They fight the same issues and even the same companies we fight.

So, what shall we do? The first thing to do is to stop our government aid, aid to a military so closely intertwined with the paramilitary forces largely responsible for the attacks on our brother and sister unionists that millions of dollars of that U.S. aid-- our tax dollars-- seems to have gone missing.

That same news account of yesterday that I alluded to earlier also revealed that some of the principal police figures involved in the so-called "war on drugs" activities are being investigated for corruption, for stealing our tax dollars. This corruption is widespread and reaches to the highest levels. And at a time when our country is mobilized against terrorism, we must not be supporting terrorists who are killing trade unionists.

We must also support the commendable activities of the AFL-CIO in providing sanctuary and job opportunities for Colombian trade unionists in imminent danger from the paramilitaries back home. District 1 is getting off the ground a campaign of solidarity in conjunction with CWA's Eduardo Diaz Union-to-Union Solidarity program. We hope to be able to report some important activities in the next year. We intend to have visiting Colombian trade unionists talk directly with our members and in conjunction with other U.S. based unions, bring this message deep into our communities.

Labor solidarity activities offer us a great opportunity. They are not only the right thing to do-- they are also in our interest. Colombian brothers and sisters are fighting the same issues and even the same companies we do. Their struggle is our struggle and their victory will be our victory.

I urge your support. (Applause)

**PRESIDENT BAHR:** No other delegate cares to be recognized.

Before the convention is the Committee's recommendation to adopt Resolution 8, "We Stand in Solidarity with Besieged Colombian Trade Unionists and We Shall Not Be Moved." All those in favor, indicate by raising your hands. Down hands. Opposed by like sign. It is adopted unanimously. (Applause)

The Chair recognizes the Committee.

**CHAIR PIETRI:** The Chair recognizes Ellen Rojas.

**DELEGATE ROJAS:** Would the delegates please turn to page 14 of the Resolutions Committee's report. I will read the Resolves of Resolution 64A-02-9:

### **Resolution 64A-02-9 Media Consolidation, Convergence, and Restructuring**

CWA represents more than 60,000 workers in the print, broadcast, cable, and electronic media industries.

Technological convergence, consolidation, restructuring and deregulation in the media industries are changing our members' jobs, the employers for whom they work, and the structure of the industry itself. These forces profoundly impact our members' opportunities for career advancement and employment security, their ability to produce a quality product, and the economic environment in which they collectively negotiate for better living standards and working conditions.

Consolidation is taking place across media sectors, so that six huge multinational conglomerates (GE, Disney, Viacom, AOL Time Warner, News Corp., and Bertelsmann) dominate the U.S. media and two large conglomerates (CanWest Global and Bell Globemedia) dominate the Canadian media.

U.S. and Canadian legislative and regulatory bodies and the courts have relaxed media ownership limitations and are in the process of further deregulation, facilitating even more concentration of ownership by a handful of multimedia conglomerates.

CWA employers in the media industries are responding to these changes with a range of corporate strategies. Strategies include:

- Expansion and diversification into other media sectors (The Washington Post Co. owns six TV and 18 cable stations. The Washington Post and another small newspaper, Newsweek, an electronic publishing business, and Kaplan Education Service; Dow Jones owns The Wall Street Journal, other print media, and through joint ventures, 50 percent share in the Factiva online news service and CNBC);
- Merger or acquisitions (Disney owns ABC, GE owns NBC, Fox merged with UPN);
- Swapping or buying properties to form regional clusters (particularly in cable and newspapers);
- Joint Ventures;
- Consolidation of local production, distribution, and advertising into regional or national operations.

CWA locals and media sectors have adopted a variety of organizing, bargaining, and public policy strategies to maintain and increase union power and representation in the face of this media consolidation and restructuring.

These strategies include bargaining for training on new technologies and union representation of this work; jurisdiction or card check recognition over work in corporate subsidiaries, new entities, or joint ventures; ensuring that consolidated production, distribution or advertising operations is based in union locations; and new strategies to represent more effectively independent contractors such as daily hires in the broadcast industry and independent translators and interpreters.

As media industries change and restructure, helping unorganized workers gain power through union organization is vital to maintain not only good jobs, working conditions and benefits in this industry, but also to protect quality media. Despite the hostility of powerful media employers, thousands of media workers have organized and joined CWA in recent years, including more than 3,000 cable workers.

The concentrated corporate control of the media threatens to undermine diverse and high-quality provision of news and information to the public that is essential to our democracy and to a thriving labor movement. Public policy and the union as the independent collective voice for media professionals play critical roles in maintaining independent, high-quality, diverse media outlets.

CWA public policy positions on media issues are based on the five Principles of Quality, Journalism and Responsible Media, adopted by the Department of Professional Employees, AFL-CIO in March 2002. These principles call for public policies to ensure media diversity; local

identity; just and respectful employment practices and respect for workers; rights; diverse media outlets; and editorial independence from business considerations.

Based on these principles, CWA has joined with the AFL-CIO to support continuation in the U.S. of the newspaper/broadcast cross-ownership rule that bars common ownership of a newspaper and broadcast station in the same market. No such ban exists in Canada, where CanWest Global owns the major daily newspaper and a broadcast station in almost every large Canadian metropolitan area. CWA has launched a campaign to stop CanWest Global's abuse of this media power through its current censorship policies of journalists.

**RESOLVED:** The Communications Workers of America will implement an education and mobilization program to assist Communications Workers of America media sectors and their locals in developing and sharing strategies to build union power in the face of media consolidation, convergence, restructuring and deregulation.

**RESOLVED:** The Communications Workers of America will work with community allies in support of public policies that promote quality journalism and responsible media by ensuring just and respectful employment practices and respect for workers' rights; diversity and localism in the dissemination of news and information by diverse media outlets, and financial arrangements that ensure editorial independence from business considerations.

Mr. President, the Resolutions Committee moves adoption of Resolution 64A-02-9, Media Consolidation, Convergence, and Restructuring.

... The motion was duly seconded ...

**PRESIDENT BAHR:** The motion to adopt Resolution 64A-02-9 is before the convention. On Microphone No. 3, Delegate Winton.

**DELEGATE TONY WINTON (Local 31222):** I rise in support of the Media Consolidation, Convergence, and Restructuring resolution.

Our local represents 1,600 reporters, photographers, radio and television professionals at Associated Press and UPI. We are painfully aware of how the concentration of media ownership has threatened not only our wages and benefits, but indeed the very foundation of a free and independent press that our nation depends on.

In broadcasting, for example, concentration and ownership changes have threatened to wipe out the truly independent radio station. Today, as you drive across America, you can go for miles, city to city, and never hear radio news.

FCC regulators, often ignoring their duty to manage the air waves as a public trust, instead have turned that responsibility on its head, rewarding speculators who have created a media landscape where just two companies now control most of what you hear when you are drinking your morning coffee or driving home in rush hour traffic.

This cookie-cutter, bean-counter approach to journalism is as much a problem in television and print where new technologies are seen as a way to, yes, speed the delivery of news, but also to cut the number of bodies in the newsroom. Its empire is swallowing up both TV and print publications from coast-to-coast, and is muzzling free local expression. The latest victim is publisher Russ Mills at the Ottawa Citizen, fired for daring to print editorials in his own newspaper which criticized the Canadian prime minister. Right now, members of the Citizen and Guild members across Canada are working to block this policy.

I ask for this Convention's support of this resolution. Nothing less than the public's right to know is at stake. (Applause)

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

**DELEGATE JAMES C. JOYCE (Local 51016):** Mr. President, in advance I would like to apologize for my voice. I was my usual quiet self at the rally yesterday. (Laughter)

I rise in support of this resolution. The first of two aspects that we have to concentrate on and bring the message home to our members is: media concentration. If left unchecked with the current calls for DOR regulations and FCC, it will lessen democracy in this country.

Just look at television broadcasting. There are five major entities, conglomerates that control virtually all of the television broadcasting. You have Disney, you have Time Warner, AOL, General Electric, Viacom and FOX. Do we really need General Electric, based on the remarks that President Bahr reported in that letter yesterday, controlling more and more of the media?

The other aspect of this resolution has to do with technological conversions. It has two consequences for our members, the first being, management trying to use technological advances and excuse to transfer union work to nonunion shops. I can point to an example of my brothers up at the NABET local in Buffalo, there is a new technology called hubbing, which allows station owners to control television stations from cities other than where the actual television studios are.

About three years ago, our brothers at IDB were involved in a very loud labor dispute. They were locked out by the employer. They won that dispute. So now the employer's answer to their solidarity is to shift technological jobs to nonunion stations in Indianapolis and Massachusetts.

The other aspect we have to be concerned about with technological convergence is with cross-ownership. This is currently a regulation to eliminate the cross-ownership rule of TV and newspapers. What that means is television newsrooms and newspaper newsrooms will be operated as one combined operation. That causes compromises on journalistic quality, as journalists are overtaxed.

We must get this message back to our rank-and-file. We will not let FCC regulations which result in media concentration go unchecked. We cannot let employers move jobs using technology and as an excuse. We have to get that message back to our members, and I urge your support for this resolution. Thank you. (Applause)

**PRESIDENT BAHR:** On microphone No. 1, Delegate Caldwell-Wilson.

**DELEGATE MARGARET CALDWELL-WILSON (Local 1087):** Mr. President, fellow delegates, I respectfully move to close debate on this resolution. Thank you.

**PRESIDENT BAHR:** A motion has been made to close debate. All those in favor indicate by raising their hands. Down hands. Opposed by like sign. It is carried.

In front of the convention is adoption of Resolution 8. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the Committee.

**CHAIR PIETRI:** Thank you, Mr. President. The Chair recognizes Paul Hongo.

**DELEGATE PAUL J. HONGO, JR. (Local 1298):** Would the delegates please turn to page 16 of the Resolutions Committee Report. I will read the Resolveds of Resolution 64A-02-10:

### **Resolution 64A-02-10 Retirement Security**

In the past year, America has awakened to the growing weakness of our retirement system. Not only are defined benefit pension plans on the road to extinction, but also now it is clear that America's 401(k) dream of stock market riches cannot ensure a secure retirement. Still, half of the American workforce has no retirement plan at all, except for Social Security, which, despite decades as America's most effective social program, is criticized, misunderstood and threatened with privatization.

There is perhaps no better time than now to state clearly the principles by which we in CWA

should measure proposals for the reform of the retirement system, whether in Congress or at the bargaining table.

- No retiree should ever live in poverty. Pension benefits should be guaranteed to all workers and should be sufficient to ensure that retirees can maintain the standard of living they had achieved while working.
- Social Security and Medicare provide the bedrock foundation for a just and equitable retirement. These programs must be guaranteed, reliable, secure and fairly financed.
- Savings and 401(k) plans can supplement but cannot replace adequate levels of defined benefit pensions and Social Security benefits.
- Pension trust fund assets must be used exclusively to benefit plan participants and their families. Excess funding should support critical benefits such as retiree health care, rather than to inflate the bottom line for sponsoring employers.
- Retirees must have access to high-quality, cost-effective health care throughout their post-employment years. Until a national health care system can be established, linking health insurance to employment is as logical for retired workers as it is for active employees. Retirees not yet eligible for Medicare must be able to obtain coverage through their employer and the not yet eligible for Medicare must be able to obtain coverage through their employer and the quality of that coverage must be maintained as they move from employment to retired status.

Last winter's twin bankruptcies at the Enron and Global Crossing corporations were two of the largest collapses in American economic history. As the details came out day by day, it grew ever clearer that these companies that were once darlings of the investment community, were in fact little more than a house of cards.

In mid-December, just as the Enron scandal was breaking, President Bush's Commission to Strengthen Social Security came out with its proposals. As expected, with a handpicked panel of privatization advocates, the commission supported several different approaches, all of which would replace guarantee benefits with a defined contribution scheme similar to that which failed so miserably for Enron employees.

The Enron and Global Crossing stories offer lessons for us all. Retirement security is not something the average worker ought to gamble on. But a 401(k) is the only retirement plan many workers have. Over the last 20 years, these plans have replaced defined benefit pension plans that deliver guaranteed benefits at retirement.

In 1984, there were 600,000 pension plans covering around 60 million American workers, about 50 percent of the workforce and two-thirds of those workers enjoyed guaranteed defined benefit plans. Even if the employer went bankrupt, the Pension Benefit Guarantee Corporation was there to protect employees' benefits.

By 1999, there were about 700,000 plans still only covering about 50 percent of the workforce. But now, 57 percent of those are defined contribution plans where the employer has only to make contributions and there's no guarantee of the benefits a worker may receive in Retirement. Of those plans, 65 percent are 401(k) plans where there may be an employer contribution, but the real benefits ultimately depend on luck and the level of risk the employee is willing to take.

The world of pensions is now a world of risk, increasingly borne by employees:

- CWA members at US Airways saw their pension benefits frozen in 1991, before they could fight back with union representation. Since then they've been dependent upon a combination of company contributions to a defined contribution plan and their own savings in a 401(k) plan, matched by the employer. Many US Airways members had hoped to be able to retire in their mid 50s. Now most can't afford to retire and must

continue to work even as the company threatens layoffs as it copes with a downturn in the industry.

- Local 1170 fought against the freezing of their defined benefit plan in 1996-1997, when Frontier Communications was trying to squeeze more profits out of the Rochester Telephone business. The Company unilaterally switched to a defined contribution plan making contributions in company stock. Workers were prohibited from selling their shares for five years. In 1999, Global Crossing gobbled up Frontier and all the shares changed their names. Little did workers realize what lay ahead as their savings wasted away in Global Crossing stock. Only a supplemental pension plan jointly administered by the Union and the employer offers any hope to make up for the losses our Rochester brothers and sisters have suffered.
- IBM employees have lived through multiple abuses of their retirement security: pension cutbacks in 1995, an unfair conversion to a cash balance design in 1998, and subsequent cutbacks on health care coverage for retired employees. The resulting firestorm has led to the establishment of the Alliance at IBM and contributed to the emergence of activist employee groups at numerous other companies where collective employee activity had rarely been seen before.

As it attempts to address the 401(k) problems revealed over the last six months, Congress has taken two divergent paths. Senator Edward Kennedy (D-Mass) has introduced the "Protecting America's Pension Act" (S.1992), which has the support of many unions and other popular organizations. The Republican-controlled House has passed legislation introduced by Rep. John Boehner (R-Ohio), which embodies President Bush's pension reform ideas. At best, these two proposals may meet in conference committee later this year.

The supposed remedies contained in Rep. Boehner's bill (H.R.3762) and supported by the White House are not merely inadequate; in fact, the measure would create new opportunities for abuse and manipulation. H.R.3762 will add chaos and confusion to worker investment decisions because it does nothing to eliminate the inherent conflicts of interest between the employer and those who provide investment advice for workers' stock holdings. Nor does H.R.3762 provide voice to workers in the administration of their plans. In short, H.R.3762 continues all of the current shortcomings and offers none of the needed remedies to insulate 401(k) accounts against abuses such as those that surfaced in the Enron and Global Crossing cases.

In contrast, S.1992 combines new rights for workers to guide their 401(k) accounts, establishes procedures to enable workers to gain access to impartial information regarding their accounts, as well as full disclosure if corporate executives sell their own holdings, and warning signals when an individual's account becomes overloaded in company stock. It would also require advance notice of administrative lockdowns and prohibit such lockdowns from being unreasonably long.

**RESOLVED:** The Communications Workers of America urges its members to contact their lawmakers and urge support for S.1992 and to reject H.R.3762. Furthermore, the Communications Workers of America will encourage Congress to go beyond the remedies contained in S.1992 and to pursue comprehensive legislation to expand opportunities for all workers to participate in real pension plans-- plans which would provide adequate defined benefits protected by the federal government.

**RESOLVED:** The Communications Workers of America supports worker education on topics of retirement security, pension adequacy, and supplemental savings plans.

**RESOLVED:** The Communications Workers of America supports the strengthening and improvement of the existing Social Security system, supports changes to make financing that system more equitable and more stable, and opposes efforts to divert Social Security revenues into individual accounts that will expose American workers to the insecurities of the investment market and undermine the only retirement income program on which significant numbers of workers will ever be able to depend.

**RESOLVED:** The Communications Workers of America will support efforts to reform our pension system in ways based on the principles stated above to create a stable and dependable system of retirement security that will ensure retired workers' safety and independence in their golden years.

**RESOLVED:** The Communications Workers of America continues to support the establishment of a national health care system which will rationalize the provision of care to all Americans at all ages regardless of income or employment status.

The Committee recommends adoption.

... The motion was duly seconded ...

**PRESIDENT BAHR:** The recommendation is for adoption of Resolution 10 before the Convention.

**DELEGATE SUZAN L. MILLER (Local 7777):** I stand in support of this resolution as all workers deserve the right to retire with dignity. We must be educated and politically involved in all issues that affect our members retirement.

The problems with Social Security must be addressed and corrected. Privatization is not the answer. As workers, we have built the companies that employ us. Today, unfortunately we continue to see CEOs who dismantle, manipulate and destroy our companies.

Over the past several years, many of the members of Qwest Communications have lost hundreds of thousands of dollars from their 401(k)s. Unfortunately, Joseph Nacchio will now leave his position with the security of millions he has gained over the same period. We as well have a right to a secure financial future during our retirement and the dignity that comes with that realization.

I urge you to support Resolution 64A-02-10. Thank you. (Applause)

**PRESIDENT BAHR:** On microphone No. 3, Delegate Grove.

**DELEGATE BETTY L. GROVE (Local 4404):** Thank you, Mr. President. Sisters and brothers, I rise in support of this resolution and the need to protect the retirement security of American workers.

As a pink-slipped US Airways employee, I understood personally the damage that can be done by greedy corporations who do not care about workers' retirements. Last fall, the reservation center in Dayton, Ohio, where I worked for many years, was closed by US Airways. If the company had not frozen our pension plan in 1991 before we organized, I could have retired when that happened. Instead, I am having to start a new career at a point in my life that I should be ending one.

Thanks to the efforts of my union and District 4 Vice President Jeff Rechenbach, I and others of my co-workers got jobs at SBC-Ameritech in Dayton. Most workers are not so lucky. (Applause)

That is why we need legislation that protects the retirement right of workers. Sisters and brothers, I urge you to support this resolution. Thank you. (Applause)

**PRESIDENT BAHR:** On microphone No. 1, Delegate Layman.

**DELEGATE DAVID V. LAYMAN (Local 2204):** Thank you, President Bahr. President Bahr, members of the Executive Board, fellow delegates, I call for the previous question.

... The motion was duly seconded ...

**PRESIDENT BAHR:** The motion has been made to close debate. It's not debatable. All those in favor indicate by raising their hands. Down hands. Opposed by like sign. Debate is closed.

... The following written remarks were submitted to the stenographers for inclusion in the Proceedings as follows:

**DELEGATE JOAN TROIANO (Local 1170):** Brothers and sisters, I am a member of CWA Local 1170, an employee of Frontier Communications in Rochester, New York. Frontier is a division of Citizens Communications, and just a little over a year ago it was a division of Global Crossing.

I stand in support of the resolution to support S.1992. If this legislation had been in effect prior to the bankruptcy of Global Crossing, our members and retirees would have the retirement security this resolution seeks. Instead, our 401(k) plan has been devastated and for the hundreds of CWA members who work in the Frontier units, retirement security is just a dream.

When Frontier changed our pension plan from a defined benefit pension plan to a 401(k) plan, they promised that the new plan design would give us more flexibility in determining how we wanted our retirement money to be invested. The company's contribution was made in Frontier stock, and we were not permitted to sell that stock for a period of five years.

When Global Crossing bought Frontier in 1999, all the stock that had been invested in Frontier was automatically turned into Global stock. At the time, this didn't seem like such a bad thing. Global was trading for about the same amount as Frontier and at one point, the price went up to over \$60.

When the value of Global's stock started slipping, management assured us it would soon turn around. They encouraged us to buy more.

Later, when we learned that Global was collapsing we tried to sell our stock, but we could do nothing. There was a freeze on trading. We later found out that at the time management was recommending that workers buy more stock, they were actually selling their own.

And now, even our frozen pension plan is stuck in bankruptcy court because Global's creditors are trying to keep the excess pension assets from our pension fund as a way to pay off the debt Global owes to them. Global never made a single contribution to this pension plan, not one dime. And now Global and its creditors are looking to the workers' pension fund to bail them out.

Had the safeguards of S.1992 been in place, we would have known that company executives were selling their own stock while they were advising us otherwise. Many of us would have been able to revise our investment strategies and sell some stock.

Learn from our experience. Do not let this happen to anyone else. Support this resolution and S. 1992 to protect workers and retirees...

**PRESIDENT BAHR:** Before the Convention is the Committee's recommendation to adopt Resolution No. 10. All those in favor indicate by raising their hands. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the Committee.

**CHAIR PIETRI:** Thank you, Mr. President. The Chair recognizes Paul Hongo.

**DELEGATE HONGO:** Would the delegates please turn to the third page of the supplemental Resolutions Committee Report. I will read the Resolveds of 64A-02-12:

### **Resolution 64A-02-12** **The Alliance for Employee Growth and Development**

The Alliance for Employee Growth and Development was conceived in 1986 Bargaining between CWA and AT&T. During the last 15 years the Alliance has delivered more than 10.5 million training hours, allowing over 150,000 CWA members to prepare for emerging skill needs

and qualify for high skill jobs, making it one of the most successful joint partnership training organizations in the country.

As the telecommunication industry has evolved, the Alliance has evolved with it and now serves CWA members in eight different companies nationwide: AT&T, Lucent, Avaya, Agere, OFS Fitel, OFS Brightwave, Tyco International and Solectron (A-Plus). It has developed a unique understanding of the corporate culture, CWA culture, and the needs of our members.

Not to be overlooked is the fact that unlike other joint training organizations, the Alliance is a union company. Since 1992 the Alliance staff has been represented by the CWA Staff Union. They choose to become unionized because they believe in union values, and they choose to be represented by the CWA Staff Union because they believe in CWA union values.

Even though nearly one-half of the eligible CWA members from eight partner companies use the Alliance every year, the number of members eligible has been reduced by almost two-thirds during the last 15 years. That is why the Alliance is trying to develop new opportunities with CWA-represented companies, both inside and outside the telecommunications industry. It is essential to the survival of the Alliance. It is essential to maintain the highest caliber of training throughout the telecom industry and in all the industries we represent, and it is essential to the working future of our union brothers and sisters, the Alliance staff.

**RESOLVED:** Union-represented service providers receive preferred consideration as the CWA's vendor of choice to administer joint training and education programs that serve our membership.

Mr. President, the Resolutions Committee moves adoption of Resolution 64A-02-12, The Alliance for Employee Growth and Development.

... The motion was duly seconded ...

**PRESIDENT BAHR:** The recommendation to adopt Resolution 12 is before the Convention. The Chair recognizes on Microphone No. 3, Delegate Unger.

**DELEGATE LAURA UNGER (Local 1150):** When a fellow union member asks for help, we've got to try to help. The Alliance for Employee Growth and Development was originally bargained to help train and provide educational opportunities for our members at AT&T. It's done a good job for them. In fact, for some it changed their lives.

The lives of the members of the CWA staff union who work for the Alliance are changing too. They are feeling the same effects of the problems in the industry that we are. In the beginning, when the layoffs first started, they had tons of work as they helped our members prepare for new jobs. Now the numbers of people they are servicing has decreased drastically and they are in jeopardy themselves.

All this resolution is asking for is that we give our choice of the education vendor for our members the same consideration we give when we pick a pen or T-shirt. Look for the Union Label. It's not mandating it, just saying they should be considered first. At this point, the Alliance is such a union vendor - maybe if unions look for the Union Label in education and training providers, more will choose to be union.

I have heard some criticism of the Alliance since I have been here. Let me say three things about this. First, you don't blame the workers because you have disagreements with management. Second, you don't blame all workers because you have problems with one or two. And third, even if you have disagreements with the union like we have sometimes with IBEW, you don't go to a nonunion electrician and don't cross that picket line.

I urge you to support this resolution and buy union with everything we do. (Applause)

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

**DELEGATE ANNIE ROGERS (Local 7050):** President Bahr, my question would be if you

have an issue with an associate director getting involved in issues that they should not be, how can we get that issue resolved?

**PRESIDENT BAHR:** I don't know how to respond to that question because I don't know what it pertains to. I'm sorry. I really don't.

**DELEGATE ROGERS:** Do you want me to help you out?

**PRESIDENT BAHR:** If you will.

**DELEGATE ROGERS:** Alliance No. 1, all the locals in Arizona support Alliance. Our members have benefitted from the Alliance. We appreciate the CNT office for negotiating Alliance. But when there are issues about decertifications or issues about union affairs, what we have always been told is that Alliance is to be neutral.

I don't agree with that. I think if we are calling or they are calling themselves union members, they should be supporting the union and not being neutral. When there is an issue that they get involved and they are not neutral, when they are an associate director, can you get it corrected?

**PRESIDENT BAHR:** The Alliance has a simple straightforward role, and I can tell you this because one of the proudest things I have been referred to as is the "father of the Alliance," having come up with the idea back in 1985. The Alliance has one role, and that is to deliver educational opportunities to the members we represent and those companies who are covered by the Alliance.

They are not involved in decerts, organizing or anything else. They are educators, delivering the educational opportunities. If there is any straying by anyone from that, you need just call me and I will deal with it, because that goes far beyond what they are supposed to be doing.

You're entitled to a second question.

**DELEGATE ROGERS:** I don't have one. Thank you.

**PRESIDENT BAHR:** You're welcome. On Microphone No. 3, Delegate Algieri.

**DELEGATE MARY LOU ALGIERE (Local 1153):** I have worked with the Alliance since 1989. They have helped many of our members get many jobs.

We had Detroit that used to beg us to buy American. We didn't. Come September 9, they couldn't get any parts into this country because they were made in all foreign countries because Detroit closed off all their factories.

I remember listening to that little jingle about "Look For The Union Label." We didn't. There are many sweatshops throughout this world, but not here in America.

When a company comes to us and they are union, we shouldn't question whether they are not making things right or what the problem is. That is something we should deal with them as union reps. We should back them up. And all this company is asking, all this resolution is asking, is that we go to them first or we look at them first before hiring anybody else. We should not have to be told to go to union people first.

Thank you. (Applause)

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

**DELEGATE KIMBERLY K. EGAN (Local 4034):** Morty, you sent a letter out about two to three years ago that was originated from CAEL that created the Pathways to Education Program. Would this motion in any way prohibit the use of vendors that we have already identified as exceptionally good vendors?

**PRESIDENT BAHR:** No, it doesn't. We ought to be able to go out and organize CAEL's workers. I think we have a great deal of leverage to do that.

**DELEGATE EGAN:** Could you repeat what you said? I couldn't hear what you were saying.

**PRESIDENT BAHR:** I said, no, it does not. We have a very successful program there. What we should do is use this resolution, assuming it will be adopted, as leverage to organize the workers at CAEL. I believe there will not be any resistance from the CAEL management.

**DELEGATE EGAN:** Thank you, Morty.

**PRESIDENT BAHR:** You are welcome.

No other delegate cares to speak. In front of the convention is the recommendation to adopt Resolution 12. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Please join me in thanking the Resolutions Committee for an extraordinarily good job, a lot of hard work. (Applause)

It is normally the lunch break time. I estimate we have less than an hour's work so with the concurrence of the convention, we will just proceed. (Applause)

**PRESIDENT BAHR:** It is time to present the General Excellence Awards in CWA's local newsletter contest. 2001 was a year unlike any other in American history, a year marked by unprecedented tragedy. With skill and compassion, your editors helped tell the story of the devastating events of September 11 and their ripple effect throughout the country. They wrote about the needs of victims and their families, and how quickly CWA members responded.

Your newsletters will forever be an archive of our members' tremendous spirit of giving and caring. Listen to what the judges said about your editors' collective efforts:

"We were privileged to look at a very dramatic 'time capsule' of one of our nation's most pivotal years as recorded by the wonderfully talented corps of editors who produce CWA's local union newsletters.

"The jolting events of the past year were a true test of the capabilities of these dedicated editors who proved that they were indeed up to the often difficult challenges of reporting on that disastrous day and its aftermath.

"Uniformly, CWA locals treated the events of 9/11 with a great deal of maturity, dignity and concern, reflecting their parent union's role in both experiencing the disasters and the healing that followed."

The judges were also impressed with your newsletters' breadth and depth of coverage of local issues, as well as national, political and economic matters that affect us all.

They said, and I quote, "We found it interesting that even though the occupations represented by CWA are widely divergent, there remains a universal dedication, no matter the jurisdiction, to the process of collecting, analyzing and sharing information.

"This union's broad-ranging membership is well reflected in the tremendous variety of presentations, formats and contents among local publications, and their members' needs are well served in the process. Clearly, as one might expect, each publication has its own unique personality, style and approach even as they share the same fundamental objectives and responsibilities."

That is high praise, and we want you to know how proud we are of all of you.

The judges put it perfectly in their closing statement, saying, "The CWA editorial corps appears to understand the importance of protecting and polishing the unique personalities of their individual publications while they strive to collect and present the most important developments affecting their union. We recognize how difficult the task of publishing can be and we are impressed at the high caliber and steady performance reflected in the entries."

We are just about to get to the awards. But first let me touch on a subject I've raised before.

Your newsletters are a vital link to our members and that's especially important in an election year. Our rights as union members, our safety at work, job security, access to affordable health care, unemployment benefits - all of these critical issues and more are under attack by the Bush Administration and Republican leaders in Congress.

Meanwhile, they've passed a massive tax cut for the rich and are pushing for trade policy that will make monstrous sums of money for corporations at the expense of workers here and abroad. Your newsletters help us communicate directly with our members about the threat working families face from the anti-worker forces in the White House and Congress.

This year's midterm election is critical to all of us. Every single poll taken by us and the AFL-CIO clearly indicates that when you repeatedly hit issues in your local newsletter, that you will not only be able to get members to register and vote, but they are at a much higher percentage ready to follow the recommendation. And our newsletters are always clear. It's never to imply that we are telling our members how to vote, but rather we are laying out the issues and the records of the people and just offering recommendations.

Now let's get to the awards. This year, there were 256 entries from local publications representing workers in telecommunications, the public sector, health care, printing, newspapers, broadcasting, and other fields. They were judged by Dave Prosten, editor and publisher of Union Communication Services; and Lynn Clark, executive director of the International Labor Communications Association.

Some of the awards have already been presented in district and sector meetings. They include these first place honors:

For Best News Reporting, IUE-CWA Local 81201, the Lynn Mass Union News, Ric Casilli, editor; Bill Rounseville, assistant editor. Writer Pete Capano was honored for his article, "Weekend on the Mexican Border: Free Trade Face to Face," a two-part report on a trip by union members who toured maquiladora plants producing some of the same goods their members produce in Lynn, Massachusetts.

For Best Layout, CWA Local 1101, The New York Generator, Jack DuMars, editor. The judges praised it for its strong, well-displayed photos and graphic elements that enhance readability.

For Best Original Cartoon or Graphic Presentation, CWA Local 3372, the CWA Review, Mike Garkovich, editor; Bob Queen, assistant editor. "Complex illustration, simple message and a touch of humor," the judges said.

For Best Front Page, CWA Local 1180, Communique, Dorothee Benz, editor. "Dynamite!" the judges said, with an exclamation point. They praised the paper's "high impact use of color, dramatic, well-displayed photos, and well-chosen words."

For Best Human Interest Feature, CWA Local 1023, Locally Speaking, Paula Belmonte, editor. The judges were moved by a story of tragedy, rebuilding and brotherhood about a member who is an amateur photographer. She turned her hobby into a tribute to the September 11<sup>th</sup> victims, producing a before-and-after pictorial of the World Trade Center. "Great topic, great treatment," the judges said.

For Best Opinion Column, CWA Local 7777, The Communicator, Englewood, Colorado, Duncan Harrington, editor. The judges praised the column as a "perceptive, original and logical discussion of how some partisan Republicans attempted to exploit the sentiments after September 11 for political ends. Righteous indignation comes through and persuades the reader."

Our next awards are for overall general excellence. In Category 1, for publications serving locals with fewer than 200 members, the winner, for the second year in a row, is The Guardian,

TNG-CWA Local 37194 in Eugene, Oregon, Scott Maben, editor. Accepting the award is Janelle Hartman of CWA's communications office. Janelle came to the CWA staff from Local 37194.

The Guardian, which serves a local that has been fighting for a contract for more than three years, is an "attractive, thoughtful effort, funny and clever," the judges said.

In Category 2, for locals of 200 to 500 members, the winner is Cross Talk, CWA Local 2150, Baltimore, Maryland, Elaine Wolf, editor; Sheila Chismar, assistant editor. (Applause) Accepting the award is Local 2150 President and Editor Elaine Wolf. The judges praised Cross Talk for its strong variety of subject matter and good use of clip art.

For locals with 500 to 1,000 members, Category 3, our winner is the Local 2107 News, CWA Local 2107, Annapolis, Maryland, Ray Pomeroy, editor; Ellen Johnson, assistant editor. Accepting the award is Editor Ray Pomeroy. The judges praised the paper's "clean and snappy layout, coupled with solid news judgment mixing items of local importance and national news."

For our locals with more than 1,000 members, Category 4, our winner is The New York Generator, CWA Local 1101, Jack DuMars, editor. (Applause) Accepting the award is Al Luzzi. The judges applauded the Generator's "broad array of news, with a focus on union programs related to membership." They also praised its "great use of photos that illustrate and interest readers."

In Category 5, for cooperative newsletters published jointly by CWA locals, councils and other groups of members, the winner is UPTE Update, CWA Local 9119, Vanessa Tait, editor. (Applause) Accepting the award is Local 9119 Recording Secretary Lisa Kermish.

The judges praised the UPTE Update as classy, polished and overall very appropriate for a collegiate faculty audience." They said further that the newsletter is "an excellent example of the importance of subheads and art to keep up the pace for readers."

Our final award is the Oscar Jager Journalism Award. It is presented each year to a publication that reflects the dedication and hard work of the late Oscar Jager, a past editor of the CWA News and a lifetime labor publicist and a very dear friend of mine. This year's prestigious Oscar Jager Award goes to the New York Generator, Jack DuMars, editor. Accepting the award, again, is Local 1101 Vice President Al Luzzi. (Applause)

The judges were overwhelmed by the Generator's coverage of the World Trade Center disaster. Many 1101 members, including editor Jack DuMars, are based in the Verizon building at 140 West Street, adjacent to the trade center site. Jack, who takes professional-quality photographs, chronicled the disaster, the memorials and the recovery operation, as well as the near-miraculous work of the members who put the destroyed phone and data lines back in service, some within a matter of days.

The judges said, and I quote, "Virtually every publication dealt with the September 11<sup>th</sup> terrorist attacks, but only one did so with such a moving treatment. Original and extremely high-impact, thoughtful.

"It is noteworthy that some of the most emotionally-wrenching commentaries repeated over and over again by eyewitnesses to the WTC's destruction came from professional photographers and camerapersons who felt overwhelmed by the images they were recording.

"They reported that they were torn by the human reaction to 'turn away' while their professional training and instincts kept them riveted to their equipment.

"No doubt, those who provided the images published by Local 1101 in this edition of the Generator experienced the same conflicts, yet they produced some of the most powerful photos of this awesome and awful event."

These award winners and all CWA local editors do this work on a volunteer basis. They do it, as you and I know, as a labor of love. And it is very important work for educating members and building support for our union and all of its programs. Let's give all of our editors and all the

editors that were not recognized a great big hand. (Applause)

The Chair recognizes on Microphone No. 1 Delegate Crowell.

**DELEGATE MIKE CROWELL (Local 9588):** Brothers and sisters, I move that the delegates at our 64<sup>th</sup> Annual Convention honor T.O. Moses with the title of Vice President Telecommunications Emeritus.

... The motion was duly seconded ...

**PRESIDENT BAHR:** The motion has been made and seconded. You may speak for five minutes on your motion.

**DELEGATE CROWELL:** T.O. began his career with Southern Bell in Monroe, Louisiana, in 1949. He was elected to every post in Local 3414 over the next few years, also serving as vice president of both Louisiana and Texas AFL-CIOs.

T.O. came on staff for CWA in 1967 and worked with our members in St. Louis, Missouri, Lubbock and Austin, Texas. While with District 6 and under two district VPs, he was an administrative assistant as well as assistant. T.O. was elected Vice President - Telecommunications in 1989.

T.O. has, over the years, raised the profile of CWA to the different independent Telco's to its highest level. He was instrumental in changing adversarial attitudes of GTE and CWA, and over the last few years many members have benefitted from this developing partnership.

Since its creation, the office of Telecommunications Vice President has never had a more honorable, respected leader. We have been privileged to be represented by this great unionist. We ask you to bestow this honor on a lifelong and deserving union leader, T.O. Moses.

... The delegates stood, applauded and cheered ...

**PRESIDENT BAHR:** Mike, I think there is support for your motion.

The Chair recognizes Delegate Simmons at Microphone No. 3.

**DELEGATE MIKE SIMMONS (Local 6171):** Thank you, President Bahr.

Fellow delegates, what else can you say about a man who served this union for over 50 years? He has been an inspiration for thousands of CWA members, and I proudly stand here in support of Brother Crowell's motion. There is no doubt this will pass, and I just want to take this opportunity to thank everybody, especially T.O., for all your hard work and dedication. Thank you. (Applause)

**PRESIDENT BAHR:** No other delegate cares to speak. Before I take the vote, I just want to let you know that we have all of this recorded. We will be presenting to T.O. and his family copies of what we are just doing here now.

All those in favor of the motion to declare T.O. Moses Vice President Emeritus indicate by raising your hands. Down hands. Opposed by like sign. It's adopted unanimously. (Applause and cheers)

The Chair recognizes the Secretary-Treasurer for a couple of announcements.

**SECRETARY-TREASURER EASTERLING:** The Sprint TPP Committee will meet at 9:00 a.m. tomorrow in Conference Room 8 at the Hilton Hotel.

Retired Members Council raffle. The first prize of \$500 - my God - it went to Roger Deel of IUE-CWA. (Applause)

The second prize, \$250, Steve Shaw, Local 3106. (Applause)

The third prize of \$100 went to Tony Bixler. (Applause)

If you will see Helen Gibson, she will make sure you get the funds. Thank you.

**PRESIDENT BAHR:** We have a large number of greetings from politicians and others and they will be included in the record.

There are no delegates desiring to speak. There are no motions up here, so what I am about to do is recognize on Microphone No. 1 Delegate Maureen Ehlert.

**DELEGATE MAUREEN A. EHLERT (Local 4202):** I would like to make a motion to move to close the 64<sup>th</sup> Annual Convention. And if I could have a moment to speak on it.

... The motion was duly seconded ...

**PRESIDENT BAHR:** It has been seconded and you may speak.

**DELEGATE EHLERT:** Okay. I would like to first of all thank all of District 9 for showing us such a good time here in the infamous home of the one-armed bandit, Las Vegas. (Applause and cheers)

And I proudly invite everyone to Chicago for the 65<sup>th</sup> Annual CWA Convention, (applause) where hopefully, by that time, our great State of Illinois will be governed by a Democratic administration. (Applause and cheers)

I look forward to seeing all of you in the Windy City, and have a safe trip home. (Applause)

**PRESIDENT BAHR:** Thank you.

I am going to take the vote, and then I hope you will stay in your seats for just a few minutes for some closing remarks and the convention ending video.

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

First, I want to say a few words about the very emotional morning that we experienced. The diversity of the workers we represent, the unions which have merged with us, the variety of skills and talents that our members bring to our union were displayed this morning.

The memorial video was produced in-house by our Communications Department with the assistance of our NABET brothers and sisters. (Applause)

And the magnificent voice that you heard belongs to our own Debbie Thomas of the TNG-CWA staff. (Applause and cheers) You touched our hearts, and on behalf of the convention I thank you. Please join me once again in expressing our appreciation to all of them. (Applause)

All delegates will receive information in the mail after the convention on how to order copies of the memorial video.

Of course, the production this morning and of the entire convention was provided by our NABET brothers and sisters, led by Don Jernigan of the NABET staff. There is a small army of technicians beyond the platform and out front on the cameras who bring you the action of this convention. They continue to outperform themselves at every convention. Please show your appreciation to them.

... The delegates arose and applauded ...

Those of you, particularly when you sit up front, can see the amount of help I get from the lady sitting to my right, my executive secretary, Jackie Jervis. (Applause) She keeps me going in the right direction.

But I also want to recognize another secretary in the President's office who is getting married here in Las Vegas this weekend. You are all invited to attend. (Laughter) Georgia Wright. (Applause) And her future husband, Larry Harrison, is in the guest section. Where are you? Back there. There he is. Back there. (Applause)

I want to thank all of you for your attention and your seriousness. I have been standing up here for seventeen years and each year I am continually impressed and amazed, not only with your attentiveness, but by the eloquence of the debate on a whole variety of issues.

When you get home, take a look at the resolutions that we adopted. You will see how broad and varied they are. And read the debate, and I think you will feel as proud as I do of every single delegate here.

On a personal note, I deeply appreciate the confidence you have shown in me. I was personally honored by Tony Matarazzo, my good friend from Brooklyn, the place of my birth, (applause) for nominating me for reelection. I also want to thank my good friends Kathy Kinchius and Ed Phillips for seconding my nomination.

And, of course, what can you say about my very dear and good friend Marie Scheuermann. Her love for this union is so deep that she would not allow poor health and being confined to a wheelchair to stand in her way of attending this convention. To Marie and all of the retirees, we thank you for building our union, and we commit to you to leave it stronger for those who follow us, just as you left a strong union for us.

... The delegates arose and applauded ...

**PRESIDENT BAHR:** You know, we honored a good number of delegates for a minimum of 30 years of service to our union. We also know that local elections for virtually all of our locals take place this fall. For those of you who are running for office, I hope you have as tough a fight as I did. (Laughter) I wish you success.

Now, some of you have decided to retire or go on to other things in your life. So to you, all of you, on behalf of all of our members and our union, I want to thank you for the contributions that you have made. You will be missed. (Applause)

I would just like to mention for the record one of those who will not be running again, who has been a friend of mine and supporter for so long, the vice president of Local 1111, Jim Nader. I know I personally will miss him. (Applause)

You heard during the organizing report the stirring stories from new members, and those who want to be part of CWA. They don't just want to join our union, they want to get into CWA. They want to be part of this powerful organization that all of the local leaders in this auditorium have helped to build in each of our communities. Their desire and determination to be CWA members is testimony to the work that you do every day. As our convention theme states, you do make a difference.

You took the first steps to do just that by creating a political action program for the 21<sup>st</sup> Century, with the adoption of a new COPE fund-sharing program. Now, working together - and I sincerely mean it - working together, to those who had a difference of opinion, we will make this program work, and working together we will elect pro-union candidates to office. (Applause)

We heard from speaker after speaker of the importance of a free trade union movement to our democracy. You heard it again from Harold Schaitberger and President Sweeney this morning. But we must make our voices stronger in the political arena to overcome those who seek a union-free America. We will together begin this fall by retaking the House of Representatives and increasing our majority in the Senate. (Applause)

We can do that with outstanding candidates such as Ron Kirk in Texas and Dario Herrera right here in Las Vegas. (Applause)

During the memorial service, I could not help but think back to those dark days after September 11, because it was during that day or the next day I received telephone calls from Jim Marketti, Local 1032, the local that represents our members at the New York Port Authority. He told me that we had more than 200 members at the Trade Center who were unaccounted for. We monitored that situation almost on an hourly basis.

I can tell you, on the night of September 12, I woke up at 2:00 in the morning and I couldn't sleep. I sat in a chair and what I was thinking about was my own family. What would be going through my mind if it were a member of my family who was unaccounted for? I was thinking of those 200 families, of what they were going through at that very moment.

Well, I went to the office the next morning and I can say it was probably the closest to a state of depression that I have ever been in my life, and the first e-mail that was on my computer came from a member in Seattle. I just want to read it to you, if I can get through it, because even nine months later it impacts me. It says:

"Morty, as I leave for work today, my thoughts and prayers are with you and our brothers and sisters on this day of remembrance. Please take good care with the knowledge that your great and vast extended family is very much present in strength, spirit and solidarity." Then it goes on with a little poem:

I said a prayer for you today,  
and I hope you didn't mind.  
I asked the Lord to comfort you,  
and put your tears behind.  
I prayed for peace and mercy too,  
to help you through this day,  
and for His loving guidance  
as He leads you on your way.  
You need not walk this path alone  
so I prayed He'd hold your hand,  
and offer you some guidance  
in a way you'll understand.  
I asked Him for little miracles,  
and to bless you today.  
Keep searching for the rainbows  
and let Him light your way.  
Dear God, please bless America."

I can't tell you how much, through my tears, that this picked me up that day, with the thoughtfulness of that member. (Applause)

As recently as two weeks ago we got this note. It came from two daughters of Jane Orth, the lady you saw on the video today, who retired from Lucent just one week earlier in North Andover, Massachusetts. She was on her way to Australia on an extended vacation a week after retirement to visit relatives. Here's the note we got just two weeks ago:

"Just a short note to express how thankful we are for your assistance throughout the painful matter of mom's death, and further the national tragedy of September 11. Your energy, compassion and persistence is a credit to CWA. It is in these difficult times that you find out who really cares. It is clear that CWA cares very much for its members and their families. Thank you again.

"Sincerely, Elizabeth Orth and Michelle Orth."

You know, the best I can say about these two messages is that this is what our union is all about. We demonstrate day in and day out how much we care for one another. No matter what disputes we may have within our family, as angry as we may get from time to time with one another, when the chips are down and someone in the family needs help, no one has to ask for help, but you are there.

You know, a great trade unionist told me a long time ago - it was Paul Hall, the president of the Seafarers Union, a union that wherever there was a picket line you saw their white caps - Paul said to me one time, he gave me the definition of a friend. "A friend is someone who knows you are in trouble, perhaps before you do, and comes to your assistance before you ask for it." I think this is what we are all about in our Union. (Applause)

We have the spirit and the dedication to work together to meet the challenges that face us. We can change America. And if we do it together, we will change America to be a more just and equitable society. You and our wonderful members prove that every day. You prove every day that we really are union-proud families. Thank you very much.

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

**PRESIDENT BAHR:** Roll the film.

... A thrilling video showing the activities of the convention was shown to the delegates depicting many of them working at the convention and participating in the rally for the Culinary Workers. The video stressed the motto of the convention, "Lest We Forget" ...

**PRESIDENT BAHR:** The 64<sup>th</sup> Annual Convention of the Communications Workers of America is adjourned. (Applause)

... Thereupon, the 64<sup>th</sup> Convention of the Communications Workers of America adjourned, sine die, at 12:45 p.m. ...

... The following Greetings were submitted for inclusion in these Proceedings, as follows: ...

Morton Bahr, President

Communications Workers of America

501 Third Street, NW

Washington, D.C. 20001

Dear President Bahr and CWA Members:

It is a pleasure to welcome you all to the 64<sup>th</sup> Annual Communications Workers of America Convention. These gatherings are critically important - a time to consider significant internal changes and initiatives, and to plan organizational and political strategy for the year to come.

I hope you will use your time together this year to prepare for an energetic and effective grassroots effort during the mid-term elections. I know from working closely with the CWA for many years that we share the same progressive outlook and concern for union members, children, and seniors. We believe that the voices of working families should be heard. And we know that, if we work hard, in solidarity, they can be.

This fall's elections are critical. Only a single Senate seat stands between the needs of working families and a president who cuts job training and would raid Social Security funds to pay for tax cuts for millionaires. A net gain of only six House seats could return the Congressional agenda to issues we care about, like Medicare prescription drug benefits, adequate education funding, and national security based on economic security.

A few hundred votes could make the difference this fall - and that means the efforts of every single member of the CWA count.

Congratulations on another great year, fighting for your members and for working people everywhere. I look forward to standing with you this year, and carrying that fight out of the union halls and bargaining sessions, and into the precincts and neighborhoods where working Americans will cast their votes for a better future.

With warmest personal regards,

S/John D. Rockefeller IV  
United States Senator

Morton Bahr, President  
Communication Workers of America, AFL-CIO  
501 Third Street, N.W.  
Washington D.C. 20001

Dear Morty:

It is a distinct pleasure for me to extend my warmest greetings and congratulations to the members of the Communications Workers of America (CWA) meet in Las Vegas, Nevada, for your 64th Annual Convention. As always, I am delighted to add my support to this meaningful and worthwhile event.

The CWA has a long and proud tradition and history of outstanding representation of its members. For more than half a century, your organization has played an integral role in making a positive difference in the lives of the many workers, families and communities you serve every day. You have led the fight for justice and equity in the workplace and have paved the way for future industry leaders and workers. Please know that the Glendening-Townsend Administration remains committed to working with you in support of working families across our great State.

On behalf of the citizens of Maryland, I again congratulate you on this exciting and historic occasion. Please accept my very best wishes for a productive and memorable convention and continued success and reward in the years ahead.

Sincerely,

S/Parris N. Glendening  
Governor of Maryland

Morton Bahr, President  
Communications Workers of America (CWA)  
501 Third Street, NW  
Washington, DC 20001-279

Dear President Bahr:

I would like to extend my congratulations and best wishes to you and the Communications Workers of America (CWA), AFL-CIO, on your 64th Annual Convention. CWA has been a steadfast advocate for its members and all workers across the United States, and has been at the forefront in the fight for worker justice.

I want to extend congratulations to President Morton Bahr, Secretary-Treasurer Barbara Easterling, and Executive Vice President Larry Cohen on their reelections. In addition, I would like to give a special much-earned congratulation to California Vice President Tony Bixler. It shows how terrific of a job you have all done by the fact that you are all unopposed in your reelections.

This convention will serve as a springboard of individual ideas and group empowerment for you and your members and give way to another year of strong representation for CWA workers around the country and in our great state of California.

We fought together against Proposition 226 in California in 1998 and I look forward to working with all of you to fight for the rights inherent to all working men, women and families in California and across the nation. Continue the good work!

I wish you and CWA all of the best in the years to come.

Best Regards,

S/Gray Davis  
Governor of California

Mr. Morton Bahr, President  
Communications Workers of America, AFL-CIO  
501 Third Street, N.W.  
Washington, D.C. 20001

Dear President Bahr,

I would like to take this opportunity to congratulate you and the Communications Workers of America, AFL-CIO, on celebrating your 64th Annual Convention. I salute your organization's dedication to empowering union workers in Kentucky and throughout the United States.

During my term as Lieutenant Governor and Secretary of the Economic Development Cabinet, I met Eddie Jacobs who was Vice President of CWA in Lexington, Kentucky. Eddie was a key figure in a critical effort to save CWA jobs at GTE that were being transferred out of state. This project was originated by CWA and still today is one of the finest examples I know of in which labor management and state government worked together to preserve and create jobs.

Your organization has a proud tradition and history of outstanding representation of its members. The CWA continues to be a strong advocate for working families through your legislative and political programs.

Again, congratulations on this outstanding achievement and best wishes for a successful convention in Las Vegas.

Sincerely,

S/Paul E. Patton  
Governor of Kentucky

Mr. Morton Bahr, President  
Communications Workers of America  
501 Third Street, NW  
Washington, DC 20001

Dear President Bahr:

Please accept my congratulations as you meet and convene the 64<sup>th</sup> Annual Convention of the Communications Workers of America, AFL-CIO.

I was so pleased to visit with Hugh Walsh and Barbara Easterling earlier this year in Washington, D.C. It is critically important that you continue with your efforts to protect the ability of our working men and women to support their families and to do their jobs in a safe work environment.

CWA has a strong tradition of outstanding representation and advocacy on behalf of its members on the far-reaching labor issues which come before elected officials at all levels of government. I thank you for your service to raise your voice for these men and women.

Again, congratulations and best wishes as you begin CWA's 64<sup>th</sup> Annual Convention in Las Vegas.

Sincerely,

S/Ruth Ann Minner  
Governor of Delaware

Mr. Morton Bahr, President  
Communications Workers of America  
501 Third Street, NW  
Washington, DC 20001

Dear Mr. Bahr:

On behalf of the State of Missouri, I would like to extend my greetings to attendees of the 64<sup>th</sup> Annual Convention of the Communications Workers of America. Your hard work and dedication to advancing the interests of workers makes me proud to offer my congratulations on the occasion of your Convention.

Previous conventions have helped demonstrate the importance of the CWA. The progress made n last year's convention in identifying potential problems related to workers' rights has been critical to the advancement of workers in the United States. This year's convention should help to further eradicate the misguided view that organized labor is neither effective nor useful. The ability of the CWA to hold such a large meeting proves the importance of unions in every facet of society.

I look forward to working with the CWA in the future and would like to congratulate you once again.

Sincerely,

S/Bob Holden  
Governor of Missouri

Mr. Morton Bahr, President  
Communications Workers of America  
501 Third Street, NW  
Washington, DC 20001

Dear President Bahr:

On behalf of the Officers members and Staff of the Coalition of Labor Union Women, it is with great pleasure that I extend CLUW's heartfelt congratulations to our union the Communications Workers of America (CWA) on the occasion of its 64th Annual Convention.

Since CLUW's very inception, it has maintained a close and positive relationship with the Communications Workers of America. The talent and dedication of CLUW's CWA members continues to move the CLUW agenda as we fight together for equality and dignity for all workers.

President Bahr, we thank you for their support and for the support you provide to our organization.

Best wishes for a successful Convention.

In unity,

S/Gloria Johnson, President  
Coalition of Labor Union Women

Greetings:

It is with great pleasure that I extend my heartfelt congratulations and best wishes to the Communications Workers of America AFL-CIO, CLC, on the occasion of your 64th Annual Convention.

Your dedication to principle and social consciousness makes me proud to salute your great organization. I wholeheartedly commend your unwavering dedication and untiring commitment to developing a fair working environment for all Americans. I am especially pleased by your organization's focus on this year's elections and your recognition of the vital need to elect to office representatives who will carry forward the issues, concerns and agenda of working men and women. Our Association believes that voting is the language of democracy. We fully support your efforts to ensure that every American be afforded the undiluted opportunity to express his or her will in that crucial process, so that the government of our nation truly reflects the wishes of the people it is meant to serve. We commend your invaluable contributions and stand shoulder to shoulder with you in that critical mission.

I trust that this convention will be a resounding success, and extend to your organization all hopes for continued progress.

With best wishes for the future and warm personal regards, I am,

Sincerely,

S/Kweisi Mfume, President/CEO  
NAACP

Greetings from Norman Hill, President  
A. Philip Randolph Institute  
to the  
Communications Workers of America, AFL-CIO  
64th Annual Convention  
Las Vegas, Nevada

We at the A. Philip Randolph Institute (APRI) send our greetings to the 3,500 delegates and guests attending the 64th annual convention of the Communications Workers of America. We wish you the greatest success in meeting your goals as you struggle to achieve economic and social justice for your members and for all working families in America.

As an organization that consists primarily of African-American trade union activists, welcoming all who are committed to economic justice and racial equality, APRI is concerned about the great number of unorganized, disproportionately black low-wage workers in our country. And because you and your president, Morton Bahr, believe that organizing the unorganized is a never-ending responsibility of a trade union, we feel a special solidarity with CWA. We know that thanks to this commitment of yours, CWA has already organized over 10,000 workers during the first four months of this year, including employees at Cingular Wireless and Verizon Information Services. We congratulate you on this achievement.

We also share with you a belief in the importance of working for the election of a union-friendly Congress this year. In the near future, Congress will be dealing with issues such as the future of Medicare and Social Security and the creation of a prescription drug benefit within Medicare, along with many other vital matters.

Because these issues are so important, and because both houses of Congress are so evenly balanced between our friends and foes, we will be working with all our strength this summer and fall to assure a favorable outcome - and we know that you will be out there on the front lines, too, working as hard as you can for America's working families.

Mr. Morton Bahr, President  
Communications Workers of American  
501 Third Street, NW  
Washington, DC 20001-2797

Dear President Bahr:

On behalf of the national executive board and members of the Asian Pacific American Labor Alliance, AFL-CIO, I extend my sincere greetings to the attendees of the 64th Annual Convention of the Communications Workers of America.

For 64 years, the CWA has consistently been a strong advocate for its members and all workers across the country. And we know that the CWA will continue to fight for worker justice by ensuring that workers have a voice at work for respect and dignity. This is evident by the TNG/CWA campaign at the Chinese Daily News in Los Angeles, San Francisco, and New York. Last March, nearly 15 workers at the Chinese Daily News branch in Los Angeles voted resoundingly yes to join a union, becoming the first unionized Chinese language newspaper in the United States. They are still waiting for a first contract.

These are critical times for the labor movement. We are currently under attack for an administration that wants to break the labor movement and undermine the fundamental rights of workers. In these difficult times, it is important that we as union members remain strong and continue to be united so we can fight back.

We must remain united to fight back against corporate greed. We must remain united to fight back against anti-union forces in the U.S. Senate and in the House. We must remain united to fight for immigrant rights, worker rights, and civil rights. Through unity we can bring back the power, strength, and vitality of the labor movement.

In this fight, no doubt the leaders and members of the CWA will be at the forefront of this struggle. In this fight, please keep in mind that APALA will stand with the members of the CWA in the fight for working families.

We look forward to working with you in the future, and congratulate you on the occasion of your 64th Annual Convention.

Sincerely,

S/Luisa Blue, National President  
Asian Pacific American Labor Alliance

Mr. Morton Bahr, President  
Communications Workers of America, AFL-CIO  
501 Third Street, N.W.  
Washington, D.C. 20001

Dear President Bahr:

Please extend my greetings and best wishes to the Officers and delegates attending the 64th Annual Convention of the Communications Workers of America, AFL-CIO.

Their organization has compiled a record of representation, not only for its members but all working families in America, that should make everyone present proud. Your direct involvement, President Bahr, in formulating programs for the AFL-CIO that benefit America's workers is without parallel within our movement.

Democracy cannot exist without a strong and vibrant labor movement, free to conduct its important business without government intervention or interference. I am certain that your delegates will complete the important business of their convention having assured that democracy and democratic procedures assured members by their Constitution remain intact.

Working with you and your members in my forty (40) years as a union representative has taught me well the determination and tenacity of your organization and its representatives to strive to attain the kind of life that should be available to all of those in our great organization who are willing to work toward that goal.

May God speed your deliberations, guide your decisions and provide all of those present with a safe journey home.

With best wishes and in solidarity, I remain

Fraternally yours,

S/John F. Meese, President  
Metal Trades Department, AFL-CIO

Morton Bahr, President  
Communications Workers of America, AFL-CIO  
501 Third Street, NW  
Washington, DC 20001-2797

Dear President Bahr:

On behalf of the Building and Construction Trades Department, I would like to extend our greetings and best wishes to the officers and delegates of CWA's 64th Annual Convention.

I am very impressed that your convention will focus on the 2002 elections. The balance of power in the U.S. House and Senate is very close, and we have the opportunity to shift it with wins by pro-worker candidates. The ability of all our unions to mobilize millions of members will be critical to victory for working families across America.

I look forward to working closely with you and your great union to achieve this goal.

The Building Trades wish you continued success in representing the nation's communications workers and their families.

With kind personal regards, I am

Sincerely and fraternally,

S/Edward C. Sullivan, President  
Building & Construction Trades Department, AFL-CIO

Dear President Bahr:

Congratulations and warmest greetings to the officers and delegates of the Communications Workers of America, AFL-CIO, from the Union Label & Service Trades Department, AFL-CIO.

Our Department stands ready to assist you in promoting, advancing and publicizing the commitment to quality that the members of Communications Workers of America, AFL-CIO, symbolize.

Our message to all is simple: **American made by union workers is always your best buy.** Whether we're talking about a product or a service; whether we are talking about consumer goods or decisions by major institutions, government or private industry: ***union work is quality work.***

We know that the leadership and the members of the Communications Workers of America, AFL-CIO, have long been in the forefront of efforts to promote our message. We want to take this opportunity to thank you for that support and urge you to continue that strong tradition into the future.

On behalf of the affiliates of the Union Label & Service Trades Department, AFL-CIO, we offer our best wishes for a productive and successful Convention.

In solidarity,

S/Charles E. Mercer, President  
Union Label & Service Trades Department, AFL-CIO